

FEDERAL GOVERNMENT OF SOMALIA



Ministry of Agriculture and Irrigation

**Environmental and Social Management Plan
(ESMP)**

**Construction of Afgooye Agricultural Research Station in Afgooye
District for the Ministry of Agriculture and Irrigation (MoAI)**

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Table of Contents

Executive Summary.....	iv
1. Introduction	1
1.2. Purpose of the ESMP	1
1.3. Methodology.....	1
2. Sub-project Description	3
3. Environmental and Social Baseline Description	6
3.1. Environmental Baseline	6
3.2. Social Baseline.....	6
4. Legal and Regulatory Framework	8
4.1. The National Framework	9
4.2. The World Bank Framework	10
5. Environmental and Social Risks and Impacts – Overview	14
5.1. The Subproject’s Positive Impacts	14
5.2. The Expected Negative E&S Risks and Impacts.....	14
6. Environmental and Social Management Plan	16
7. Implementation Arrangements.....	37
7.1. Government Responsibilities	37
7.2. Contractors and Sub-contractors.....	37
8. Public Consultation and Feedback	40
9. Grievance Mechanism	41
10. ESMP Implementation Budget	
11. References	43
12. Annexes.....	44
Annex 1: Technical Designs/Site Layout Drawings.....	44
Annex 2: Land Ownership	Error! Bookmark not defined.
Annex 3: Official Confirmation of Land Ownership and Jurisdiction: MoAI Property at Km 5, Afgoi Road ..	47
Annex 4: Brief description of the applicable ESSs.....	50
Annex 5: Photo taken during the High-Level Project Kick-off and Safeguarding Briefing meeting	54
Annex 6: Attendance Sheet for the High-Level Project Kick-off and Safeguarding Briefing meeting	55
Annex 7: Meeting Minutes of the Technical Workshop on Social Safeguards and Design....	Error! Bookmark not defined.
Annex 8: Attendance Sheet for the Technical Workshop on Social Safeguards and Design.	Error! Bookmark not defined.

Annex 9: MoAI- Office Building for E&S Screening	56
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List of Tables

Table 1: Environmental and Social Risks and Impacts during construction and operation phases – overview	14
Table 2: Environmental and Social Management Plan	17
Table 3: Environmental and Social Monitoring plan.....	31
Table 4: Capacity Building Plan	36
Table 5: Institutional partners’ responsibilities	37
Table 6: Reporting Plan.....	39
Table 7: Public Consultation Conducted on the Subproject	40
Table 8: Indicative budgetary requirements for implementing the ESMP	42

List of Figures

Figure 1:Google Earth Map Indicating the Location of the Afgooye Agriculture and Research Station	4
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List of Abbreviations and Acronyms

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

Executive Summary

The Environmental and Social Management Plan (ESMP) has been prepared for the proposed construction of National Agricultural Research Station at the selected site in Afgooye district, lower Shebelle of Somalia under Somalia Food Systems Resilience Project. The ESMP aims to ensure that potential environmental and social risks associated with the construction and operation of the research Station are identified early, avoided where possible, and effectively mitigated in line with the World Bank Environmental and Social Framework (ESF) and the regulatory requirements of the Federal and State Government of Somalia, particularly the Ministry of Agriculture and Irrigation (MoAI).

The planned research station will include 12 offices, 10 laboratory spaces, 2 meeting rooms, a main conference hall, storage rooms, a training hall, Washrooms, kitchen and a perimeter fence. The construction Agricultural Research station will enhance Somalia's capacity to conduct agricultural research for rainfed farming systems. Once fully constructed, the station will become a centre of innovation and learning for Somali farmers, focusing on the development and adaptation of improved crop varieties such as sorghum, maize, cowpea, mung bean, and sesame. These crops are essential to the livelihoods and food security of farming communities across southern and central Somalia.

Through implementing research activities, the research station will generate and disseminate high-yielding and climate-resilient crop varieties that are better suited to local soils and weather conditions. It will also serve agronomic trials that focus on soil fertility management, fertilizer use, and sustainable land management practices, providing farmers with practical recommendations to improve productivity on the region's vertisols. The station will further serve as a reliable source of breeder and foundation seeds, strengthening the formal and community-based seed systems and ensuring that quality seed reaches farmers on time for planting seasons.

Moreover, the construction of the new station will create opportunities for farmer training, field demonstrations, and knowledge sharing, allowing smallholders to directly benefit from research outcomes. This will not only enhance yields but also build resilience against droughts and other climatic shocks. Ultimately, the research station will contribute to Somalia's agricultural research and extension capacity, improving farmers' incomes, and strengthening national food security through self-reliance and sustainable agricultural development.

To identify, manage, and mitigate the environmental and social risks, the project team has prepared this ESMP, in consultation with the ministry employees, local authorities, partners and the community around the building. There are significant positive impacts that are expected from this construction. The primary beneficiaries are the ministry research employees, Somali farmers, and the public that access the building. Adverse risks and impacts are mainly associated with the construction works and include risks related to occupational health and safety of workers, such as increased level of dust, noise and vibration from moving vehicles and machinery; community health and safety risk; and risks associated with labor rights and management, e.g., child labor and/or forced labor and sexual exploitation and abuse – sexual harassment due to increase in labor related population in the project site. The land belongs to the Ministry of Agriculture and is vacant and undeveloped land, with no existing structures or economic activities. Consequently, there will be no land acquisition or resettlement impacts anticipated. The adverse environment and social risks associated with the construction works are reversible and short term.

Environmental concerns during the construction works include dust and air pollution. This dust can affect air quality in the surrounding area, impacting patients, nearby residents, and the workforce. To manage this, dust suppression techniques will be employed, such as regularly spraying water over debris and work areas, which helps reduce dust dispersion.

Additionally, barriers will be installed around the construction site to contain particles, while all workers will be provided with appropriate PPE, including masks and respirators, to protect them from inhaling harmful particulates.

Noise and vibrations generated from machinery and construction activities pose a minor risk within the compound due to the limited number of people present, but they may significantly affect nearby residents and the general public who could be disturbed by the continuous operation of heavy equipment. To mitigate these impacts, construction activities will be restricted to daytime hours to avoid disturbances during resting periods. Where feasible, noise-dampening equipment and techniques will be employed to reduce sound levels. In addition, nearby communities will be informed in advance about the nature, duration, and timing of construction noise to help manage expectations. Workers will be provided with appropriate ear protection, and a designated buffer zone will be established around the site to minimize noise exposure to the surrounding community.

Occupational health and safety (OHS) risks are a top priority, as construction tasks inherently expose workers to hazards such as falling debris, heavy machinery, and potential exposure to harmful materials. To address these risks, all workers will undergo safety training covering work protocols and emergency response procedures. Workers will be supplied with essential PPE, including hard hats, gloves, steel-toed boots, and safety harnesses for high-risk tasks. Clear access controls will be set up to prevent unauthorized entry into the work zones, and first-aid facilities will be available onsite for immediate response to any injuries.

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

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

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

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

This ESMP specifies the means through which the adverse environmental and social risks and impacts of the Project associated with the construction activities are either avoided or mitigated. It identifies, characterizes and manages the potential risks and impacts. The ESMP lists the project-specific risks and impacts, and mitigation measures, lays out institutional arrangements for implementing and monitoring the risk mitigation measures and proposes monitoring indicators for measurement and monitoring of E&S performance, as well as requirements for capacity building and reporting. It shows what must be done, by

whom, when, and to what standard; and shows who will monitor its implementation and when and what the budget implications for mitigation measures and monitoring activities are. It further includes a description of the Project Grievance Mechanism (GM), which needs to be applied during the construction period, and lists stakeholder consultations that have been conducted in the lead up to the project design.

