



BELEDWEYNE MUNICIPALITY
SOMALIA URBAN RESILIENCE PROJECT
PHASE TWO
(SURP-II)

NAGAAD PROJECT

Project No. P170922

ENVIRONMENTAL AND SOCIAL
MANAGEMENT PLAN (ESMP)

STAKEHOLDER ENGAGEMENT PLAN (SEP)
AND

LABOR MANAGEMENT PROCEDURES (LMP)

CONSTRUCTION OF 12.25KM QUICK WIN ROADS:

ROAD #1: RING ROAD FROM LIQLIQATO TO BUUNDO WEYN

ROAD #2: IRRIDA AAMIN FROM JANTA TO LAMAGALAY

ROAD #3: FROM SHEIKH HASSAN BARSANE TO BURJIDA
CIINTA

OCTOBER 2025

1. TABLE OF CONTENTS

1. TABLE OF CONTENTS	ii
2. LIST OF FIGURES	iv
3. LIST OF TABLES	v
4. LIST OF ABBREVIATIONS AND ACRONYMS	v
5. EXECUTIVE SUMMARY	vi
1. INTRODUCTION	7
1.1 Project Background	7
1.2 Biophysical Environment	2
2. PROJECT AREA DESCRIPTION	3
2.1 District Administration	3
2.2 Social Composition of the Population	4
2.3 Economic Activities	5
2.4 Gender and Equality	5
2.5 Main Services	6
2.6 Sub-Project Site Description	8
3. PROPOSED ACTIVITY/ PLANNED INTERVENTION	9
3.1 Irrida Aamin Road	9
3.2 Sheikh Hassan Barsane Road (Buunda Liqliqato to Burjada Ciinta) 3km length	12
3.3 Inner-ring Road	13
4. LEGAL FRAMEWORK	16
4.1 National-Level Environmental and Social Regulations and Guidelines	16
4.2 International Covenants and Agreements Relevant to the Project	16
4.3 World Bank Environmental and Social Standards	17
5. ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN	18
5.1 Potential Environmental and Social Impacts and Mitigation	18
Anticipated positive Environmental and Social Impacts	18
5.2 Positive Environmental Impacts	18
5.3 Positive Social Impacts	18
Anticipated Negative Environmental and Social Impacts	19
5.4 Negative Environmental Impacts	19
5.5 Negative Social Impacts	19
6. Mitigation of Environmental and Social Impacts	20

7. LABOR MANAGEMENT PROCEDURES.....	27
7.1 Overview Of Labor Use in The Project.....	27
7.2 Key Labor Risks and Mitigation Measures.....	28
7.3 Terms And Conditions	29
7.4 Contractor Management	31
Selection Of Contractor	31
7.5 Contractual Provisions and Non-Compliance Remedies	31
7.6 Performance Monitoring.....	31
7.7 Workers Grievance Redress Mechanism	32
7.8 Monitoring and Reporting of the LMP.....	33
8. STAKEHOLDER ENGAGEMENT PLAN.....	34
8.1 Stakeholder Identification	34
8.2 Summary Of Matters Raised During Consultation Phase	35
8.3 Feedback and Outcome from Consultations Held in Beledweyne Town	36
8.4 Information Disclosure Program	37
8.5 Grievance Redress Mechanism.....	38
9. ESMP MONITORING AND REPORTING	40
10. IMPLEMENTATION ARRANGEMENTS AND RESPONSIBILITIES	40
10.1 Project Implementation Unit.....	40
10.2 Project Coordination Unit.....	42
10.3 Contractor.....	42
10.4 Engineering and Supervision Consultant.....	43
10.5 World Bank Implementation Support	44
11. ESMP IMPLEMENTATION BUDGET	44
11.1 Budget for the contractors	45
11.2 Buruuj Construction Company ESMP Budget	46
11.3 Istahil Construction ESMP Budget	47
11.4 Adeegsan Construction Company ESMP budget	48
12. Appendices.....	49
12.1 Appendix 1: three quick win roads Environmental and Social Risk Categories	49
12.2 Appendix 1: Environmental and Social Risk Categories and Screening	51
12.3 Appendix 2: Road #1 Inner-Ring Road Environmental and Social Screening	52
12.4 APPENDIX 3: Road #2 irida aamin Environmental and Social Screening	69
12.5 Appendix 4: Road #3 Sheikh Hassan Barsane (Buundo Liqliqato to Burjida Cijta E&S Screening.....	86
12.6 Appendix 5: Stakeholders Consultations	105
Consultation With Municipality Officials	105
Consultations with Community Groups.....	106

