SOUTH WEST STATE OF SOMALIA

Ministry of Agriculture and Irrigation-SWS

Environmental and Social Management Plan

(ESMP)

Construction of SPCU and MoAI-SWS Office Facility

Baidoa, Southwest State of Somalia

Date:
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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
FGS	Federal Government of Somalia
GBV	Gender-Based Violence
GIIP	Good International Industry Practice
GM	Grievance Mechanism
GM	Grievance Mechanism
LMP	Labour Management Procedures
MoAI-SWS	Ministry of Agriculture and Irrigation – Southwest State
NPCU	National Project Coordination Unit
OHS	Occupational Health and Safety
OHSMP	Occupational Health and Safety Management Plan
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

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 integrated office facility for the State Project Coordination Unit (SPCU) and the Ministry of Agriculture and Irrigation – Southwest State (MoAI-SWS) in Baidoa, Southwest State of Somalia. The Subproject is part of the World Bank-financed Somalia Food Systems Resilience Project (S-FSRP III), which aims to strengthen institutional capacity, improve coordination across the agricultural sector, and enhance the delivery of food systems interventions.

The Subproject site is located within the existing MoAI-SWS institutional compound in Baidoa, which is already utilised for administrative and agricultural coordination functions under MoAI-SWS, while SPCU currently operates from a separate rented office facility within the city. The existing buildings are structurally degraded and functionally inadequate, with key deficiencies including roof leakages, ageing construction materials, inadequate sanitation, poor ventilation, inefficient spatial layouts, and seasonal flooding due to the absence of a proper stormwater drainage system. These conditions present occupational health and safety risks and significantly constrain effective institutional performance.

The recommendation for demolition is based on site observations and assessment of the physical condition and functionality of the existing structures. No formal structural integrity testing was available at the time of ESMP preparation; however, the observed deterioration and associated risks justify replacement with a new facility.

The proposed Subproject involves demolition of the existing unsafe structures and construction of a modern office complex designed to co-locate SPCU and MoAI-SWS. The facility will include office spaces, meeting rooms, secure coordination 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 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 World Bank 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, enhanced coordination between SPCU and MoAI-SWS, strengthened institutional capacity, and short-

term employment opportunities for local communities. It will also remove existing safety hazards and provide a safer, 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, and risks related to fuel handling and possible contamination. These impacts will be mitigated through measures such as water spraying for dust control, proper waste management, equipment maintenance, and adherence to environmental and safety standards.

Occupational health and safety risks include exposure to falling debris, machinery hazards, and hazardous materials. These will be managed through implementation of an Occupational Health and Safety Plan, provision of 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. These 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 managers and targeted awareness measures.

A project-specific Grievance Redress 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, 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 ESMP, Labour Management Procedures, Occupational Health and Safety Plan, Waste Management Plan, and Traffic Management Plan. MoAI-SWS will assume responsibility during the operational phase.

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

1. Introduction

1.1 Background

The S-FSRP III supports institutional strengthening in Somalia. SPCU and MoAI-SWS currently 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 central component of the programme is strengthening public institutions responsible for planning, coordination, and implementation of agricultural and food systems interventions.

In Southwest State of Somalia, the State Project Coordination Unit (SPCU) and the Ministry of Agriculture and Irrigation (MoAI-SWS) play key roles in the implementation and coordination of S-FSRP activities. These institutions are responsible for programme management, safeguards compliance, fiduciary oversight, stakeholder engagement, and delivery of agricultural services.

Currently, the State Project Coordination Unit (SPCU) operates from a rented office facility within Baidoa, while the Ministry of Agriculture and Irrigation – Southwest State (MoAI-SWS) operates from the existing institutional compound proposed for redevelopment under this Subproject.

The site designated for the proposed development is located within the existing MoAI-SWS institutional compound in Baidoa, which is already utilised for administrative and agricultural coordination functions under MoAI-SWS. The structures within this compound are in a deteriorated condition and exhibit several deficiencies, including poor working conditions, roof leakages, ageing construction materials, inadequate sanitation facilities, poor ventilation, inefficient spatial layouts, and inadequate drainage. These conditions present occupational health and safety risks and render the facilities unsuitable for modern administrative functions.

The assessment of the existing structures was based on preliminary visual inspections conducted during site visits. No formal structural integrity assessment report prepared by a certified structural engineer was available at the time of ESMP preparation. The recommendation for demolition is therefore based on observed physical deterioration, functional inadequacy, and associated safety

concerns. A detailed structural and engineering assessment will be undertaken during the design phase to confirm demolition requirements and guide final engineering decisions.

To address these constraints, the Subproject proposes demolition of existing unsafe structures and construction of a new, purpose-built office facility within the designated government compound. The proposed development will co-locate SPCU and MoAI-SWS within a single integrated office complex designed to improve coordination, enhance operational efficiency, and provide a safe, functional, and climate-responsive working environment.

This investment is expected to strengthen institutional performance, improve working conditions, and enhance the ability of both SPCU and MoAI-SWS to effectively deliver services and implement S-FSRP activities.

1.2 Project Goal

The goal of the Subproject is to construct a modern, safe, and functional office facility for the State Project Coordination Unit (SPCU) and the Ministry of Agriculture and Irrigation (MoAI-SWS) in Baidoa, thereby improving institutional capacity, enhancing coordination, and supporting effective delivery of agricultural 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 outcomes.

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 of mitigation measures
- 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 safeguards 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 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, water resources, drainage, and waste generation
- Evaluates impacts associated with demolition activities, construction materials, transportation, and utility connections
- Examines social and occupational aspects, including community health and safety, access and traffic management, labour conditions, occupational health and safety, and SEA/SH risks
- Incorporates stakeholder inputs from government institutions and surrounding communities
- 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 status, environmental setting, drainage conditions, and surrounding land use. These observations were used to identify potential environmental and social risks associated with demolition and construction activities.

Stakeholder consultations were conducted with SPCU and MoAI-SWS representatives, 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. 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 government structures and the construction of a new office building to serve as the headquarters for the Ministry of Agriculture and Irrigation (MoAI-SWS) and the State Project Coordination Unit (SPCU) of Southwest State of Somalia. The facility will accommodate staff, host official meetings, and facilitate coordination of agricultural programmes and food systems resilience interventions across the State.

The new building will provide a modern and functional working environment for both MoAI-SWS and SPCU staff, enabling effective performance of their duties, improved institutional coordination, and enhanced service delivery. This operational purpose is central to understanding the environmental and social implications of the project, particularly during the operational phase.

The proposed construction site is located within the existing MoAI-SWS institutional compound in Baidoa, Bay Region, Southwest State of Somalia, at approximately Latitude 3.118979° N and Longitude 43.645092° E. The land is under the jurisdiction and administrative use of the Ministry of Agriculture and Irrigation (MoAI-SWS). The area is characterised by low ecological sensitivity and does not contain or border any protected ecosystems or water bodies.