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

1. Introduction

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

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

The project consists of five integrated technical components designed to strengthen Somalia's agricultural and food systems. Component 1 focuses on rebuilding resilient agricultural production capacity through Sub-components 1.1, which supports crop and livestock research, extension, and seed systems; 1.2, which enhances community engagement and technology transfer; and 1.3, which promotes digital agriculture solutions and data systems. Component 2 addresses the sustainable development of natural resources for resilient agricultural landscapes, including Sub-component 2.1 on improving water availability for agriculture and livestock, and Sub-component 2.2 on rangeland management. Component 3 aims at improving market access through Sub-component 3.1 on Farmer Producer Organizations and agro-food enterprises, 3.2 on market infrastructure and enterprise development, and 3.3 on expanding access to finance. Component 4 strengthens food systems resilience in policymaking through Sub-component 4.1, which builds ministerial capacity and conducts agro-food policy assessments for the crops sector, and Sub-component 4.2, which does the same for the livestock sector. Component 5 provides project coordination and knowledge management through Sub-component 5.1 on project implementation and coordination and Sub-component 5.2 on monitoring and evaluation.

1.2. Purpose of the ESMP

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

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

1.3. Methodology

The preparation of this ESMP was based on stakeholder consultations, field visits, and review of all projects related documentation, including design documents. The main reference documents included World Bank ESF and ESS good practice documents and guidelines, relevant national legislation, policies, and guidelines, international covenants and treaties, WB ESSs and their relevance to the project, among others. Consultation with key stakeholders in the application and implementation of the ESMP for the Project was

conducted on the 2nd of February 2026. The aim was to provide input to the ESMP broad content areas of E&S baseline information, social and environmental risks and how to mitigate it, and handling of project related grievances. The participants during the consultation were representatives of relevant organizations. The participants provided input and suggestions on improving the ESMP. The main suggestions and how they will be addressed are enumerated in Annexes (5-8). Upon clearance by the World Bank, the ESMP will be disclosed in country and will be implemented throughout the construction period.

2. Sub-project Description

This Environmental and Social Management Plan (ESMP) has been prepared for the construction of Afgooye Research Station building, which aims to restore Somalia's capacity to conduct agricultural research for rainfed farming systems. The project, implemented under the Ministry of Agriculture and Irrigation (MoAI) of the Federal Government of Somalia, will provide facilities to accommodate researchers and farmers, host official meetings related to agricultural research, and facilitate the coordination of research programs and services across the country to support rainfed farming communities.

The Afgooye Agricultural Research Station in Afgooye district, located in the Lower Shebelle region, is a newly planned research facility to be constructed on government-owned, undeveloped land as part of Somalia's national agricultural research system. The station is being established to address critical gaps in applied agricultural research and technology development for irrigated and peri-urban farming systems in southern Somalia.

The proposed research station will be designed to support adaptive research, field trials, and demonstration activities focused on improved crop varieties, climate-smart agricultural practices, and sustainable soil and water management. Its strategic location in Afgooye, within a high-potential agricultural corridor along the Shebelle River.

The Research Station aims to strengthen research extension, farmer linkages, enhance institutional research capacity, and generate evidence to inform agricultural investments and policy decisions. The facility will contribute to increased agricultural productivity, improved resilience to climate variability, and strengthened food systems, in alignment with the objectives of the Somalia Food Systems Resilience Project. The planned construction of the Afgooye Agricultural Research Station includes the construction of a G+2 building that will feature 12 offices, 10 laboratory spaces, 2 meeting rooms, Washrooms and kitchen facilities a main conference hall, storage rooms, a training hall, and a perimeter fence. This modern facility will serve as a national hub for agricultural innovation, research coordination, and capacity building.

The Research Station will be instrumental in restoring Somalia's ability to conduct advanced agricultural research for rainfed farming systems. Once the research station is established, it will function as a centre of innovation and learning for Somali farmers, focusing on the development and adaptation of improved crop varieties such as sorghum, maize, cowpea, mung bean, and sesame crops that are vital to the livelihoods and food security of farming communities.

Facility will generate and disseminate high-yielding and climate-resilient crop varieties adapted to local soil and climatic conditions. The station will support applied agronomic research and field trials on soil fertility management, efficient fertilizer use, and sustainable land and water management practices, providing farmers with practical, evidence-based solutions to enhance agricultural productivity.

The research station will also function as a source of breeder and foundation seed, contributing to the strengthening of both formal and community-based seed systems and improving farmers' timely access to quality planting materials. Through these functions, the Afgooye Research Station will support improved crop performance, increased resilience to climate variability, and strengthened food production systems in line with national agricultural priorities and World Bank supported programs.

In addition, the research station will offer opportunities for farmer training, field demonstrations, and knowledge exchange, enabling smallholders to directly benefit from research outcomes. These efforts will help increase yields, reduce vulnerability to droughts, and enhance overall resilience to climate variability.

The establishment of the research Station in Afgooye district is intended to strengthen Somalia's agricultural research and extension system by supporting increased agricultural productivity, improved rural livelihoods, and enhanced national food security through sustainable and climate-resilient agricultural development.

A clear understanding of the operational purpose of the proposed facility informs the assessment of potential environmental and social risks and impacts during the operational phase of the sub-project. The construction site has been georeferenced, and official confirmation of land ownership and jurisdiction confirms that the site is federal government of Somalia property under the Ministry of Agriculture and Irrigation (MoAI) and is designated for the construction of NARO Research Station. The land is vacant and free of constraints, and the proposed works will not involve land acquisition or result in physical or economic displacement.



Figure 1: Google Earth Map Indicating the Location of the National Agriculture Research station (NARS) in Afgooye

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

- **Substructure:** Site clearance, the project site has remained unused for an extended period, although the Ministry occasionally conducts small trial tests in the area. The site is currently overgrown with *Prosopis juliflora*, an invasive species that has dominated the landscape and suppressed the growth of native vegetation. All *Prosopis juliflora* trees within the construction footprint will be cleared and uprooted to prepare the site for development. Since the project area is largely open space covered mainly by *Prosopis*, only minimal vegetation clearing will be required, and this will not involve the removal of bushes or shrubs. The management and disposal of the resulting biomass — including stems, branches, roots, and other debris — will be detailed by the contractor in the Contractor’s Environmental and Social Management Plan (C-ESMP) to ensure proper environmental compliance and prevent secondary impacts.
- **Superstructure:** Construction of reinforced concrete columns, beams, and slabs for the ground, first, and second floors.
- **Walling & Finishes:** Infilling with smooth-dressed hollow blocks, internal and external plastering, painting, floor and wall tiling.
- **Installations:** Installation of PVC windows, semi-solid core wood doors, and complete sanitary fittings (WCs, washbasins, etc.) for all floors.

- **Services:** Prime cost sums are allocated for Electrical Installation, Plumbing and Drainage Installation, and Decoration.
- **Location:** The project site is located at coordinates: **2.145124°**, **45.124123°** within the Afgooye district. A GPS coordinates and architectural drawings of the building will be included in the Contractor's ESMP (C-ESMP). The site is outside of the town and does not contain or border any sensitive ecosystems.
- **Timeline & Workforce:** The expected construction duration is 12-18 months. The project will employ both skilled (Manson, carpenter, steel benders, plumbers, and electric technicians) and unskilled local labor with an affirmative action for both vulnerable and minority job seekers. Furthermore, qualified engineers and environmental specialists will be engaged to uphold the contractual standards and requirements. The total workforce is estimated at around 6,800 individuals. In Somalia, the official working hours are eight per day, typically from 8:00 a.m. to 5:00 p.m., with scheduled breaks included.
- **Materials & Machinery:** Materials include ready-mix concrete from a local plant, reinforcement steel, cement, aggregates, blocks, tiles, paint, PVC, and wood. Borrow materials (sand, aggregate) will be sourced from government-designated quarries outside Afgooye. Machinery will include excavators, trucks, compactors, and concrete vibrators. During construction, the contractor will be providing temporary, clean, and segregated sanitation facilities such as portable toilets to the workers. The contractor will also implement a Waste Management Plan (WMP), which includes segregating waste into labeled bins (general and hazardous), storing hazardous materials such as fuel, oil, and paint in a secure bunded area, and disposing of all waste at government-approved sites.