13. Consultation with Government officials	107
13.1 Consultation with Beledweyne municipality and Government officials.....	107
14. Community consultations.....	108
14.1 Consultation with Hawlwadaag and Buundaweyn zones.....	108
14.2 Consultation mapping with Hawo-tako and Koshin zones	109
14.3 Consultation with Grievance Committee (GC)	113
14.4 Appendix 6: Guidelines on the Code of Conduct.....	114
14.5 Appendix 7: Sexual Exploitation and Abuse/Sexual Harassment Prevention & Response Action Plan 115	
14.6 Appendix of the Attendance list	116
14.7 List of the GRC	116
14.8 Buundoweyn and Hawlwadaag attendance	116
14.9 Koshin and Hawo tako	116

2. LIST OF FIGURES

<i>Figure 1 Beledweyne Districts Map.....</i>	4
<i>Figure 2 Map of the quick win roads.....</i>	9
Figure 3 mid point of Janta area irrid Aamin Road	10
Figure 4 Mid point of irrida Aamin road	10
Figure 5 Janta Kundisho	10
Figure 6 Janta Kundisho area.....	10
Figure 7 Janta.....	11
Figure 8 Mid points of Janta area	11
<i>Figure 9 Irrida aamin road</i>	11
<i>Figure 10 Irrida aamin road</i>	11
Figure 11 End Point of Sheikh Hassan Barsane	13
Figure 12 Start point at Sheikh Hassan Barsane	13
Figure 13 Sheikh Hassan Barsane start point.....	13
Figure 14 Parts of Sheikh Hassan Barsane	13
Figure 15 Inner ring road near Police Station	14
Figure 16 Inner Ring Road near Sheikh Ali jimale	14
Figure 17 Near Farah Gedi area ring road	14
Figure 18 Inner Ring Road Farah Gedi area	14
Figure 19 Inner ring road	15
Figure 20 Inner ring road near police station	15
Figure 21 Parts of inner ring road	15
<i>Figure 22 Grievance Redress Mechanism</i>	39
<i>Figure 23 Consultation with Local Administration and Members of Public</i>	105
<i>Figure 24 Community consultations with zone representative.....</i>	106
Figure 25 GRC meeting with the four zone representatives held at PIU office meeting hall	107
Figure 26 Hawlwadaag and Buundoweyn engagement on 25th December 2024	109
Figure 27 Hawlwadaag and Buundoweyn engagement on 25th December 2024	109
Figure 28 Koshin and Hawo tako zones	111

Figure 29.....	111
Figure 30 Koshin and Hawo tako zones	111
Figure 31 consultation and engagement with Beledweyne water supply.....	112
Figure 32 Engagement with Somtel and Hormuud telecommunication companies respectively.....	112
Figure 33 engagement with electricity companies.....	113
Figure 34 GRC meeting at PIU Office	114

3. LIST OF TABLES

Table 1 Project Components.....	2
<i>Table 2 - Environmental and Social Management Plan Table</i>	20
<i>Table 3 Overview of Indicative Labour Use in the construction stage of the roads</i>	27
<i>Table 4 Key Labour Risks and Mitigation Measures</i>	28
<i>Table 5 Grievance Reporting Channels</i>	38
<i>Table 7 Grievance Management Process.....</i>	39
<i>Table 7 Monitoring Responsibility, Frequency and Means</i>	40
<i>Table 8 ESMP Implementation Budget</i>	44

4. LIST OF ABBREVIATIONS AND ACRONYMS

BM: Beledweyne Municipality

CBD: Central Business District

CEO: Community Engagement Officer

CoC: Code of Conduct

ESMF: Environmental and Social Management Framework

ESMP: Environmental and Social Management Plan

EHSGs: Environmental Health and Safety Guidelines:

GBV: Gender Based Violence

GRM: Grievance Redress Mechanism

IDA: International Development Association

IDP: Internally Displaced Persons

KM: Kilometres

KM²: Kilometres Squared

LMP: Labour Management Procedure

MCH: Mother and Child Health

MOPWRH: Ministry of Public Works, Reconstruction and Housing

OHS: Occupational Health and Safety

PWD: People with Disability

PPE: Personal Protective Equipment

PCU: Project Coordination Unit

PDO: Project Development Objective

PIU: Project Implementation Unit

SEA/SH: Sexual Exploitation and Abuse and Sexual Harassment

SEP: Stakeholder Engagement Plan

SEF: Stakeholders Engagement Framework

SURP: Somali Urban Resilience Project

SURP-II: Somali Urban Resilience Project Phase Two

WB: World Bank

5. EXECUTIVE SUMMARY

This document presents an Environmental and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), and Labour Management Procedures (LMP) for the construction of three key roads, totalling 12.25 km, in and around the densely populated town of Beledweyne. This construction project is financed through additional financing of the Somalia Urban Resilience (SURP-II AF) initiative. The construction site involves existing thoroughfares within the urban environment of Beledweyne, which is characterized by heavy traffic and vibrant community activity. Following a comprehensive in accordance with the updated Environmental and Social Management Framework (ESMF) from April 2022, it has been determined that while the construction may result in some adverse environmental impacts, these are expected to be minimal, short-term, and localized within the construction zones.