Figure 1& 2:Googe Earth Map Indicating the Location of the proposed SPCU/ MoAI

2.2 Project Components and Activities

The Subproject involves demolition of existing dilapidated structures followed by construction of a three-storey (Ground Floor + 2 Upper Floors) reinforced concrete office building, together with associated infrastructure. Key activities include:

2.2.1 Components

Demolition will involve the controlled dismantling of existing structures, site clearance, and debris management. 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.

Activities will include excavation for foundations (approximately 590 m^3), hardcore filling (approximately 2,150 m^3), removal of excess soil, and construction of reinforced concrete foundations and retaining structures.

Superstructure Works

Construction of reinforced concrete columns, beams, and slabs for the ground, first, and second floors.

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 of windows, doors, and complete sanitary fittings, including toilets and washbasins. Accessible sanitation facilities for persons with disabilities will be incorporated.

Services
Provision of electrical systems, plumbing, drainage, and fire safety installations. The building design also includes a dedicated private lactation room to support female staff.

External Works
Development of site infrastructure, including:

- Engineered stormwater drainage system to address seasonal flooding
- Raised finished floor levels for flood resilience
- Internal access roads and parking areas
- Perimeter fencing with controlled entry
- Landscaping, including preservation of existing mature trees
- Elevated water storage tank
- Septic tank and soak pit system

2.2.2 Workforce

The workforce will comprise both skilled and unskilled labour, including engineers, masons, carpenters, steel fixers, plumbers, electricians, and general workers.

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. 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. 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 and existing local road networks. Construction traffic will be managed to minimise disruption to surrounding institutions 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 MoAI-SWS institutional compound in central Baidoa and is currently used for administrative and agricultural coordination functions under MoAI-SWS. The compound contains several detached buildings in varying states of deterioration. The surrounding area is characterised by a mix of government offices, residential dwellings, small businesses, 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 characterized by limited vegetation, including scattered mature shade trees, 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. Despite the overall disturbed condition, the site contains a distinct linear arrangement of large, mature trees along part of the compound boundary, in addition to a few scattered trees within the open yard. These trees are well-established and relatively old, providing significant shade, microclimate regulation, and visual character to the compound. They also contribute to local environmental quality and may support urban biodiversity, particularly bird species.

Apart from these mature 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.

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, particularly those aligned along the boundary, 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 a flat, fenced government compound in central Baidoa. The terrain is generally stable and not naturally prone to significant soil erosion. However, site observations indicate slight variations in elevation, with some low-lying areas acting as natural collection points for surface runoff. As a result, localised water ponding and temporary stagnation occur during rainfall events. The absence of an engineered stormwater drainage system, combined with low finished floor levels of existing structures, contributes to these conditions and represents a key site constraint.

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.

Baseline environmental conditions in the project area are influenced by its location within a densely populated urban setting. Air quality is affected by vehicle emissions, diesel generator use, and wind-blown dust from unpaved roads and exposed surfaces. Dust levels are particularly elevated during the dry season. There are no major industrial pollution sources in the vicinity of the site.

Ambient noise levels reflect a typical mixed-use urban environment. Daytime noise is mainly generated by road traffic, commercial activities, and generator operation, while night-time levels are generally lower. Although the site is not adjacent to highly sensitive receptors, nearby residential and institutional areas exhibit moderate sensitivity to noise.

Soils within the project area are predominantly sandy to sandy loam, with low organic content and moderate permeability. The surface soils within the compound are compacted due to prolonged use. When exposed, these soils may be susceptible to erosion during rainfall events. Preliminary observations indicate generally suitable ground conditions for construction, subject to detailed geotechnical verification.

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 ponding within the compound occurs due to inadequate drainage.

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 generation is minimal and consists mainly of office waste. There is no formal waste segregation system in place, and construction activities are expected to increase waste volumes significantly, including demolition debris 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 a government compound currently occupied by the Ministry of MoAI. The surrounding area is mixed-use, consisting of government offices, residential houses, and small businesses. As the Subproject is located within the existing MoAI-SWS institutional compound and on government-owned land, no land acquisition, ownership disputes, or displacement impacts 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 production to urban demand. 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. The Subproject is implemented within an existing government institutional compound already utilised by MoAI-SWS. No private land acquisition, relocation, compensation, or involuntary resettlement is required.

- 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.

- Local Community Composition:

  The area surrounding the project site is characterised by a mixed urban setting consisting of government institutions, residential dwellings, educational facilities, and small-scale commercial activities located along and around Baidoa Road. Nearby public institutions include the Southwest State Ministry of Education and Baydhawo Primary and Secondary School. The surrounding population is largely settled, with social organisation influenced by clan structures.

- 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.

- 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.
  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.

- 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.

- 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 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	Existing deficiencies include proximity of septic infrastructure to water storage systems, ageing water storage facility	Medium

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.

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, 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, and incorporate climate-resilient design features such as engineered drainage systems.

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 MoAI-SWS and SPCU 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, 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 and community members 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.

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.
- ESS4 (Community Health and Safety): Addresses risks to surrounding populations from construction activities, traffic, hazardous materials, and the conduct of project workers. The ESMP includes site security, traffic management, 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, 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, they provide practical direction on key areas:

Worker protection, including personal protective equipment requirements, site induction programmes, and emergency preparedness;Safeguarding nearby communities through perimeter fencing, traffic control, and advance notification of disruptive activities;Environmental controls covering dust suppression, noise management, waste segregation, spill prevention, 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 safeguards 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 Southwest State institutions responsible for agriculture and food systems coordination currently operate from structurally inadequate and spatially constrained facilities. The construction of a new integrated office complex for the State Project Coordination Unit (SPCU) and the Ministry of Agriculture and Irrigation (MoAI-SWS) will provide a safe, functional, and accessible working environment designed to meet modern occupational standards.

The primary beneficiaries are the staff of both institutions, who will benefit from improved office space, enhanced working conditions, and strengthened coordination capacity. The public will also benefit through improved access to ministry services and more efficient delivery of agricultural programmes.

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.