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

3. Environmental and Social Baseline Description

3.1. Environmental Baseline

The Subproject is situated the main Afgooye-Mogadishu Road, Rural environment within government owned land.

- **Living Environment (Flora & Fauna):** The site has remained unused for long time and is currently covered by *Prosopis juliflora*, an invasive species that has dominated the area and suppressed the growth of other trees. All *Prosopis juliflora* trees will be cleared and uprooted from the construction site. The management and disposal of resulting waste materials (stems, branches, roots, etc.) shall be detailed and confirmed by the contractor in the Contractor's Environmental and Social Management Plan (C-ESMP). The contractor will be required to conduct a pre-construction walkover to confirm the absence of any sensitive ecological features. However, if any fauna of ecological importance or protected species is unexpectedly observed during construction, work in the immediate area will be halted, the relevant environmental authority will be informed, and appropriate mitigation measures will be implemented to ensure their protection.
- **Non-Living Environment:** Firstly, the proposed site is located outside the urban centre of Afgooye district on open, government-owned, undeveloped land. The site is generally flat, with stable ground conditions, and is not naturally prone to significant soil erosion. No slope instability or geophysical constraints were identified that would restrict the proposed construction activities. Nonetheless, construction activities, particularly excavation for foundations, may temporarily disturb the soil and create localized erosion risks. Afgooye district experiences a hot semi-arid climate characterized by high temperatures, low and variable rainfall, and distinct wet and dry seasons that shape local agricultural activities. Average temperatures range between 27°C and 33°C, with the hottest months from March to May and cooler conditions from July to September. The area receives about 400–600 mm of rainfall annually, mainly during the Gu (April–June) and Deyr (October–November) seasons, while the Jilaal (December–March) and Hagay (July–September) periods remain dry. Humidity levels are moderate, and the region experiences frequent sunshine, averaging 8–9 hours per day. Despite its arid conditions, Afgooye fertile vertisol soils make it one of Somalia's most productive rainfed agricultural zones during favorable rainy.

Secondly, the primary environmental concerns related to the project are air quality (dust from construction) and noise. The Subproject is located in a less densely populated area. During the 12–18-month construction phase, temporary impacts are expected, including dust from site clearance, excavation, vehicle movement, and material stockpiling, as well as gaseous emissions (SOx, NOx) from machinery and generators. Noise and vibration will also increase due to heavy equipment operations such as excavators and trucks, which will be required primarily during the initial stages of construction. These impacts are short-term and will be managed through C-ESMP measures, including regular water spraying for dust suppression, covering stockpiles, maintaining equipment to minimize emissions, and restricting noisy activities to standard daytime working hours. Finally, the Subproject is not located in a flood-prone area, and there are no surface water bodies that could be impacted.

3.2. Social Baseline

- **Socio-economic Context:** The subproject is in outcast of Afgooye district, approximately 1 km of Afgooye town, in a less densely populated peri-urban area experiencing steady population growth due to natural increase, rural–urban migration, and the presence of internally displaced persons (IDPs) displaced by drought, flooding, and insecurity in surrounding areas. In the absence of a recent

national census, population figures vary; however, the district hosts a mixed population of long-term residents, returnees and IDPs.

The population is predominantly youthful, with a large proportion of working-age adults. Urban and peri-urban expansion has increased pressure on land, housing, and basic services. Land tenure and access to services are done through customary arrangements and local administrative systems, with vulnerable groups including IDPs and low-income households often residing in peripheral and informally developed settlements. Livelihoods in Afgooye district are primarily agriculture-based, reflecting its location within one of Somalia's most productive irrigated farming zones along the Shebelle River. Key livelihood activities include crop production, agricultural wage labor, small-scale trade, transport services, and employment with government institutions, NGOs, and the private sector.

- **Livelihood:** Livelihoods in Afgooye district are predominantly agriculture-based, reflecting its location within a major irrigated farming zone along the river Shebelle and plays a central role in agricultural trade, particularly in livestock and sorghum markets. The economy is largely informal, with many residents relying on petty trade, transport services, remittances, and humanitarian aid. Agricultural activities in the surrounding rural areas, including smallholder farming and livestock rearing, are major sources of income. Women are heavily engaged in informal market trading and small-scale food processing, while youth often work in construction or as casual laborers. IDPs and poor urban households remain vulnerable to economic shocks, food insecurity, and limited access to basic services.
- **Administration and Governance:** Afgooye District is administered by a District Commissioner appointed by the Southwest State administration, with oversight from the Lower Shebelle regional authorities. The district administration coordinates with relevant federal and state institutions, including the Ministry of Agriculture and Irrigation (MoAI), on land management and local development activities. Existing governance arrangements provide the institutional framework for stakeholder engagement and local coordination during implementation of the proposed sub-project. Afgooye District is administratively divided into several local wards and is managed through a district administration and municipal structure responsible for basic governance, land administration, and local service coordination. The district administration works primarily with federal and state institutions and where applicable, with development partners on service delivery and local development initiatives, within its administrative mandate.
- **Gender-based Violence (GBV):** As in other parts of Somalia, Afgooye is a male-controlled society with firmly entrenched gender roles that often subjugate women and girls. GBV is pervasive, particularly female genital mutilation/cutting (FGM/C), early marriage and psychological abuse. While Gender-Based Violence may be fairly high in Banadir Regional Authority (BRA), there have not been reported cases of sexual, abuses and violence against women in Afgooye District in general, perhaps due to the social cohesion in the community of Afgooye area. This may also be explained by the fact that some of the cases of GBV and sexual violations go unreported due to stigmatization associated with some forms of GBV such as rape. However, the traditional form of sexual violations, especially FGM/C are still rampant in Afgooye District as it is in many parts of the country.
- **Local community composition:** Afgooye District is inhabited by long-established agro-pastoral and farming communities of the Lower Shebelle Region, alongside minority groups and internally displaced persons (IDPs). Social organization and community representation are influenced by customary and clan-based structures, which are commonly engaged by development actors to support inclusive participation and social cohesion.
- **Minority/vulnerable groups:** In Afgooye district, vulnerable groups include internally displaced persons (IDPs), minority groups, women, persons with disabilities, and low-income households.

These populations often lack secure housing, stable income, and access to quality health care and education. Women's participation in local decision-making is growing but remains limited, with few holding leadership roles in community or municipal structures. Humanitarian and development projects prioritize social inclusion, especially for youth and female-headed households.