According to the Resettlement Impacts of the rehabilitation for quick win roads in Beledweyne namely the Inner Ring Road (3.25 km), Irrida Aamin (6 km, Package 1A and 1B), and Burajada Ciinta (3 km) is anticipated to cause an impact. A total of 97 PAPs will be impacted by the construction activities. Among them, 86 PAPs will experience effects on their physical structures partially. These include 15 structures constructed with fixed or permanent walls and 71 structures made from temporary materials iron sheets. The remaining 11 PAPs are street vendors operating without any fixed structures, and they will be affected economically due to disruption of their daily business operations.

To effectively mitigate these risks, as well as other potential social and labor challenges, the aforementioned safeguards (ESMP, SEP, and LMP) have been developed. The ESMP outlines strategies for identifying, managing, and monitoring the potential environmental and social (E&S) risks and impacts associated with the construction of these roads and subsequent operational activities. It details project-specific risks and mitigation measures, along with institutional arrangements for the implementation and monitoring of these measures. Additionally, the ESMP proposes monitoring indicators to assess E&S performance throughout the project lifecycle, ensuring that community concerns are addressed and that the project contributes positively to the urban environment of Beledweyne.

The Environmental and Social Management Plan (ESMP) plays a crucial role in identifying and mitigating potential adverse environmental impacts associated with the construction of the Quick Win Three Roads in Beledweyne Town. This plan ensures that the surrounding ecosystem remains protected while promoting the use of sustainable construction methods. By carefully managing construction activities, the project aims to preserve local flora and fauna, thereby maintaining biodiversity in the area. The Stakeholder Engagement Plan (SEP) facilitates meaningful engagement with local stakeholders, ensuring that their views and concerns are incorporated into the planning and implementation phases. This inclusive approach fosters trust and collaboration between the project team and the community, enhancing project acceptance and support. The construction of these new roads is expected to significantly enhance connectivity and accessibility in Beledweyne, leading to improved transportation options for residents and businesses. Better road infrastructure can stimulate local economic growth by facilitating trade and providing improved access to markets. This development is anticipated to create jobs during the construction phase and generate additional employment opportunities in the long term as businesses expand and thrive due to enhanced access. The roads also contribute to safer travel for both pedestrians and vehicles, thereby enhancing overall community safety. The design and planning of these roads will prioritize safety features to minimize accidents and improve traffic flow. The ESMP outlines specific measures to identify and manage potential adverse impacts, reducing the likelihood of negative consequences for local communities. The Labor Management Procedures (LMP) ensure that labor practices are fair and compliant with applicable regulations, thereby protecting the rights and well-being of workers involved in the construction. Through effective planning and community engagement, the project aims to minimize displacement and provide essential support to individuals who may be affected. This proactive approach is critical for maintaining community cohesion and addressing the needs of vulnerable populations. Establishing monitoring indicators allows for ongoing assessment of both environmental and social impacts throughout the project's lifecycle. This ensures accountability and enables adaptive management, allowing the project team to respond promptly to any unforeseen challenges or impacts.

1. INTRODUCTION

1.1 PROJECT BACKGROUND

Somalia is facing climate related shocks, insecurity and rapid urbanization. This has resulted in sustained and numerous political and economic challenges that have prevented significant investment in the country's infrastructure. Somali cities are characterized by poor access to clean water, proper sanitation and solid waste management leading to negative impacts on the health and welfare of citizens as well as on the economy. Municipal governments have the primary responsibility for providing basic services, however, capacity and fiscal constraints limit their ability to deliver, and outside of a few large cities, these constraints are more entrenched. Municipal government's revenue collection is minimal and unstructured, creating dependence

[Environmental and Social Management Plan \(ESMP\) Omnibus Beledweyne Municipality Oct 2025](#)

on external assistance or the private sector for capital investments and delivery of services which tends to be ad hoc especially given the lack of strategic and urban development plans.

In order to adequately address these concerns, the Federal Government is getting support through various initiatives from several development partners including the World Bank. One such initiative is the World Bank-financed US\$203.5million Somalia Urban Resilience Project Phase II (SURP-II) which seeks to support Somalia’s urban resilience and municipal governance in key cities. The SURP-II’s Project Development Objective (PDO) is to “strengthen public service delivery capacity of local governments, increase access to climate-resilient urban infrastructure and services, and to provide immediate and effective response to an eligible crisis or emergency in selected areas.”