In the longer term, the development will strengthen institutional capacity in Southwest State by providing appropriate infrastructure for planning, coordination, and implementation of food systems resilience 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 stormwater drainage and flood management. 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 such as working at height, falling debris, dust inhalation, machinery-related accidents, electrocution, slips and falls, excavation risks, and heat stress. Risk of non-compliance with labour standards,	Moderate during construction; Minor during operation

	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. Workplace discrimination affecting women and minority groups. Weak or absent worker grievance mechanisms.	
ESS 3: Resource Efficiency and Pollution Prevention and Management	Dust emissions from demolition and excavation activities. Noise and vibration from construction equipment and vehicles. Soil disturbance and localised erosion during earthworks. Risk of contamination from improper handling of fuel, oil, paint, and construction waste. Increased demand for water and energy resources during construction.	Moderate during construction; Moderate during operation
ESS 4: Community Health and Safety	Risks to staff, visitors, and nearby communities from demolition and construction activities, including falling debris, dust exposure, and restricted movement. Increased traffic risks along access roads due to movement of construction vehicles. Potential spread of communicable diseases associated with the workforce. Risk of GBV/SEA/SH arising from interaction between workers and the local community. Security risks affecting the construction site 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 MoAI-SWS institutional compound and does not involve private land acquisition, physical displacement, involuntary resettlement, or relocation of other government entities.	Minor during pre-construction
ESS 8: Cultural Heritage	Risk of encountering artefacts or materials of cultural significance during excavation works. Although no known heritage sites exist within the project area, a Chance Finds Procedure is required and must be implemented.	Moderate during construction
ESS 10: Stakeholder Engagement and Information Disclosure	Risk of inadequate engagement with stakeholders, particularly women, minority groups, and persons with disabilities. 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

#	Risks/Impacts	Mitigation	Methods/Tools/Resources	Responsibility	Project Phase	Timeline/Frequency	Cost (USD)
1	Inadequate E&S Management (ESS1): Failure to manage risks as planned. Inadequate assessment and management of E&S risks.	- 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 EHSGs. - Prepare and obtain approval of Contractor's C-ESMP before mobilization. - 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	Contractor-SPCU (S-FSRP III, Baidoa)	Construction	- Pre-construction and throughout construction	- Included in project management budget
2	Labor Risks (ESS2): Child/forced labor, gender exclusion, lack of worker GM.	- Implement Labor Management Procedures (LMP). - Verify worker ages (no one under 18); prohibit forced labor. - develop and implement nondiscrimination policy Awareness raising of all project implementers,	- LMP document- Workers' contracts, ID checks- Signed Code of Conduct- Worker GM procedure' HR policies	- Contractor and SPCU- MoAI-SWS (during operation, Baidoa)	- Construction- Operation (except for child/forced work)	- Throughout construction- Throughout operation, where applicable	- Included in Contract price for implementation- Included in project management budget for support- Included in

		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 efficient and accessible workers' GM.					operational cost of MoAI-SWS
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 with EHSGs. - Use of acoustic insulation materials, isolation of noise source, and other engineering controls. - Address vibration hazards by selecting low-vibration equipment, installing vibration	LMP document- PPE, OHS training records- Written employment terms and conditions- First-aid station with trained attendant- MoU with Baidoa General Hospital or accredited clinic	- Contractor and SPCU-MoAI-SWS (during operation, Baidoa)	- Construction- Operation (relevant only to employment terms and conditions)	- Throughout construction- Throughout operation, where applicable	- Included in Contract price for implementation- Included in project management budget for support- Included in operational cost of MoAI-SWS

		dampening systems, and limiting exposure time to prevent health impacts, as advised by the EHSGs 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 EHSG recommendations. - Regularly monitor weather conditions for outdoor operations to implement adaptive work schedules, safeguarding workers against environmental risks and aligning with EHSG guidance on occupational health management, particularly considering Baidoa's hot semi-arid conditions. - Modify work-rest cycles based on 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 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. - Provide first-aid station with trained attendant and establish MoU with Baidoa General Hospital or accredited clinic.					

4	CoC and GBV/SEAH cases	- Implementation and monitoring of GBV/SEAH Response and Action Plan - GBV sensitization sessions for community members surrounding the MoAI-SWS/SPCU site in Baidoa-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 - Include a dedicated GBV/SEAH mechanism within the workers' GM	- 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	- Contractor and SPCU-MoAI-SWS (during operation, Baidoa)	- Construction-Operation, where applicable	- Throughout construction-Throughout operation, where applicable	- Included in Contract price for implementation- Included in project management budget for support-Included in operational cost of MoAI-SWS
5	Pollution (ESS3): Dust, noise, vibration, and vehicle emissions from demolition, excavation, and construction activities.	- 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.	- Water truck or sprinklers - Work scheduling - Vehicle maintenance logs - Perimeter fencing and dust screens - Community notification records	- Contractor with monitoring by SPCU dedicated team-MoAI-SWS (during operation, Baidoa)	- Construction-Operation where applicable	- Daily during construction-Throughout operation where applicable	- Part of the contractor's rate (contract)-Included in operational cost of MoAI-SWS

		- Store fine materials in covered areas. - Schedule high-noise and vibration activities during standard daytime hours - Use modern, well-maintained equipment with mufflers. - Position stationary noise sources (generators) away from sensitive receptors. - Provide prior notification to neighbouring institutions in Baidoa 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.- Minimize 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	- Contractor-MoAI-SWS (during operation, Baidoa)	- Construction- Operation	- Daily during construction- Daily during operation	- Included in contract price- Included in operational cost of MoAI-SWS
7	Waste and	- Implement a Site Waste	- SWMP	-	-	- Daily	- Included in

	Hazardous Materials (ESS3): Soil and water pollution, community safety hazards from demolition debris and construction waste.	Management Plan (SWMP). - Segregate waste into labeled bins (general, recyclable, hazardous). - Salvage and reuse materials where possible (crushed concrete as fill). - Sell scrap metal to licensed recyclers. - Store hazardous materials (fuel, oil, paint) in a secure, bunded area with spill kits maintained on site. - Ensure disposal of generated solid waste at designated and authorized disposal sites approved by the Baidoa Municipal Authority, in consistence with 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 minimize spills, releases, and exposure to employees and public. - Maintain waste transfer records for each load transported.	document- Labeled bins and secure storage area- Waste disposal records and receipts- GM complaints related to waste management- Bunded fuel and chemical storage areas	Contractor-MoAI-SWS (during operation, Baidoa)	Construction-Operation where applicable	during construction-Throughout operation where applicable	contract price-Included in operational cost of MoAI-SWS

		- Ensure mechanisms exist for community to bring forth any complaints concerning waste disposal – Project GM.					
8	Community Health and Safety (ESS4): Spread of disease to the community, physical hazards to MoAI-SWS staff, SPCU staff, and visitors. Improper site management.	- Enforce a strict Worker's Code of Conduct. - 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 of schedule and contacts in Baidoa. - Maintain clean and lit pedestrian pathways outside the site.	- Signed Codes of Conduct- Site fencing and signage- Regular site inspections- Health awareness materials- Community briefing records	- Contractor	- Construction	- Throughout construction	- Included in contract price
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. - 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 personnel records	- Contractor- SPCU- MoAI-SWS (during operation)	- Construction- Operation	- Throughout construction- Throughout operation	- Included in Contract price for implementation- Included in project management budget for support- Included in operational