- **Access to Water and Electricity:** Afgooye district benefits from its proximity to the Shabelle River, and many households access water from the river, shallow wells, and boreholes managed by private providers, NGOs, and local authorities. Water quality is often poor due to contamination from open defecation and unprotected wells. Electricity is supplied mainly by private companies using diesel generators, making it expensive and unreliable. Efforts are ongoing to expand access to solar-powered systems to reduce costs and environmental impact.
- **Waste Management:** Solid waste management in Afgooye district remains limited, with the municipality having constrained capacity for regular waste collection and disposal. As a result, household and commercial waste is often disposed in an open area or informally burned hence posing environmental and public health risks, especially during the rainy season when flooding can spread waste into water sources. While there are no fully regulated municipal dumpsites, local authorities and NGOs support small-scale community collection initiatives. therefore, Afgooye district Local Administration will guide contractors to approved locations for the disposal of construction-related waste.
- **Cultural Heritage:** There are no known sites of cultural or archaeological significance within the Subproject area. A "chance finds" procedure will be included in the contractor's ESMP.
- **Security:** Security in Afgooye District has improved in recent years due to the presence of federal and state security forces, including the Somali National Army, Somali Police Force and ATMIS troops which have improved control within the town and along key transport corridors. However, insecurity persists in surrounding rural areas. However, al-Shabaab maintains an operational presence in surrounding rural areas and occasionally conducts hit-and-run attacks, roadside bombings, and assassinations targeting security forces, government officials, and humanitarian convoys. Within Afgooye town, sporadic security incidents such as grenade attacks or IED explosions have occurred, though at a lower frequency compared to earlier years. Increased patrols, checkpoints, and joint security operations have contributed to a relative sense of stability in the urban centre, allowing public institutions and development projects to function more effectively.

The overall security situation in Afgooye town generally experiences a relative level of stability that allows public services and development activities to operate, while the subproject's location approximately 1 km northwest of the town—lies within a relatively stable and government-controlled area however, insecurity in surrounding rural areas continues to pose indirect risks linked to the broader Lower Shabelle context. Therefore, the contractor will be responsible for site security and the safety of workers and assets, and will coordinate with local security authorities, community leaders, and project security focal points to apply proportionate security measures

4. Legal and Regulatory Framework

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

4.1. The National Framework

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

The provisional Constitution of Somalia:

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

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

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

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

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

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

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

Article 111J – The Office of the Ombudsman: The office is protected against interference from any other person or entity. As such, independence, integrity and effective service delivery are also maintained. The Ombudsman shall: (i) Investigate complaints against government workers regarding: allegations/ outright violations concerning basic rights and freedom, abuse of power, unfair behavior, mercilessness, lack of clemency, indiscipline or disrespect, corruptive act, illegal behavior, or those that could lead to mischief or injustice; (ii) Investigate complaints in relation to the activities of the Public Service Commission and other administrative institutions of the government, including defense and police forces that could lead to unequal services, unfair recruitment, or administration; (iii) Take appropriate steps to rectify or change items mentioned in earlier clauses through a fair, and appropriate process of consultations and sacrifices among the people concerned; (iv) Report on the complaints and issues raised and submit to the head of the offender; (v) Forward cases to the Attorney General and bring them before a court, as appropriate.

Article 111H – National Security Commission: A National Security Commission shall be established to study and develop an integrated security framework to address present and future needs of Somalia. It shall present proposals to ensure that human security is prioritized and incorporated into such a framework,

through which the public may provide oversight and monitor security related expenditure and seek redress from abuses by security personnel.

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

Relevant National legislation:

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

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

the Somali Labour Code (Law No. 36 of 2024), which has replaced the 1972 Labour Code, is to be used alongside the Constitution, applicable civil-service legislation and the World Bank ESS2 – Labour and Working Conditions. The Code provides the principal legal framework governing employment and labour relations in the country and establishes the rights and responsibilities of workers and employers.

Somalia's legal framework addressing GBV, SEA and SH comprise the Somalia Penal Code (1962) which is now outdated, the Provisional Constitution (2012) and federal and federal member state legislation and policies. Articles 398-407 criminalizes rape and other sexual offences, while the Constitution guarantees human dignity and protection from degrading treatment and expressly prohibits FGM under Article 15(4).

4.2. The World Bank Framework

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

In the absence of specific Somali national standards for air quality, water quality, or noise, or where such standards are less stringent, the project will adhere to internationally recognized benchmarks, including the WB ESF, **World Bank Group's General EHS Guidelines** and, where applicable, **World Health Organization (WHO)** standards. These standards will guide all management and monitoring activities throughout the project lifecycle.

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

ESS	Specific Relevancy
ESS1: Assessment and Management of Environmental and Social Risks and Impacts	- Addresses the risk of commencing construction without proper E&S planning and documentation. - Addresses the risk of weak monitoring that

	could allow safety, environmental, and social issues to go unmanaged. • Addresses risks of poor coordination between contractor, MoAI, and NPCU leading to unmanaged impacts. • Addresses the risk that vulnerable groups (women, youth, people with disabilities) are not considered in design and planning. • Addresses the risk of inadequate impact assessment and non-compliance with national and World Bank requirements.
• ESS2: Labor and Working Conditions	• Addresses the risk of hiring child labor or forced labor due to weak verification processes. • Addresses the risk of unsafe working conditions—no PPE, unsafe scaffolding, electrical hazards, and work at heights in a G+2 structure. • Addresses the risk of poor worker welfare, such as overcrowded or unhygienic worker facilities. • Addresses the risk of gender discrimination or exclusion of women from job opportunities. • Addresses the risk of unclear contracts, unfair payment, and poor worker-management relationships. • Addresses the risk of workers being exposed to heat stress and dehydration.
• ESS3: Resource Efficiency and Pollution Prevention and Management	• Addresses the risk of improper disposal of solid waste, rubble, and construction debris. • Addresses the risk of hazardous waste mismanagement (e.g., oils, solvents, paint containers). • Addresses dust pollution from excavation, concrete mixing, and truck movements. • Addresses noise and vibration disturbances to surrounding Bonkay Center facilities. • Addresses the risk of excessive water consumption for construction activities. • Addresses air pollution risks from generators, mixers, and construction vehicles.
• ESS4: Community Health and Safety	• Addresses the risk of community members

	accessing hazardous construction zones. • Addresses the risk of accidents from construction traffic and delivery trucks. • Addresses the risk of disease spread from interaction between workers and nearby communities. • Addresses the risk of poor site housekeeping leading to mosquito breeding and waste accumulation. • Addresses risks associated with lack of site fencing, signage, and night-time lighting. • Addresses debris-handling risks that may endanger nearby residents.
• ESS5: Land Acquisition, Restrictions on land use, and involuntary Resettlement	• Addresses the risk of resettlement, temporary use and access restrictions for people near the construction site. • Addresses potential disputes with neighbors about land boundaries or project footprint. • Addresses the risk of affecting informal land users (if any existed) despite land belonging to MoAI. • Addresses misunderstandings about land ownership if the site is not clearly demarcated.
• ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	• Screening for biodiversity risks during site selection • Avoidance of critical habitats where possible • Adoption of sustainable farming and water-use practices • Restoration or rehabilitation of affected habitats • Awareness and capacity building for communities on natural resource conservation
• ESS8: Cultural Heritage	• Addresses chance-find risks during excavation (e.g., artifacts, pottery, graves). • Addresses risks of damaging culturally important objects, trees, or community markers. • Addresses risks of community conflict if cultural heritage is discovered but not managed properly.