SURP-II is directed by a Steering Committee co-chaired by the Office of the Prime Minister (OPM) and the Federal Ministry of Public Works (MOPW) and coordinated by a Project Coordination Unit (PCU) domiciled at the MOPWRH. SURP-II activities are grouped under five components as shown in **Error! Reference source not found.** below:

Table 1 Project Components

Component	Description
Component 1: Urban Infrastructure and Services (USD 108 million)	Supports the preparation and implementation of all infrastructure investments
Component 2: Institutional Strengthening and Analytics (US\$2 million)	Supports various technical assistance and related analytics, such as on informal settlements, climate resilient operation and maintenance of urban infrastructure, and urban governance, including solid waste management
Component 3: Project Management and Capacity Building (US\$ 28.5 million)	Finances the overall project management costs, including monitoring and evaluation, as well as the capacity building of the PCU, PIUs, and relevant municipal staff

The overall responsibility for SURP-II implementation rests with the municipal Project Implementation Units (PIUs) in the cities of Mogadishu (BRA), Garowe (Puntland), Baidoa (Southwest State), Kismayo (Jubaland), Dhusamareb (Galmudug), and Beledweyne (Hirshabelle). The Project Coordination Unit (PCU) domiciled at the Federal Ministry of the Public Works, Reconstruction, and Housing is responsible for coordination and backstopping support to the municipal PIUs, with support from state-level inter-ministerial committees.

1.2 BIOPHYSICAL ENVIRONMENT

Beledweyne is a city situated on the banks of the Shabele River, located in central Somalia. It is the capital of Hiran region in the Hirshabelle State and is approximately 340kms north of Mogadishu and 50kms south of the Ethiopian border at Feer Feer. The city has an elevation of 184m above sea level and a subtropical steppe climate, classified as hot arid (Köppen climate classification BWh). The average daily maximum temperature in the city is 36.7°C between March and April, while the average daily minimum temperature is 21.8°C between January and February. Like other parts of Somalia, Beledweyne experiences four annual climatic seasons, alternating between two rainy and two dry seasons. The primary rainy season, Gu', occurs from April to June, followed by the dry season, Xagaa, from July to September. The second rainy season, Deyr, occurs from October to December, followed by the second dry season, Jilaal, lasting from January to March. The city has an average annual temperature of 30.41°C, 2.5% higher than the average temperature for Somalia. The city typically receives up to 270mm of precipitation annually. In recent years, the Shabelle River has experienced

water shortages due to decreased rainfall in the Ethiopian highlands, where it originates. This has led to increases in water prices in suburban and urban areas, as well as the loss of crops and pasture. Conversely, heavy rains in the Ethiopian highlands can cause floods, riverbank breakages, and loss of life and property. The soil in Beledweyne District consists of alluvial plains with fertile loamy clay and dark clay.

2. PROJECT AREA DESCRIPTION

2.1 DISTRICT ADMINISTRATION

Beledweyne's administration is structured to reflect its diverse community and strategic importance within Somalia. The city is divided into four distinct settlement zones: Bundoweyn, Howlwadag, Hawo Tako, and Kooshin. Each zone plays a crucial role in the local governance and socio-economic development of the city. The district commissioner is a key figure in Beledweyne's administration, responsible for overseeing the implementation of government policies and ensuring the provision of essential services. This official is appointed by the president of Hirshabelle State and acts as the main liaison between the local government and the state government. The mayor of Beledweyne is also appointed by the president of Hirshabelle State.

The mayor plays a pivotal role in local governance, focusing on urban management, infrastructure development, and community engagement. The mayor works closely with the district commissioner to address the needs of the citizens and coordinate efforts across the different zones. Each of the four settlement zones has an appointed administration by the mayor. These individuals are responsible for managing local affairs, implementing policies at the zone level, and addressing the specific needs of their communities. They serve as representatives of the mayor in their respective zones and report back on local issues and developments. The district council is composed of representatives from the various local sub-clans within Beledweyne. This council plays a significant role in promoting inclusivity and ensuring that the voices of different community groups are heard in the decision-making process. The council works alongside the mayor and zone administrators to address community concerns and facilitate development projects. Beledweyne's location on the main road that connects Mogadishu to other central regions of Somalia and the Somali Region of Ethiopia enhances its strategic significance. This connectivity is vital for trade, transportation, and communication, making the city a critical hub for economic activity. The governance structure is designed to leverage this strategic position, facilitating collaboration between local authorities and state-level entities to promote regional development.

Community engagement is an essential aspect of Beledweyne's administration. The district council, together with zone administrators, ensures that local residents can participate in governance processes. Public meetings and forums are often held to discuss community issues, gather feedback on services, and promote transparency in governance.