	(ESS4).	- Coordinate security protocols with local state security services in Baidoa.					cost of MoAI-SWS
10	Traffic and road safety hazards (ESS4): Risks to pedestrians, ministry staff, and road users during material transport and vehicle movement.	- Establish site speed limits and implement safe routes.- Develop and implement a Traffic Management Plan (TMP) for delivery vehicles. - 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	- Contractor- SPCU- MoAI- SWS (during operation)	- Constructi on- Operation	- Throughout constructio n- Throughout operation	- Included in Contract price for implementati on- Included in project management budget for support- Included in operational cost of MoAI-SWS
11	Lack of preparedne ss for emergencie s (ESS4): Fire, structural collapse during demolition, serious injury, or security incidents	- Develop and implement an Emergency Preparedness and Response Plan (EPRP) specific to demolition and construction works. - 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	- EPRP document- Emergency drills and worker participation records -Fire safety equipment - First aid equipment and measures - Referral arrangements with nearby	- Contractor- SPCU- MoAI- SWS (during operation)	- Constructi on- Operation	- Throughout constructio n- Throughout operation	- Included in Contract price for implementati on- Included in project management budget for support- Included in operational cost of MoAI-SWS

	could lead to harm to workers and surrounding community.	safe assembly points and evacuation routes. - Maintain communication procedures for workers and site supervisors.	health facility in Baidoa				
12	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5): The Subproject is implemented within an existing government institutional compound already utilised by MoAI-SWS and does not involve land acquisition, displacement, or	• Provide legally owned land with FGS and Southwest State documentation. • Maintain all construction activities within the approved project footprint and institutional compound boundaries. • Avoid encroachment on adjacent properties, public access routes, and surrounding community areas. • Undertake stakeholder consultations and maintain an accessible grievance mechanism throughout project implementation.	- Leasehold or allocation letters issued by relevant authorities- Meetings with MoPWLH-SWS and Baidoa Municipal Authority- Relocation coordination documentation	- SPCU-MoAI-SWS-Southwest State Authorities	- Pre-construction	- Before commencement of works	- Not applicable

	relocation.						
13	Cultural Heritage (ESS8): Risk of encountering artefacts or culturally significant items during excavation and foundation works.	- Adopt Chance Finds Procedure as described in the S-FSRP ESMF and this ESMP. - Include this clause in the bidding and contract documents. - Immediately halt work in the affected area upon discovery. - Notify the supervision engineer and relevant state authorities. - Protect any encountered artefacts until assessed.	- Chance Finds Procedure - Meetings - Training - Reporting	- SPCU-Contractor	- Construction	- Throughout construction phase	- Contractor's cost
14	Stakeholder Engagement and Information Disclosure (ESS10): Exclusion of vulnerable groups and lack of access to information or grievance mechanisms.	- Implement the project SEP, ensuring women from the Ministry and surrounding Baidoa community are consulted. - Conduct pre-construction community meetings to inform about schedule, impacts, and GM.- Display public notice boards at site perimeter with key contacts. - Ensure the GM is accessible, publicized, and known to all stakeholders. - Communicate GM contact details in Somali at site entrances. - Target outreach to vulnerable groups where necessary.	- Meetings- Awareness campaigns - SEP and communication strategies - Public notice boards- GM posters in Somali	- SPCU-MoAI-SWS (during operation)	- Pre-construction- Construction- Operation	- One-time prior to works- Ongoing during construction and operation	- Included in project management budget- Included in operational cost of MoAI-SWS

Table 3: Environmental and Social Monitoring Plan

I. Demolition Phase

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
1	ESMP Implementation	- Approved C-ESMP covering demolition activities - E&S clauses included in contract - Monthly E&S reports submitted - Demolition method statements approved	- Document review - Site inspections - Monthly reports - Meetings	SPCU E&S Specialist, Supervising Engineer	Pre-demolition and throughout demolition	Included in project management budget
2	Labour & OHS	- Workers trained on demolition hazards - PPE provided and used - No structural	- Site inspections - Training records - Demolition method statements - Toolbox talks	SPCU, Supervising Engineer, Contractor OHS Officer	Daily monitoring, weekly inspections	Included in contract

		collapse incidents - No major OHS incidents - Worker GM functional				
3	Pollution Control	- Dust levels controlled during demolition - No excessive noise complaints - Debris removal controlled - No open burning of waste	- Water spraying - Visual inspection - GM review - Noise observation	Contractor, Supervising Engineer	Daily	Included in contract
4	Waste Management	- Demolition waste segregated (concrete, metal, hazardous) - No illegal dumping - Approved disposal site used - Hazardous	- Waste records - Transport manifests - Site inspections - Municipal verification	SPCU, Supervising Engineer	Daily/weekly	Included in contract

		materials handled safely				
5	Community Health & Safety	- No falling debris incidents - Demolition area secured - No unauthorized access - Community complaints managed	- Fencing and signage - Site inspections - GM records - Safety supervision	SPCU, Contractor	Daily	Included in contract
6	Cultural Heritage (ESS8)	- No. of chance finds recorded - Proper reporting of any findings	- Chance Finds Procedure - Reporting - Supervision	Contractor, SPCU	During excavation/demolition	Contractor cost
7	Emergency Preparedness (Demolition)	- Emergency procedures in place - Rescue measures available - No major emergency incidents	- EPRP - Emergency drills - First aid and coordination with Baidoa health facilities	Contractor, SPCU	Weekly checks	Included in contract

II. Construction Phase

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
8	ESMP Implementation	- Approved C-ESMP in place - Monthly reports submitted - Compliance with ESMP	- Reports - Inspections - Meetings	SPCU, Supervising Engineer	Monthly	Included
9	Labour & OHS (ESS2)	- No child/forced labour - PPE use - OHS compliance - Worker GM active	- Records review - Site inspection	SPCU, Contractor	Weekly	Included
10	GBV/SEA/SH	- No cases reported - CoC signed - Awareness sessions conducted	- Training records - GM logs	SPCU, Contractor	Monthly	Included
11	Pollution Control (ESS3)	- Dust, noise within limits - No complaints - Equipment maintained	- Monitoring - Inspections	Contractor	Daily	Included

12	Waste Management	- Waste segregation - No illegal dumping - Clean site maintained	- Records - Inspections	SPCU	Weekly	Included
13	Traffic Safety	- Reduced incidents - Speed limits enforced - TMP implemented	- Traffic reports - Observations	Contractor	Daily	Included
14	Community Health & Safety	- Site secured - No incidents - GM functional	- Inspections - GM logs	SPCU	Weekly	Included

III. Operation Phase

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
15	Application of E&S instruments	- Improved environmental and social performance of the facility - Positive feedback from MoAI-SWS and SPCU staff - Positive feedback from visitors and surrounding community - Monitoring and	- Continuous improvement of E&S system and institutional capacity - Overall M&E framework - Monthly progress reports - Internal coordination meetings	MoAI-SWS in collaboration with SPCU	Monthly / Quarterly	Included in operational cost of the building