• ESS10: Stakeholder Engagement and Information Disclosure	• Addresses the risk of communities not being informed about construction timelines and risks. • Addresses the risk of exclusion of women and vulnerable groups from consultations. • Addresses the risk of community grievances going unreported or unresolved due to weak GM use. • Addresses the risk of miscommunication between MoAI, Baidoa authorities, and community leaders. • Addresses the risk of poor participation and misinformation during project implementation.
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World Bank Group EHS Guidelines: The project will adhere to the WBG's General Environmental, Health, and Safety (EHS) Guidelines (EHSGs). The Subproject's commitment to adhering to the World Bank Group's General Environmental, Health, and Safety (EHS) Guidelines is a cornerstone of its risk management strategy. These guidelines are technical reference documents that define **Good International Industry Practice (GIIP)** for managing EHS issues in a sustainable manner. For this civil works project, they are critically important as they provide a practical and authoritative framework for implementing effective mitigation measures related to **Occupational Health and Safety** (e.g., use of PPE, site safety protocols), **Community Health and Safety** (e.g., site security, traffic management), and **Environmental Pollution Control** (e.g., managing dust, noise, and waste) during construction and operation. Their application ensures the Subproject is implemented to a high standard of safety and environmental stewardship. In cases where Somali regulations and World Bank policies differ, the World Bank Standards will prevail and will be applied. This ESMP, along with the associated plans, S-FSRP Frameworks, and Manuals (ESMF, RPF, IPMP, LMP, WMP, GM, SEP, etc.), is legally binding on the contractor. The Contractor is required to prepare their C-ESMP upon signing the work contract and before commencing work. This preparation is based on the proposed management framework of this document (ESMP), the World Bank Environmental and Social Framework (ESF), and the Good International Industry Practice (GIIP) included in the EHSGs.

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

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

5. Environmental and Social Risks and Impacts – Overview

5.1. The Subproject's Positive Impacts

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

5.2. The Expected Negative E&S Risks and Impacts

Based on the site visits conducted by E&S specialists, the stakeholder consultation meetings (04.02.2026), as well as referring to the applicable ESSs of the World Bank's ESF and parent ESMF of the S-FSRP, the following site-specific E&S risks and impacts have been identified for the new construction subproject Afgooye Agricultural Research Station.

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

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

Risk Category	Key Risks and Impacts	Risk Rating
	- Lack of preparedness for emergencies (e.g., fire, accidents) could lead to harm to local communities - Gender based violence within the community brought by workers. - Security risks on the assets, people and against the community around the construction site.	
ESS5: Land Acquisition, Restrictions on land use and Involuntary Resettlement	Risk of construction being on land not exclusively owned by the ministry, inadequate land ownership documentation, etc	Minor during construction
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	Minor vegetation clearance and temporary alteration of micro-habitats during excavation and spoil placement, resulting in localized, short-term, and fully reversible disturbances to common species and nearby grazing areas. No sensitive species or critical habitats were identified.	Minor during construction
ESS8: Cultural Heritage	-Risk of failing to include such relevant clauses in the contract bidding docs. -Risk of the contractor as they excavate exhuming artifacts or otherwise items of special interest culturally and traditionally. - Failure to take through the Contractor on 'Chance Finds'.	Moderate during construction
ESS 10: Stakeholder Engagement	Exclusion of holding regular consultations with certain groups (e.g., women, minority groups, persons with disability) from consultation; lack of access to information or a functional grievance mechanism, leading to unresolved complaints.	- substantial during construction - substantial during operation

6. Environmental and Social Management Plan

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

Table 1: Environmental and Social Management Plan

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
1	-	-	-	-	-	-	-	-
	-	- ESS1 Assessment and Management of Environmental and Social Risks and Impacts						
	Inadequate E&S Management (ESS1): Failure to manage risks as planned. Inadequate assessment and management of E&S risks Inadequate implementation or monitoring of the ESMP, leading to unmitigated impacts. Exclusion of vulnerable and minority groups	- 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	- Moderate during construction - Minor during operation	- Contractual clauses - C-ESMP approval process - Qualified personnel	- Contractor, - NPCU	- Construction	- Pre-construction and throughout construction	- Included in project management budget
	-	- ESS: Labour and Working Condition						
2	Labor Risks (ESS2): Child/forced labor, gender exclusion, lack of worker GM. - A wide variety of OHS hazards for workers (Over-exertion, Work in heights, struck by objects, exposure to dust, chemicals,	- Implement project level Labor Management Procedures (LMP). - Verify worker ages (no one under 18); prohibit forced labor. - Promote transparent recruitment and employment policies and practices.	- Moderate during construction - Minor during operation	- LMP document - Worker contracts, ID checks - Code of Conduct - Worker GM procedure	- Contractor and NPCU - MoAI (during operation)	- 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

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
	hazardous or flammable materials, falling objects, different injuries, electrocution, slips and falls, confined spaces and excavations) during demolition and construction activities; - Discrimination in workplace, including unequal inclusion opportunities for women, and minority groups in the intended activities, which could extend to the operation phase;	- Actively recruit women for suitable roles. - Awareness raising of all project implementers, contractors and primary suppliers on the requirements and implementation of the inclusion plan. - Promote inclusion of disadvantaged and vulnerable groups in consultations and access to project benefits. - Promote diversity in recruitment including all disadvantaged and vulnerable groups, PWDs and women. There may be a need to put quotas for gender and PWDs. - Establish and publicize a confidential worker GM.						operational cost of the MoAI
3	Lack of enough OHS measures	- Provide workers with clean water and segregated, clean sanitation facilities.	-	- LMP document - PPE, OHS training records	- Contractor and NPCU - MoAI (during operation)	- Construction - Operation (relevant only to	- Throughout construction - Throughout operation,	- Included in Contract price for implementati

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		- Provide all workers with appropriate PPE during construction and operational stage 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 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		- Written employment terms and conditions		employment terms and conditions)	where applicable	- on - Included in project management budget for support - Included in operational cost of the MoAI

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		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. - 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.						

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		- 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						

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		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 EHSg.						
4	CoC and GBV/SEAH cases	- Implementation and monitoring of GBV / SEAH Prevention and Response and Action Plan - GBV sensitization sessions for community members - GBV awareness sessions for site workers - Engage a dedicated specialist to support oversight and management of these risks	-	- GBV/SEA/SH Response and Action Plan - Code of Conduct within the, written work agreement - Sensitization sessions - GBV/SEAH dedicated GM	- Contractor and NPCU - MoAI (during operation)	- 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 the MoAI

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		- Workers to sign a strict CoC and include clear penalties in case of violation - Include a dedicated GBV/SEAH mechanism within the workers' GM						
	-	- ESS 3						
5	Pollution (ESS3): Dust, noise, vibration, and vehicle emissions.	- Implement dust suppression measures (e.g., regular water spraying on roads/stockpiles). - Schedule high-noise/vibration activities during standard daytime hours. - Ensure all vehicles and machinery are well-maintained and have emission certificates. - Ensure proper use of chemicals for laboratory tests are done in an enclosed environment. - Offer PPE for the laboratory workers as per known global	-	- Water truck/sprinklers - Work scheduling - Vehicle maintenance logs	- Contractor with the monitoring of the NPCU dedicated team - MoAI (during operation)	- Construction - Operation, where applicable	- Daily during construction - Throughout operation, where applicable	- Part of the contractor's rate (contract) - Included in operational cost of the MoAI

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		practices. - Ensure animal waste carried by storm water does not contaminate water sources; -						
6	Excessive use of water and energy	- Train workers on the importance of resource conservation. - Promote the use of water-saving techniques, such as low-fixtures or water recycling systems. - Regularly check generators, machinery, and electrical equipment for abnormal use of fuel/electricity - Efficient use of resources 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 (during operation)	- Construction - Operation	- Daily during construction - Daily during operation	- Included in contract price - Included in operational cost of the MoAI
7	Waste & Hazardous Materials: Soil/water pollution,	- Implement a Waste Management Plan (WMP).	-	- WMP document - Labeled bins,	- Contractor - MoAI (during operation)	- Construction - Operation, where	- Daily during construction - Throughout	- Included in contract price - Included in