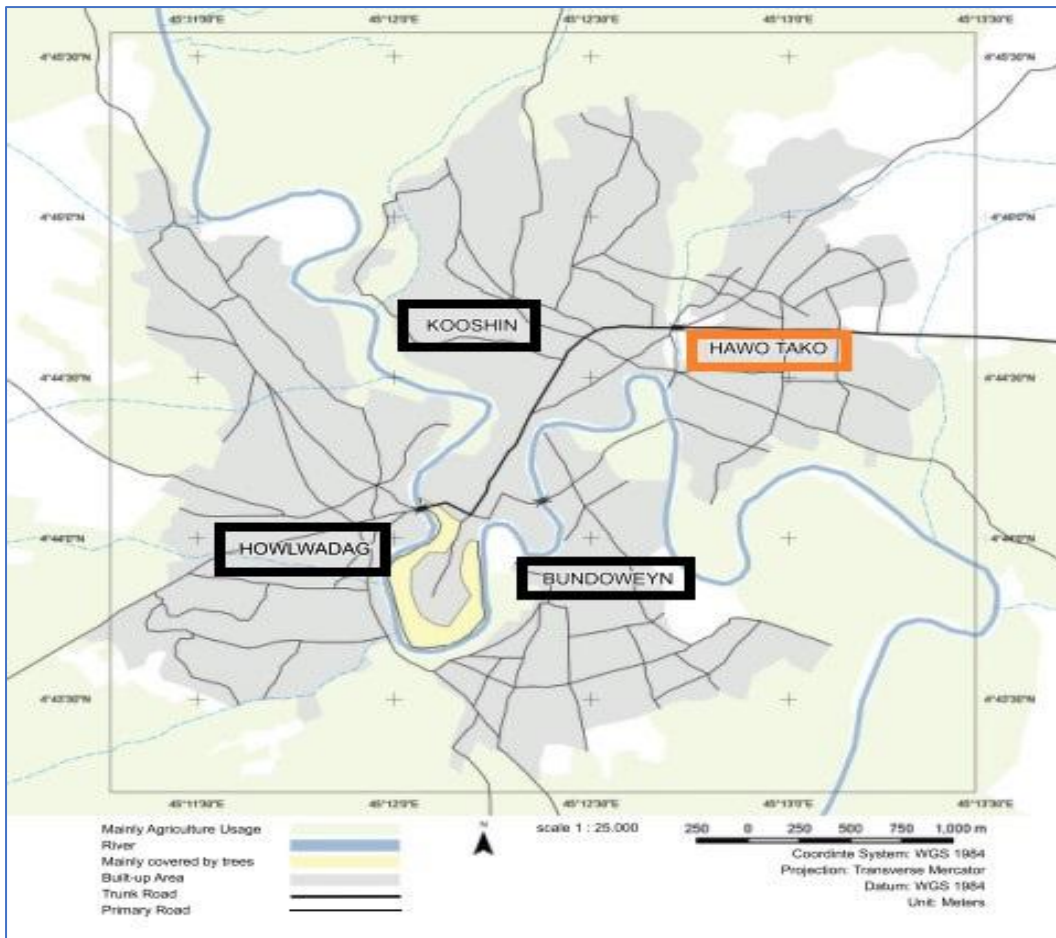


Figure 1 Beledweyne Districts Map

2.2 SOCIAL COMPOSITION OF THE POPULATION

The city of Beledweyne operates within a complex clan structure that reflects the sociopolitical dynamics of Somalia. This structure is characterized by a system of power-sharing among the major clans, ensuring representation and governance that aligns with the diverse demographics of the city. Beledweyne is predominantly composed of four major clans: Hawadle, Jajele, Makana and Gaaljecel. In addition to these major clans, there are several minority clans that contribute to the city's cultural and social fabric. The representation of these clans varies across the four settlement zones:

Hawo Tako Zone: Predominantly includes the Hawadle, Arab, and Yahar clans.

Howlwadag Zone: Comprises Jajele, Makana, Gaaljecel, Jidle, and Reer ow Hassan clans.

Kooshin Zone: Mainly populated by the Hawadle, Makana, and Sheeqal clans.

Bundoweyn Zone: Primarily includes Hawadle, Galjecel, and Makana clans.

Beledweyne's governance is structured around a clan-based power-sharing system, which is essential for maintaining stability and ensuring equitable representation among the clans. Key positions within the city's administration reflect this structure:

The Governor of Beledweyne is from the Hawadle clan, a position that underscores the clan's prominence in the region.