		Evaluation (M&E) results available and reviewed				
16	Labour/Employment Terms and Conditions	- Work agreements approved and implemented - Reduced number of staff complaints - Positive staff evaluation reports - Evidence of periodic health check-ups - Reduced staff 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	MoAI-SWS in collaboration with SPCU	Monthly / Quarterly / Annually	- Included in operational cost of MoAI-SWS - Included in employment contracts - Healthcare-related costs
17	Inclusion of women, vulnerable and minority groups	- Increased participation of women and vulnerable groups in employment - Reduced complaints related to exclusion - Improved access to facilities (ramps, accessible toilets) - Positive feedback from vulnerable users - Reduced staff turnover among vulnerable groups	- HR records and inclusion tracking - Staff evaluations - Healthcare and rehabilitation programmes where applicable - Interim/progress reports - Worker GM	MoAI-SWS in collaboration with SPCU and relevant service providers	Monthly / Quarterly / Annually	- Included in operational cost of MoAI-SWS - Included in employment contracts - Healthcare and inclusion support costs
18	GBV/SEA/SH	- GBV/SEA/SH Response and Action Plan maintained and	- GBV/SEA/SH Action Plan - Awareness and	MoAI-SWS in collaboration with	Monthly / Quarterly / Annually	- Included in operational cost of MoAI-SWS

		implemented - Reduced number of reported cases - Increased awareness levels among staff - Dedicated GM pathway functional and accessible - Evidence of awareness sessions conducted	training sessions - Interim and monitoring reports - Staff evaluation reports - Worker GM with confidential reporting channels	SPCU and external support services		- HR and GM operational costs - Support services for GBV response
19	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 security-related complaints	- Background verification procedures - Employment contracts including CoC - Monitoring and incident reports - Staff training records - Worker and community GM	MoAI-SWS in collaboration with SPCU and relevant security authorities	At deployment and ongoing (monthly/quarterly)	Included in operational cost of MoAI-SWS and relevant authorities
20	Water and energy use	- Water consumption within acceptable limits - Water-saving devices installed and	- Metering devices and monitoring systems - Utility bills and consumption records	MoAI-SWS in collaboration with SPCU and municipal service providers	- Monthly (billing and monitoring) - Quarterly (training and reporting)	Included in operational cost of MoAI-SWS and service providers

		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) - Increased awareness among staff on resource conservation - Reduced complaints related to water or power supply	- Routine site inspections and spot checks - M&E reports - GM records - Awareness programmes and training materials		- Unscheduled spot checks	
21	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 complaints related to pollution or waste	- Applicable environmental standards - Periodic measurements where required - Waste management records - Site inspections and supervision - GM reports	MoAI-SWS in collaboration with SPCU and Baidoa Municipal Authority	- Daily (cleanliness checks) - Monthly (waste tracking) - Quarterly (monitoring) - Unscheduled checks	Included in operational cost of MoAI-SWS and municipal authorities

22	Traffic and road safety	- Compliance with speed limits within the compound - Reduced traffic-related incidents - Awareness campaigns conducted - Reduced complaints from staff and visitors	- Traffic monitoring reports - Awareness campaign records - GM records	MoAI-SWS in collaboration with SPCU and traffic authorities	- Daily monitoring - Quarterly reporting	Included in operational cost of MoAI-SWS and authorities
23	Emergency preparedness and response	- Emergency Preparedness and Response Plan (EPRP) in place and functional - Fire safety equipment installed and maintained - Emergency systems operational (alarms, exits) - Regular drills conducted - Reduced number of incidents and improved response times	- EPRP documentation - Emergency drills and reports - Fire safety and first aid equipment - Incident reporting system			

Table 4: Capacity Building Plan

Table 4 below describes the key requirements for capacity building plans, including targeted staff, topics, timeline, types of training, resources, and cost estimates.

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 - 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) - 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 Agriculture and Irrigation – Southwest State (MoAI-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
MoAI-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, 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
- 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

- 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 MoAI-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 structures and construction of a new integrated office facility for SPCU and MoAI-SWS within a government compound in Baidoa. This requires coordinated engagement with both affected institutions and nearby communities.

8.1 Institutional Consultations (Government Stakeholders)

Consultations were conducted with SPCU, MoAI-SWS, 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 and construction activities
- Discuss operational disruptions and relocation requirements for the current occupants
- Review building design, including accessibility and gender-sensitive features
- 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 and the potential for temporary impacts during demolition and construction.

Stakeholders Engaged

Community consultations included:

- Residents living near the project site
- Local community leaders and elders
- Women's groups
- Youth representatives
- Small business operators in the surrounding area

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

- 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
- Noise and vibration from machinery and equipment
- Increased traffic and road safety risks due to movement of construction vehicles
- Safety risks to pedestrians and nearby residents
- Potential disruption to daily activities and nearby businesses
- Behaviour of construction workers and interaction with the local community

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
- Installation of site fencing and controlled access points to enhance safety
- Development of a Traffic Management Plan to reduce road risks
- Enforcement of a strict Worker Code of Conduct to manage behaviour
- Establishment of a Grievance Mechanism accessible to community members
- Regular communication with nearby residents during project implementation

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 MoAI-SWS, SPCU, and relevant institutions
- Periodic engagement with surrounding communities where necessary
- 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, and institutional staff.

The MoAI-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 MoAI-SWS and SPCU 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, 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 MoAI-SWS.

Table 8: Indicative budgetary requirements for implementing the ESMP

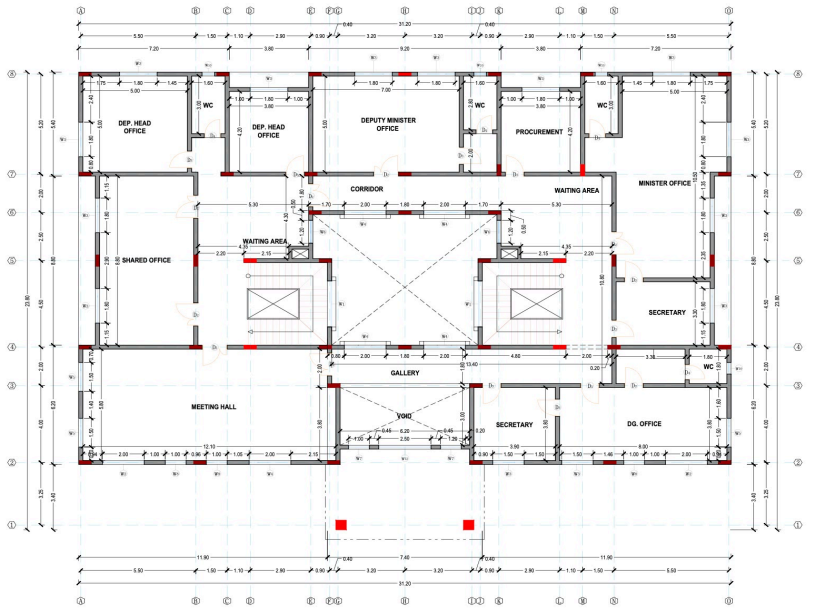
#	Activity / Resources	Cost Estimate (USD/year)
1	EHS induction training and safety toolbox talks (SPCU oversight and coordination)	1,000
2	Emergency Preparedness and Response (EPRP), including drills and coordination	800
3	Stakeholder and public consultation activities	1,500
4	Environmental and Social 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, and site conditions)	900
	Sub-total	10,200
	Contingency (2%)	204
	Total Estimated Budget	10,404 USD