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
	community safety hazards from waste.	- Segregate waste into labeled bins (general, hazardous). - Store hazardous materials (fuel, oil, paint, chemicals, fertilizers, pesticide) in a secure, bunded area. - - Ensure disposal of generated solid waste (construction waste, in particular) at designated and authorized disposal site in consistence with the local and international requirements (see WBG General and specific 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		- secure storage area - Waste disposal records - GM complaints related to waste management -		applicable	operation, where applicable	operational cost of the MoAI

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		minimize spills, releases, and exposure to employees and public - Ensure mechanisms exist for community to bring forth any complaints/feedback concerning the waste disposal by the contractor – Project GM						
8	Community Health & Safety (ESS4): Spread of disease to the community, physical hazards to MoAI staff. Improper site management	- Enforce a strict worker's Code of Conduct (CoC). - Provide workers with clean water and segregated, clean sanitation facilities. - Secure the site with fencing and clear warning signs and other security measures.. - Prevent unauthorized access to the site - Ensure health awareness sessions on communicable diseases.	- Moderate during construction - Moderate during operation	- Signed CoCs - Site fencing, signage - Regular site inspections - Health awareness materials	Contractor	Construction	Throughout construction	Included in contract price
9	Potential risks of intimidation, abuse, or conflict between	- Train security personnel in community	-	- Training sessions - GM for	- Contractor and NPCU - MoAI (during operation)	- Construction - Operation	- Throughout construction - Throughout	- Included in Contract price for

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
	security personnel and community members, especially at project sites.	engagement and human rights. - Ensure security measures are proportional to the actual risks, and establish a grievance mechanism for reporting any incidents involving security personnel. - Monitor the conduct of security staff regularly.		complaint resolution			operation	implementation - Included in project management budget for support - Included in operational cost of the MoAI
10	Traffic and road safety hazards	- Establish site speed limits, implement safe routes, and coordinate with local authorities. - Raise awareness on road rules and safety - Ensure appropriate GM in place	-	- Communication with traffic authorities - Awareness campaigns - GM	- Contractor and NPCU - MoAI (during operation)	- Construction - Operation	- Throughout construction - Throughout operation	- Included in Contract price for implementation - Included in project management budget for support - Included in operational cost of the MoAI
11	Lack of preparedness for emergencies (e.g., fire, accidents) could lead to harm to local communities	- Develop and implement an Emergency Preparedness and Response Plan (EPRP) specific to civil and	-	- EPRP - Emergency drills and community participation - Fire safety	- Contractor and NPCU - MoAI (during operation)	- Construction - Operation	- Throughout construction - Throughout operation	- Included in Contract price for implementation - Included in

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		excavation works. - Conduct regular emergency drills with workers and community members. - Ensure availability of functional fire safety equipment. - Ensure availability of emergency surveillance and response measures		equipment, surveillance/fire first aid equipment and measures				project management budget for support - Included in operational cost of the MoAI
12	Land Acquisition Restrictions on land use and Involuntary Resettlement (ESS5)	- Provide legally owned land with FGS documentation - Avoid forced evictions on the site. - Undertake public consultations for clearance - Implement the Project's RPF to account for any relevant case	- Minor during construction	- Leasehold, letters of ownership issued by the relevant FGS Institution. - Meetings: Work closely with the Local government.	NPCU, MoAI	- Construction	- Before commencement of works	Not applicable
13	Biodiversity Conservation and Sustainable (ESS6)	- Vegetation disturbance minimized - proper waste management Established, erosion controlled, and sourcing of	- Minor during construction	- Field observation - Site inspections done	NPCU, Contractor	- Construction	- Daily	NPCU

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		materials from licensed suppliers to prevent impacts on surrounding ecosystems.						
14	Cultural Heritage (ESS8)	- Adopt chance Finds as described in the S-FSRP ESMF. - Include this clause in the bidding documentation, and C-ESMP - Take the winning contractor through the procedure of the 'Chance Finds'	- Moderate during construction	- Meetings, Training, Reporting	PIU, Contractor	- Construction	Throughout Construction Phase	Contractor's cost
15	Stakeholder Engagement and Information Disclosure (ESS 10:) Women excluded from decision-making. Exclusion of holding regular consultations with certain groups (e.g., women, minority groups, persons with disability) from consultation; lack of	SEP: - Implement the project SEP, ensuring women from the Ministry are consulted. - Ensure the GM is accessible and known to all stakeholders	- substantial during construction - substantial during operation	- Meetings - Awareness campaigns - SEP and communication strategies/public relations	- NPCU - MoAI (during operation)	- Construction - Operation	- Pre-construction - Construction - Operation	- One-time prior to works - Included in project management budget - Included in operational cost of the MoAI -

#	Risks/ impacts	Mitigation	Risk Rating	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
	access to information or a functional grievance mechanism, leading to unresolved complaints.							

Table 3 below describes the proposed plan for monitoring the sound implementation of the mitigation measures as suggested during construction and operation phases. The plan includes also the proposed monitoring indicators, methods and resources, responsibilities, timeline and frequency, as well as cost planning.

Table 2: Environmental and Social Monitoring plan

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
1	<i>Construction phase</i>					
1	- ESMP Implementation	- Approved C-ESMP in place. - E&S clauses included in contract. - Monthly E&S reports submitted by contractor. - No. of SEP Consultations held	- Document review - Site inspections - Monthly progress reports - meetings	- NPCU E&S Specialist, Supervising Engineer	- Monthly - As planned	- Site supervisor's salary - Environmental specialist's salary - Site visits cost imbedded in NPCU operational budget
2	- Labor & OHS Compliance (ESS2)	- Worker registers show no underage labor. - Records of OHS training and PPE distribution. - Zero major OHS incidents. - Worker GM log is maintained.	- Review of contractor's records (registers, logs). - Site inspections (PPE use, housekeeping).	- NPCU E&S Specialist, Supervising Engineer, Contractor OHS Officer	Weekly inspections, monthly reporting	- Contractor's specialist salary - Site supervisor's salary - Environmental specialist's salary.
3	- CoC & GBV/SEA/SH	- Reduced cases of CoC violation - No GBV/SEA/SH cases - GBV/SEA/SH sensitization campaigns are in place and implemented - Dedicated GM is in place and being used	- Inspection reports - GM records and reporting - Sensitization material and reports	- NPCU E&S Specialist, Supervising Engineer, Contractor	Weekly inspections, monthly reporting	- Contractor's specialist salary - Site supervisor's salary - Environmental specialist's salary.
4	- Pollution Control (ESS3)	- Pollutants' levels are within allowed thresholds - Visual checks show minimal dust. - No community complaints about noise/dust. - Vehicle maintenance logs are current. -	- Local standards for emissions and pollutants - Measurements - Visual observation - Review of GM log - Review of maintenance logs	- Supervising Engineer, - Contractor	Daily visual checks, weekly formal inspection and measurements	- Contractor's specialist salary - Site supervisor's salary - Cost of measurements included in the contract price
5	- Waste Management	- Waste segregation is practiced on-	- Waste management	Supervising	- Daily for site	- Site supervisor's salary