The three deputy governors represent the following clans: Jajele (Security), Makana (Social Affairs) and Gaaljecel (Revenue)

The District Commissioner is from the Gaaljecel clan, with two deputies: One deputy from the Jajele clan and the other from the Ujeejen clan while The Mayor is also from the Hawadle clan, while the Deputy Mayor is from the Makana clan.

2.3 ECONOMIC ACTIVITIES

Beledweyne, strategically located at the crossroads of Southern and Northern Somalia, plays a pivotal role as a trade hub in the region. Its significance is underscored by the bustling markets that characterize the city, where commerce thrives on the exchange of goods between various regions. The city's economy is largely driven by its vibrant trade in livestock and agricultural products, which have both seen remarkable growth in recent years. As visitors stroll through the markets of Beledweyne, they are greeted by the lively scene of vehicles arriving from Puntland and Somaliland. These vehicles are often laden with fresh products, including a variety of vegetables and fruits, harvested from the fertile lands surrounding the city.

This influx of fresh goods not only caters to local demand but also supports the supply chains of larger towns in Puntland and Somaliland, where the product is sold. In return for these agricultural products, traders from Puntland and Somaliland bring a diverse array of goods into Beledweyne, many of which are imported through Bossaso Port. These imports range from consumer electronics to clothing, household items, and construction materials, reflecting the needs and preferences of the local population. This reciprocal trade relationship enhances the economic fabric of Beledweyne, creating a dynamic marketplace where local farmers and traders can thrive alongside those from neighbouring regions.

The symbiotic nature of this trade not only boosts the local economy but also fosters a sense of interdependence among the regions. The continuous flow of goods facilitates cultural exchange and strengthens community ties, making Beledweyne not just a commercial centre but also a vibrant melting pot of ideas and traditions. As a result, the city stands as a testament to the resilience and entrepreneurial spirit of its people, contributing significantly to the overall economic landscape of Somalia.

2.4 GENDER AND EQUALITY

In Beledweyne, women are integral to the private sector, taking on vital roles as small-scale traders and entrepreneurs. In the vibrant Yobsan Market, they engage in the trade of essential goods, including meat, vegetables, clothing, and various food items. Their entrepreneurial spirit extends beyond traditional markets; women also play a crucial role in the construction industry by providing tea and food services to laborers at construction sites, ensuring that workers have the necessary sustenance throughout their demanding days. Additionally, women are active participants in the trade of Khat, a popular stimulant plant imported from Ethiopia and Kenya, sold along the bustling Irid Amin road. The local economy also benefits from women selling milk sourced from goats, cows, and camels at the Suuqa Canaha milk market. The pricing for these dairy products is accessible, with cow milk priced at approximately \$0.80 per liter and camel milk sold for around \$1 per tin can. This trade not only supports local livelihoods but also reflects the cultural significance of dairy in Somali society.

Women have also established a strong presence in the cosmetics and beauty industry in Beledweyne, offering a wide array of beauty products and salon services. This sector has become a crucial avenue for women to express their creativity and entrepreneurship while catering to the beauty needs of the community.

Beyond their economic contributions, women in Beledweyne are increasingly asserting their influence in the political arena. The city marked a significant milestone in 2012 when it appointed its first female mayor, Madam Safiya Hassan Sheikh Jimcale, under the leadership of former Hirshabel State President Mohamed Abdi Ware. This groundbreaking appointment not only represented a shift in gender dynamics within local governance but also set a precedent for female leadership in Somalia.

Continuing this legacy, Madam Nadar Tabaah Maalim was appointed as mayor in 2020, succeeding Madam Safiya, and she has since carried forward the vision of female empowerment in leadership roles. Under her guidance, Beledweyne has further embraced the importance of women's participation in politics, showcasing their capability to lead and influence positive change within the community. This dual role of women as both economic contributors and political leaders underscores their pivotal position in shaping the future of Beledweyne. Their resilience and determination reflect a broader movement towards gender equality and empowerment in Somalia, where women are increasingly recognized not only as caretakers of their families but also as vital agents of economic and social progress. The ongoing involvement of women in various sectors is a testament to their strength and the vital contributions they make to the community's overall development.

2.5 MAIN SERVICES

In Beledweyne, essential services are primarily provided by the private sector due to the collapse of the socialist government following the civil war. Previously, the state offered these services for free or at subsidized prices, limiting private enterprise. However, with the government's withdrawal, small businesses emerged to fill the gap, offering services in healthcare, education, water supply, and sanitation. Local clinics and pharmacies now provide healthcare, but often grapple with limited resources and inconsistent quality. In education, private schools have become prevalent, although they vary in quality and can be financially inaccessible for some families. Water supply relies on private vendors, which raises concerns about safety and quality due to a lack of regulation. Despite these advancements, the ongoing conflict has led many businesses to prioritize profit over ethical considerations and service quality, resulting in challenges such as inadequate care and consumer vulnerability. The absence of regulatory frameworks further complicates accountability, highlighting the need for initiatives that promote ethical practices and enhance service quality in the community.