11. Reference:

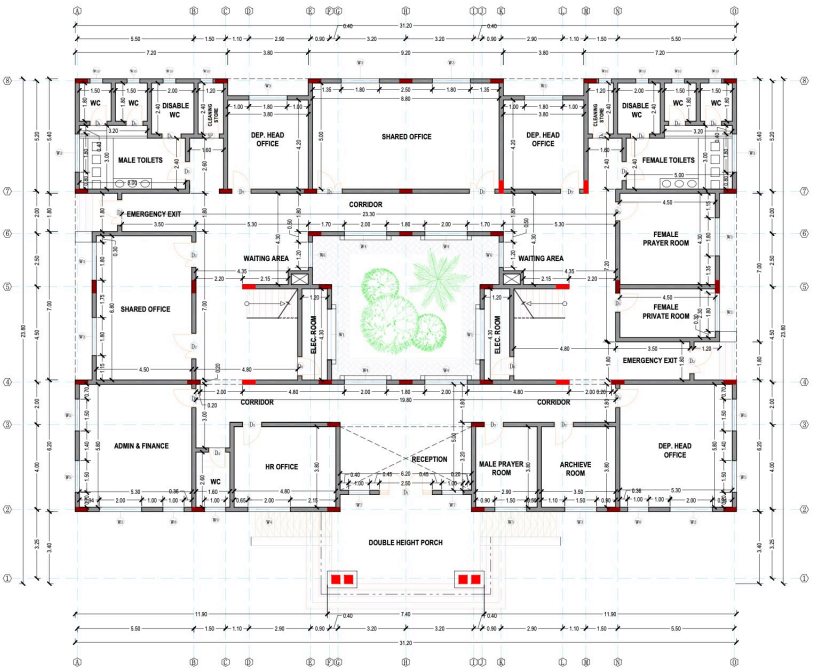
-	The World Bank Environmental and Social Framework (ESF), 2018
-	The World Bank Group General Environmental, Health, and Safety (EHS) Guidelines, 2007

12:ANNEXES

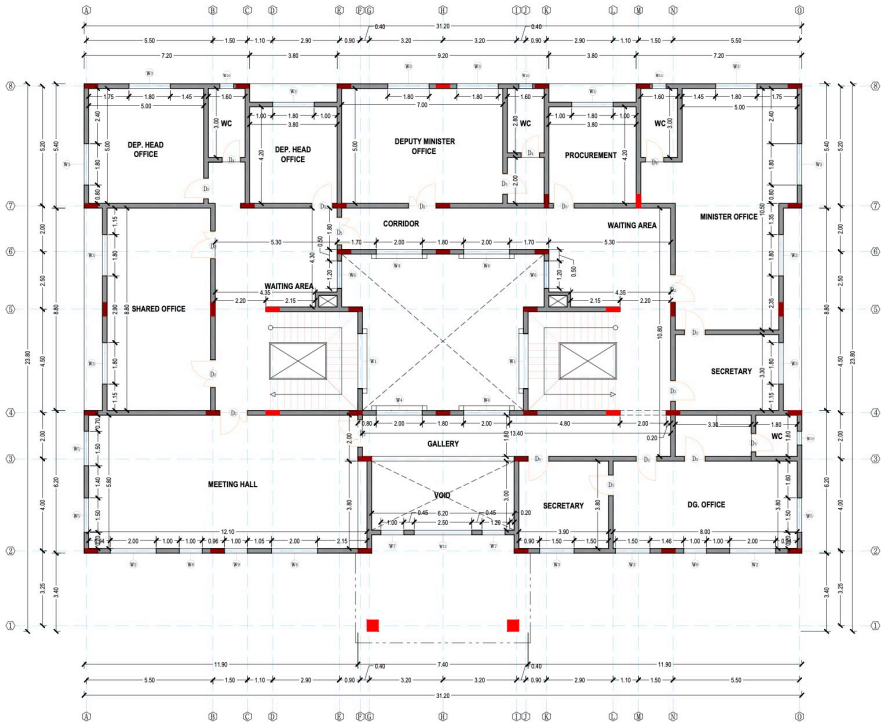
Annex 1:Technical design/Site layout drawing



FIRST FLOOR PLAN



GROUND FLOOR PLAN



FIRST FLOOR PLAN

Annex 2. Land Ownership Confirmation Letter

DOWLAD GOBOLEEDKA KOONFUR GALBEED EE SOOMAALIYA
WASAARADA BEERAHA IYO WARAABKA
XAFIISKA AGAASIMAHA GUUD

ولاية جنوب غرب الصومال
وزارة الزراعة والري
مكتب المدير العام

SOUTHWEST STATE OF SOMALIA
MINISTRY OF AGRICULTURE AND IRRIGATION
OFFICE OF THE GENERAL DIRECTOR

REF: MOAI/KGS/0034//2026 **DATE: 04th/05/2026**

SUBJECT: LAND OWNERSHIP CONFIRMATION LETTER

To Whom It May Concern,

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

The subject property covers a total area of **1,895.59 square meters (1,895.59 m²)** and is officially recognized and recorded as **public land under the full ownership, custodianship, and legal mandate of the Ministry of Agriculture and Irritation.**

The Ministry hereby confirms that this land is **exclusively allocated for public institutional development purposes**, specifically for the establishment of the new Ministry headquarters and related administrative, agricultural development, and public service functions. The site is designated as a **strategic government facility intended to strengthen agricultural governance and service delivery in the Southwest State of Somalia**.

Furthermore, the Ministry affirms that **no private individual, community group, or third-party entity holds any claim, lease, ownership interest, encumbrance, or legal dispute over this property**. The land is therefore **free from any form of dispute and is fully available for lawful government development purposes**.

This certification is issued upon official request and may be used for **administrative, technical, environmental and social safeguard (ESF), donor-funded project compliance, due diligence, and land verification requirements**, including those of international development partners.