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
	(ESS3 & 4)	site. - No evidence of illegal dumping. - Hygienic conditions are prevailing - No community complaints about odor/insects/rodents	regulations - Waste records - Site inspections - GM reports	Engineer, NPCU E&S Specialist	hygiene - Monthly for waste records - Weekly inspections	- Environmental specialist's salary.
6	- Traffic and road safety	- Speed limits are monitored - Awareness campaigns are held - Traffic related cases are reduced - Community complaints are reduced - Security measures in place.	- Traffic reports - Awareness raising reports - GM reports	Contractor in coordination with NPCU	- Daily for monitoring speed - Quarterly for reports	- Included in the Contract price - Included in NPCU operations cost
7	- Land Acquisition Restrictions on land use and Involuntary Resettlement (ESS5)	- Land Ownership documentation	- Records/Communication	PIU	Initially before works	- Not applicable
8	- Biodiversity Conservation and Sustainable (ESS6)	- No significant impact on natural habitats - Compliance with ESS6 mitigation measures - No disturbance to protected or sensitive species	-Site inspections, environmental checklists, GPS mapping, photo documentation	NPCU E&S Specialist, Supervising Engineer	Quarterly and during construction	- specialist's salary
9	- Cultural Heritage (ESS8)	- No. of incidents reported and recorded	- Reports to relevant authority(ies) - Meetings	Contractor	At land Excavation and land clearance phase	- Contractor's cost
10	- Community Health & Safety (ESS4) & Stakeholder Engagement (ESS10)	- The site is securely fenced with clear signage. - CoC signed by all workers. - Community GM is functional, and log is maintained. - Records of stakeholder consultations.	- Site inspections. - Review of CoC records and GM log.	NPCU E&S Specialist, Supervising Engineer	Weekly inspections, monthly review of GM log	- Site supervisor's salary - Environmental specialist's salary.
II	Operation phase					
11	Application of E&S instruments	- Improved E&S aspects of the project - Positive feedback from users of the	- Continuous improvement of the E&S system and human resources	- MoAI, in collaboration with NPCU	- Monthly/ Quarterly	- Included in the operational cost of the building

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
		building - Positive feedback from the surrounding community - M&E results	- Overall M&E - Monthly progress reports - Staff meetings			
12	Labor/Employment Terms and Conditions	- Work agreements approved by the HR, and accepted by candidates - Reduced complaints - Positive staff evaluation reports - Positive health check-ups - Reduced turnover rates	- HR system, in collaboration with E&S specialists - Staff meetings - Staff evaluations - Healthcare programs - Interim reports - Workers' GM	- MoAI, in collaboration with NPCU	- Monthly/ Quarterly/ Annually	- Included in the operational cost of the MoAI - Included in the employment contract - Healthcare costs
13	Inclusion of women, vulnerable and minority groups	- Higher employment percentage under these categories - Reduced complaints - Reduced turnover rates - Positive health check-ups - Increased specialized facilities	- HR system, in collaboration with E&S specialists - Staff evaluations - Healthcare programs, including rehabilitation - Interim/progress reports - Workers' GM	- MoAI, in collaboration with NPCU and external service providers	- Monthly/ Quarterly/ Annually	- Included in the operational cost of the MoAI - Included in the employment contract - Healthcare costs
14	GBV/SEA/SH	- GBV/SEA/SH Response and Action Plan is in place and maintained - Reduced number of cases - Increased level of knowledge - Dedicated GM is in place and improving	- GBV/SEA/SH document - Knowledge sessions - Interim/progress reports - Staff evaluation - M&E - Workers' GM with dedicated GM	- MoAI, in collaboration with NPCU and external service providers	- Monthly/ Quarterly/ Annually	- Included in the operational cost of the MoAI - HR & GM costs - Healthcare and GBV support costs
15	Security personnel	- Cleared background before deployment - Signed CoC - Reduced number of cases - Increased level of knowledge - Dedicated GM is in place and improving	- Background checking mechanisms before deployment - Work agreements incl. CoC - Interim/progress reports - M&E - Workers' GM	- MoAI, in collaboration with NPCU and security authorities	- Deployment stage - Monthly and quarterly	- Included in the operational cost of the MoAI and collaborating authorities
16	Water and energy	- Metering is within acceptable quantities	- Metering devices - Water and energy bills	- MoAI, in collaboration with	- Monthly for bills - Quarterly for	- Included in the operational cost of the

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
		- Water saving devices/fittings are used - Grey water can be reclaimed for gardening - Use of energy efficient equipment and devices - Use of alternative solar power sources - Awareness is raised - Reduced complaints	- Site supervision/spot checks - M&E - GM - Awareness programs and training materials	NPCU and municipal authorities	- trainings - Unscheduled checks	MoAI and collaborating authorities
17	Pollution and waste management	- Pollutants' levels are within allowed thresholds - Waste is being managed according to municipal regulations - Waste segregation is practiced on-site - Hygienic conditions are prevailing - No community complaints about odor/insects/rodents - No traces of excessive harmful pesticide. - Limited animal waste in the vicinity to avoid ordure.	- Local standards for emissions and pollutants - Measurements - Waste management regulations - Waste records - Site supervision/spot checks - GM reports	- MoAI, in collaboration with NPCU and municipal authorities	- Daily for site hygiene - Monthly for waste management - Quarterly for measurements and reporting - Unscheduled checks	- Included in the operational cost of the MoAI and collaborating authorities
18	Traffic and road safety	- Speed limits are monitored - Awareness campaigns are held - Traffic related cases are reduced - Community complaints are reduced	- Traffic reports - Awareness raising reports - GM reports	- MoAI, in collaboration with NPCU and traffic authorities	- Daily for monitoring speed - Quarterly for reports	- Included in the operational cost of the MoAI and collaborating authorities
19	Emergency Preparedness	- EPRP is in place, used, and maintained - Fire safety equipment is in place - Other emergency surveillance equipment and measures are in place	- EPRP - Incident reports - Training and drills reports	- MoAI, in collaboration with NPCU and civil defense authorities	- Daily and monthly for checking - quarterly for reporting - Annual for	- Included in the operational cost of the MoAI and collaborating authorities

#	Monitoring aspects (<i>what to monitor?</i>)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
		- Emergency drills are held - Related cases are reduced			training and drills	

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

Table 4: Capacity Building Plan

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

7. Implementation Arrangements

7.1. Government Responsibilities

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

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

Table 5: Institutional partners' responsibilities

MoAI	The MoAI is responsible for the overall implementation of the Project including monitoring of implementation of this ESMP.
NPCU	NPCU Engineers and E&S safeguard team have prepared the design for the works and this ESMP. They will oversee the implementation of the works by the contractor and supervise implementation of the environment and social management plan
Contractor (see below for detail)	- The contractor will implement the works based on the agreed design by adopting best construction codes and most environmentally-sound design measures - The Contractor will prepare a Contractor's ESMP (C-ESMP) before commencing work, by adopting all pertinent E&S management measures in this site-specific ESMP, and customizing them according to the site and work specifics - The Contractor will be responsible for implementing their C-ESMP throughout the contract lifetime.

7.2. Contractors and Sub-contractors

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

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

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

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

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

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

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

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

Table 6: Reporting Plan

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

8. Public Consultation and Feedback

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

The Consultations Held on the Subproject:

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

Table 3: Public Consultation Conducted on the Subproject

Date	Activity	Agenda	Participants			No. attended	Venue
			Female	Male	Youth		
4.2. 26	Consultation meeting	- Constructing research station in Afgooye will facilitate the country's capacity for adaptive research and technology dissemination. - Ensuring Acceleration of construction for both Bonkay and Afgooye facilities. - Both stations will serve as innovation and training hubs, supporting improved crop productivity, farmer training, and climate resilience. - MoAI will develop staffing plans, recruit skilled researchers, and partner with universities and FAO for technical support. - Urgent implementation is required to strengthen research outputs and meet national food security goals.	2	6	3	11	MoAI Office

9. Grievance Mechanism

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

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

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

- **Structure:** The GM will be managed by a designated GM Focal Point within the NPCU. The Contractor will also have a site-level focal point/person to receive immediate complaints, who is well-trained in grievances and has experience.
- **Channels:** Grievances will be submitted through:
 - Direct communication (in-person or by phone) with the GM Focal Point or Contractor's representative.
 - A suggestion/complaint box will be placed at a visible and accessible location at the site entrance.
 - Email to a dedicated project email address.
- **Process:** All grievances will be logged. Receipt will be acknowledged within three (3) working days. A proposed resolution will be provided within 15 working days. The complainant will be kept informed of the process.
- **GBV/SEA/SH:** A separate, confidential reporting channel will be established for any complaints related to Gender-Based Violence or Sexual Exploitation, Abuse, and Harassment. This channel will provide a survivor-centered approach, ensure confidentiality, and refer survivors to appropriate support services. These cases will not be handled through the standard GM. MoAI's existing Grievance Redress (GR) channel is a toll-free hotline, accessible by dialing 559 and NPCU GM toll-free number is 570.
- **World Bank GRS:** Stakeholders will be informed that if they are not satisfied with the resolution provided by the project-level GM, they have the right to escalate their concerns to the World Bank's Grievance Redress Service (GRS).