Education Services: Beledweyne is home to 23 formal schools, with 15 providing both primary and secondary education, while the remaining schools focus solely on primary levels. Notable institutions include Horseed, Abdisomane, Mujamac, Sheikh Mohamed Moalin, Beledweyne School, and Al-Aqsa. Tuition fees for primary education start at \$10, and secondary education costs about \$15. However, many schools face challenges such as understaffing, and teachers often go for extended periods without receiving regular salaries.

Additionally, Beledweyne has seven universities that cater to higher education: Beledweyne, Central, Green Hope, Hiran, Jobkey, Plasma, and Somavilla Universities. These institutions offer a range of programs, including business administration, information technology, public administration, medicine, and agriculture. The average tuition fee for a semester at these universities is \$35.

Waste Management: The solid waste management system in Beledweyne is currently non-existent as there are no government or private entities operating in this sector. As a result, residents have resorted to dumping their household waste nearby and burning it or transporting it to the outskirts of the city and disposing of it in illegal dump sites. There is an urgent need for the establishment of a proper waste management system in the city to promote cleanliness and hygiene.

Water supply: Most residents of Beledweyne depend on river water for their domestic needs, with the private sector stepping in to facilitate access to water through various small-scale enterprises. Notable water suppliers include Qofiyow Water Supply, Computer Water Supply, and Ceel Farah Gedi Water Supply, Jabauri water supply. Additionally, some residents choose to purchase bottled water from local companies, such as MOISEHA Mineral Water, which sells 1.5-liter bottles for approximately \$0.50. Unfortunately, Beledweyne lacks a functional water department responsible for ensuring consistent access to safe and clean water for all residents. This absence of formal oversight means that many families rely on these private vendors, who may not always adhere to health standards, leading to potential concerns about water quality. As a result, while the community has found ways to meet its water needs through entrepreneurial efforts, the lack of a centralized and regulated water supply system poses significant challenges to public health and safety. Without a reliable and safe water source, residents remain vulnerable to waterborne diseases and other health issues. Improving water access and quality is essential for enhancing the overall well-being of the community in Beledweyne.

Health: Beledweyne General Hospital is the main healthcare provider for the district, playing a crucial role in delivering medical services to the community. Alongside the hospital, the Damal Caafimaad project works to enhance the quality and accessibility of healthcare in Beledweyne and its surrounding areas. This initiative aims to strengthen the overall health system by addressing critical healthcare needs and improving health outcomes for the local population.

In addition to the services offered by the hospital, various non-governmental organizations (NGOs) operate clinics that provide supplementary healthcare services. These clinics help to fill gaps in care and extend access to essential medical services. For those who can afford it, private clinics are available, with consultation fees starting at \$50, offering a range of services that may not be provided by public facilities. Each of the four subdivisions within Beledweyne District is equipped with at least one healthcare facility, often supported by NGOs, ensuring that healthcare services are more accessible to residents across the region. This multifaceted approach to healthcare, combining efforts from the hospital, NGOs, and private clinics, aims to create a more comprehensive and effective healthcare system that meets the diverse needs of the local community.

Electricity: In Beledweyne, the energy sector is primarily operated by privately-owned companies, which have emerged as vital providers of electricity for the community. Notable companies in this sector include Dayah Power Company, Gacmodheere Superpower, and Al Towba Electricity Company. These enterprises were established by Somali entrepreneurs, reflecting the entrepreneurial spirit and resilience of the local population in addressing energy needs. The cost of electricity in Beledweyne averages around \$0.70 per kilowatt for residential consumers. This pricing structure makes energy access relatively affordable for many households, although it can still pose challenges for lower-income families. The competitive nature of the energy market in Beledweyne encourages these companies to strive for better service delivery and efficiency, aiming to meet the growing demand for reliable electricity. Despite the progress made by these private energy providers, challenges remain. Issues such as inconsistent supply, infrastructure limitations, and the need for investment in renewable energy sources are ongoing concerns. Nevertheless, the efforts of these companies play a critical role in shaping the energy landscape of Beledweyne, contributing to the city's growth and development as it moves toward a more sustainable energy future.

Telecommunications: In Beledweyne, mobile phone coverage is facilitated by three major companies of telecommunications: Somnet, Hormuud, and Somtel. Each of these providers offers competitive pricing for voice calls, charging a uniform rate of \$0.10 per minute. For data services, Hormuud provides a monthly package priced at \$20, making it an attractive option for users seeking reliable internet access. Somtel, meanwhile, offers a combined voice and data service for \$25 per month, catering to customers who require

both communication and internet connectivity. Somnet also competes in this space, offering similar voice and data services for a monthly fee of \$15. This diverse range of options allows residents of Beledweyne to select telecommunications services that best suit their individual needs and budgets, contributing to improved connectivity and communication within the community.