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

Sincerely,

.....
Ali Mohamed Ibrahim
Director General
Ministry of Agriculture and Irrigation
Southwest State of Somalia

Signature/Stamp: _____

Contact: +252615158340 Email: dg@moai.sw.so
Address: Uney Road via Livestock Market, Ministerial Complex, Berdale, Baidoa, Somalia

Annex 3. Environment & Social Screening for Jana Abdalle FFS construction

Environmental and Social Screening for the Somali Food System Resilient Project

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	Construction of SPCU and MoAI-SWS Office Facility in Baidoa
Activity/Sub- project component	Construction of Government Office Facility (SPCU & MoAI-SWS)
Proposed activity duration	12 months
ES Screening Team Leader and Contact Details	Ahmed Abdinoor, +252619213893
Name of Executing Agent	Ministry of Agriculture and Irrigation – Southwest State (MoAI-SWS), Somalia
Site/Activity location (including GPS coordinates)	Baidoa Town, Southwest State of Somalia Government compound
New/Rehabilitation project	Rehabilitation and new construction (demolition of existing structures and construction of new facility
Objective of the screening process	i To assess the suitability of the proposed site for the construction of the SPCU and MoAI-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 existing buildings within the Ministry of Agriculture and Iirigation , followed by construction of a new integrated office facility for the State Project Coordination Unit (SPCU) and the Ministry of Agriculture and Irrigation (MoAI-SWS). The facility will provide improved working conditions, enhance institutional coordination, and strengthen implementation of food systems resilience programmes in Southwest State

Potential Environmental/Social Risks Impacts of Activities					
Risk Category (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)	Yes	No	UNK	If these risks ('yes') are present, refer to:	Remarks
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts					
Is an Environmental and/or Social Assessment required where the project is undertaken?	Yes			ESMF/ ESMP	ESMP required
Is there a risk of lack of monitoring of project activities due to remoteness of location and insecurity?		No		ESMP and C-ESMP	Urban setting
Are there existing land uses on or around the location e.g. industry, commerce, recreation, which could be affected by the proposed project activities?		No		ESMP	located within an active government compound
Are there any plans for future land uses on or around the location which could be affected by the proposed project activities during the operational phase		No		ESMP	The site is designated for continued institutional use; no conflicting future land uses anticipated
Is there a risk that the activity will cause population influx from neighboring areas?		No		LMP	Labour requirements are limited and will primarily be sourced locally
Is there a risk that the selection of the activity location or beneficiaries will lead to conflict?		No		Stakeholder Engagement Plan (SEP) and Grievance	The site is government-owned land; no land

				Redress Mechanism (GM) for the project	acquisition or displacement is required
ESS 2: Labor and Working Conditions					
Is the project likely to provide local employment opportunities, including employment opportunities for women?	Yes			Labor Management Procedures	Implement labor Management Procedures.
Does the activity have the potential to cause labor risks / ESS2 non-compliance risks (child and forced labor)?	Yes			Labor Management Procedures (LMP). Occupational Health and Safety Plan (OHS) GM	Risks managed through LMP and compliance measures
Does the activity include a construction component?	Yes			LMP, C-ESMP Occupational Health and Safety Management Plan (OHSMP)	Includes demolition and construction works
Will the project potentially involve an influx of workers to the project location?		No		Occupational Health and Safety Plan (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 slip and falls, confined spaces and	Risks include falls, debris, machinery, and heat stress

				struck by objects.	
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
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-renewable or in short supply?	Yes			C-ESMP; ESMP	Construction materials and water will be used
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 and construction waste
Will the activity result in the production of toxic or hazardous waste? (e.g. used oils, inflammable products, pesticides, solvents, pharmaceutics, industrial chemicals, ozone depleting substances)	Yes			Waste Management Plan, based on WBG Environmental, Health, and Safety General Guidelines Pest Management Plan (PMP) C-ESMP	Oils, chemicals, and paint residue
Will the activity result in generation of dust and noise?	Yes			C-ESMP	From demolition and construction works

Will the activity result in soil erosion?	Yes			C-ESMP	Excavation and site preparation
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
Will the activity result in siltation and/or contamination of the water body?		No		C-ESMP	Managed through site controls
Will the activity result in increased levels of vibration from construction machinery?	Yes			C-ESMP	Machinery and demolition works
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	It might impact some vegetation shade tree inside 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 C-ESMP. Operational ESMP, Emergency Response Plans	No significant impact expected
Can the project affect the surface or groundwater in quantity or quality? (e.g., discharges, leaking, leaching, boreholes, etc.)		No			
Will the project require use of chemicals? (e.g., fertilizers, pesticides, paints, etc.)	Yes				Paints and minor construction chemicals
Is there any risk of accidental spill or leakage of material?		No		ESMP	Fuel and oil handling risks
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)
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 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 labor influx?	Yes			GM, LMP SEAH PRP	Interaction between workers and community may pose risks
Is there a risk of spreading communal diseases due to labor 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, OHSP	Risks from demolition, machinery, 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
Will the activity expose community members to physical hazards on the project site?	Yes			C-ESMP; OHSMP	Open site, debris, and equipment pose risks
Will the activity pose traffic and road safety concerns?	Yes			C-ESMP	Movement of materials and equipment
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 or economic displacement is anticipated, as the Subproject is implemented within an existing government institutional compound under MoAI-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 landownership?		No		ESMP, GM, RPF	Land confirmed as government property
Will the activity lead to blocked access to the site by people in the area?	Yes			ESMP, GM and 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,		No		ESMP	No dependency

fibers, or other basic needs, including cultural and spiritual needs?					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		ESMMP	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 old 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 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-making processes in regard to the activity?	Yes			Stakeholder Engagement Plan (SEP)	Women participation will 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 PROCESS

E&S Screening	Results and Recommendation		
Screening Results: Summary of Critical Risks and Impacts Identified	Risk/Impact	Individual Risk/ Impact Rating	Mitigation At the end of the screen process, tabulate the mitigation measures in an ESMP Format (see below)
	Moderate	C	
Is Additional Assessment Necessary? Evaluate the Risks/Impacts and reflect on	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)		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)

options (see below)	- Noise from construction machinery may disturb nearby farmers and workers and prolonged exposure could cause hearing issues for laborers - Gender/social exclusion risks	□ 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 project has been appropriately classified as Category C (Moderate Risk). The screening process identified several foreseeable environmental and social risks under multiple Environmental and Social Standards (ESS 1, 2, 3, 4, 5, 6, 8, and 10), which are typical of a medium-scale construction activity. These impacts are localized, mostly reversible, and can be effectively addressed through standard mitigation measures. Accordingly, preparation of a detailed ESMP is required. As the project does not entail involuntary resettlement, significant impacts on biodiversity, or effects on cultural heritage, 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: Social Safeguard specialist Signature…… Date. 05/12/2025	Approved by: Environmental Specialist Signature…… 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 SPCU and MoAI-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.

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, 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, 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, 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 an existing government compound. No land acquisition or physical or economic displacement is required. However, temporary administrative relocation of the current occupants will be managed by the relevant authorities.