10. ESMP Implementation Budget

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

Table 4: Indicative budgetary requirements for implementing the ESMP

#	Activity/ Resources	Cost estimate (US\$/yr)
1	EHS induction training and safety toolbox talks	5,500
2	EPRP, incl. fire drills and evacuation	5,000
3	Stakeholder/Public consultation	6,000
4	E&S GM	6,000
5	Site visits, transportation, and site supervision	7,000
6	Documentation and communication	3,500
7	Special services: GBV/SEA/SH	7,500
8	Special services: site security	5,800
9	Special services: pollutant monitoring	5,500
10	E&S staff salary	22,934
	Sub-total	74,734
	Contingency (2%)	1,495
	Total	76,229

11. References

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

12. Annexes

Annex 1: Technical Designs/Site Layout Drawings

Annex 2: BoQs



Project:
(Research Center Afgoye)

Annex 2: Official Confirmation of Land Ownership and Jurisdiction: Afgooye Agricultural Research Station

Dowlad Goboleedka Koonfur
Galbeed Soomaaliya
Maamulka Deg. Afgooye
Xafiiska Gudoomiyaha



SOUTHWEST STATE OF SOMALIA
AFGOOYE DISTRICT ADMINISTRATION
OFFICE OF THE DISTRICT COMMISSIONER

ولاية جنوب غرب الصومال
إدارة منطقة أفجوي
مكتب الوالي

Ref: MDA/XG/0360/2026

Taariikh: 04/03/2026

To Whom It May Concern,

**Subject: Confirmation of Land Ownership and Non-Dispute Status for
Afgooye Research Station**

I, the undersigned, District Commissioner of Afgooye District, hereby officially confirm that the parcel of land designated for the construction of the Afgooye Research Station, located at GPS coordinates 2.115918°, 45.145750°, forms part of the agricultural expansion land under the ownership and administration of the Ministry of Agriculture and Irrigation of the Federal Government of Somalia.

I further affirm that this land is free from any dispute, claim, encumbrance, or conflict of any nature. There are no competing interests, and no individual, group, or entity has raised any objection regarding its ownership or use.

Accordingly, the Ministry of Agriculture and Irrigation is fully authorized to utilize the said land for the development and operation of the Afgooye Research Station or for any other lawful and official purpose deemed necessary in line with its mandate.

This confirmation is issued for all legal and administrative purposes as may be required.

Sincerely,

Afgooye District Commissioner and Mayor

Mr. Abdullahi Mohamed Osman Hiraabe



Annex 4: Brief description of the applicable ESSs

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

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

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

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

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

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

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

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

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

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

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

Annex 3: Meeting Minutes from the Consultation Meeting



MINISTRY OF AGRICULTURE AND IRRIGATION
FEDERAL GOVERNMENT OF SOMALIA

Consultation Meeting on the Construction of Afgooye Agricultural Research Station

Chairperson: Director General, Ministry of Agriculture and Irrigation (MoAI)

Participants: 15 (9 men and 6 women)

Venue: Ministry of Agriculture and Irrigation, Mogadishu

Date: March 5, 2026

Discussion Summary

The Director General of the Ministry of Agriculture and Irrigation (MoAI) opened the consultation meeting by emphasizing the strategic importance of constructing the Afgooye Agricultural Research Station (CARS) in the Lower Shabelle Region. The station is considered a critical component in strengthening Somalia's agricultural research capacity, particularly in irrigated crop systems.

Participants highlighted that the establishment of the Afgooye Agricultural Research Station is essential for revitalizing the country's agricultural innovation system, which has experienced significant disruption over the past decades. The station will focus on irrigated crop research, including rice, maize, vegetables, and horticultural crops, contributing to improved productivity and climate resilience.

Key discussions highlighted:

- The construction of Afgooye Agricultural Research Station will strengthen national capacity for adaptive agricultural research and technology dissemination.
- The facility will serve as an innovation and training hub, supporting farmer capacity building, improved agricultural practices, and climate-smart technologies.
- The Ministry of Agriculture and Irrigation will develop staffing plans, recruit qualified researchers, and collaborate with universities and technical partners to support research and extension services.
- The station will enhance research–extension linkages, enabling effective transfer of knowledge and technologies to farming communities.
- Urgent implementation of the construction is required to improve research outputs and contribute to national food security objectives.

Annex 6: Photo taken during the Consultation meeting



Figure 2: NPCU ESS Team with Afgooye District commissioner during stakeholder consultation session

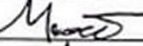
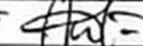
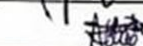
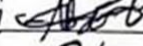
Annex 3: Attendance Sheet for the Consultation meeting


 MINISTRY OF AGRICULTURE AND IRRIGATION

FEDERAL GOVERNMENT OF SOMALIA

Date: March 5, 2026

 Subject: Attendance sheet for Consultation Meeting held on Construction of Afgooye
Agricultural Research Stations

No	Name	Institution	Tilel Contact Number	Signature
	Mohamoud Mohamed	MOAI	615506514	
2	Mohamed Muse Adan	MOAI	616660667	
3	Abdullahi Aboasto	MOAI	615567000	
4	Ahmed Adan	MOAI	615999005	
5	Abdinasir	MOAI	616977768	
6	AHMED ELMI	MOAI	612866288	
7	Sawda Muse	MOAI	615968110	
8	Siyad Abdi Jama	MOAI	615733063	
9	Fachmo He	MOAI	616559120	
10	Abdirashid Kegin	MOAI	616994899	
II	Abdirahman Nur	MOAI	611215869	
12				
13				
14				
IS				

Annex 8: E&S Screening for Construction of Afgooye Agriculture Research Station.

Social and Environmental Screening: FSRP	
Projects are screened for their inherent social and environmental risks regardless of planned mitigation and management measures. It is necessary to identify potential inherent risks in the event that mitigation measures are not implemented or fail. This means that risks should be identified as if no mitigation or management measures were to be put in place.	
SECTION A: General Information	
Date of screening	March, 7 th 2026
Activity/Sub project title	Construction of Afgooye Agriculture Research Station.
Activity/Sub project component	Institution building capacity
Implementing Partner	N/A
Proposed activity budget	N/A
Proposed activity duration	12 Months
ES Screening Team Leader and Contact Details	Prof Arale
ES Screening Team Members	Ismahan, Sharifa and Eng. Ahmed
Site/Activity location	Afgooye
New/Rehabilitation project	New
Project Description. Briefly describe project activities, activities that interact with the ES	Construction of a new Ground+2 (G+2) building for Afgooye Research Station (BARS) for the Ministry of Agriculture and Irrigation (MoAI) of the Federal Government of Somalia (FGS) (the Subproject), located in Afgooye district.
Categorize Project Activities into List A or List B or List C (see above)	Category C

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

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

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

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

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

SUMMARY OF THE SCREENING PROCESS

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