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 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.

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, and implementation of a Grievance Mechanism accessible to all stakeholders.

ANNEX 5: MINUTES OF KICK-OFF MEETING

Consultancy Services for Architectural and Detailed Engineering Design, Preparation of Environmental and Social Impact Assessment (ESIA) and Tender Documents for the New Offices of SPCU, MoAI-SWS and MoLFR-SWS under S-FSRP

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 of the consultancy assignment and to establish a shared understanding between the Client and the Consultant on:

- The objectives and scope of 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 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
- Meeting and coordination rooms to support inter-ministerial 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
- Integration of energy-efficient and climate-responsive design features, including natural lighting and ventilation
- Compliance with environmental, social, health and safety requirements

4.4 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
- Preliminary measurements and observations were recorded

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

The following actions were agreed:

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
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 both MOAI and MOFLR:

13. Consultation Attendants/ Participants:

No.	Name of Participant	Age	Sex	Position	Phone Number	Signature
1.	Saeid Maslin Selim	49	m	Community member	61517145	
2.	Ibrahim Sharif Ali	53	m	Farmers	61556023	
3.	Abdifatah Mohamed Yusuf	24	m	Community Manber	61970204	
4.	Salad Dahir	51	M	Farmer	0615570882	
5.	Hussein Abdirahman Ibrahim	60	m	Traditional leader	0615894019	
6.	auliyo Bule Adan	55	F	Traditional leader	61582078	
7.	Ahmed Kerow Abdi	55	M	community	61552685	
8.	mahamed aadan Axmed	21	m	yourth	61803739	
9.	Abdukadir Mohamed Ibrahim	56	M	Farmers	6167192 00	
10.	Adan mohamed Buure	64	m	Neighbor	0612269797	
11.	Ibraahim Sabaad	38	M	Neighbor	0615704152	
12.	Saciaq Zubair Moalim	29	m	Community	61713618	
13.	Hassan Yuusuf Haji	23	m	Community	61312602	
14.	Xabibo mohamed ali	27	f	community Member	61398213	
15.	Habibo shamarkeali	40	f	women	61743328	
16.	Hani cabdulah	23	H	women	61231072	
17.	Deeqow adan abdi	48	M	Traditional leader	61501446 8	
18.	Abdullahi Sheikh Mire	40	M	goverment	61580 1670	
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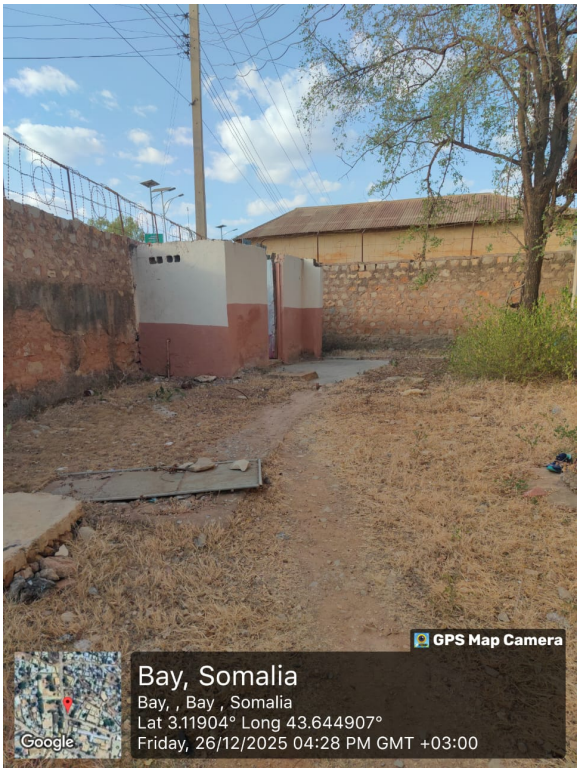
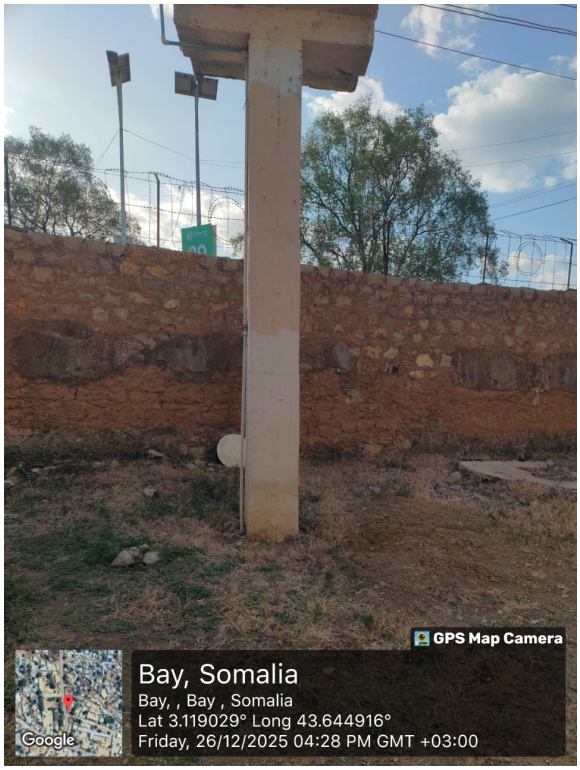
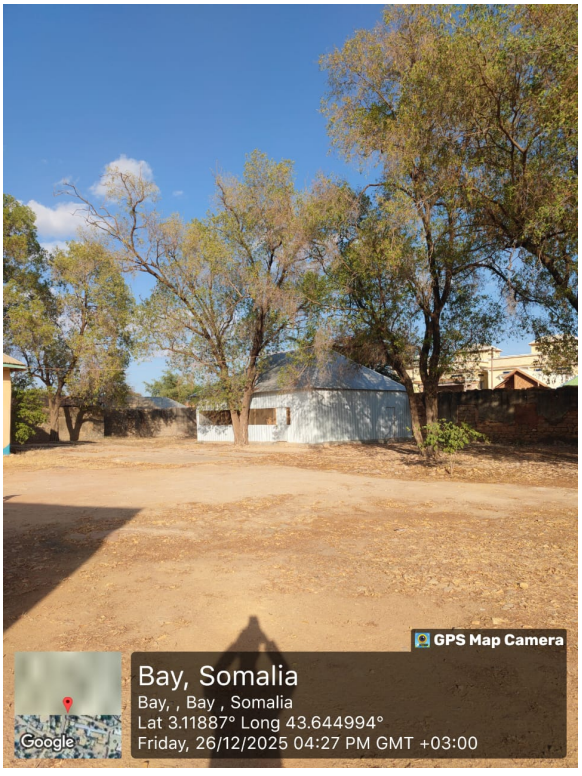
ANNEX 7: Site visit photos for both MOAI and MOFLR:



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