Public Transport: In Beledweyne, the primary mode of transportation for local residents is the rickshaw, commonly referred to as the Bajaj. This convenient and affordable option offers a minimum fare of \$1, making it accessible for many residents who rely on it for short-distance travel within the city. In addition to Bajaj rickshaws, minibuses serve as another popular transportation choice. These minibuses can be hired for an entire day at a cost of \$30, providing flexibility for larger groups or those needing to travel multiple times throughout the day. This option is particularly advantageous for families or visitors who wish to explore the area without the hassle of arranging multiple rides. For those traveling to and from the airport, a local bus service operates a route connecting the town to the airport, charging \$3 per passenger. This service is vital for residents and travellers alike, offering a reliable and economical means of reaching the airport. Private mini-vans are also available within the city, providing yet another transportation alternative. These mini-vans charge less than \$0.50 per person, making them an economical choice for short trips around Beledweyne. The combination of these transportation options facilitates mobility for residents, contributing to the overall connectivity and accessibility of the city.

2.6 SUB-PROJECT SITE DESCRIPTION

The project site is for the reconstruction and improvement of the Beledweyne main roads, these roads are vital for the movement of goods, services, and people inside the town. It has been consistently identified by the city residents as the highest priority for the city's infrastructure development, serving as a lifeline for the entire urban population. Beledweyne, recognized as a main centre for business, is particularly in need of enhanced road infrastructure to support its economic activities and facilitate better access for both residents and

visitors. The proposed improvements aim to address existing challenges and bolster the city's capacity to serve as a hub for trade and commerce, ultimately benefiting the local economy and community.

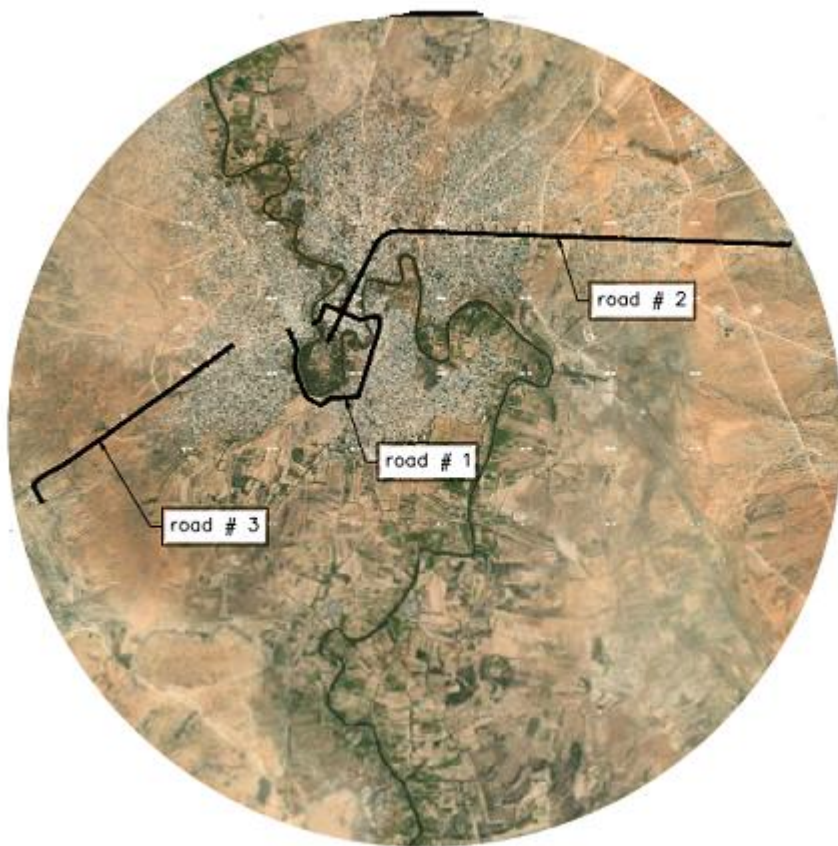


Figure 2 Map of the quick win roads

3. PROPOSED ACTIVITY/ PLANNED INTERVENTION

In Beledweyne Infrastructure Improvement Project encompasses the construction and rehabilitation of three key roads: Inner-ring Road (Liiqliiqato to Buundoweyn Bridge to Sheikh Hassan Barsane Road, Irida Aamin Road and Sheikh Hassan Barsane to Burjida Ciinta Road.

3.1 IRRIDA AAMIN ROAD

The Irida Aamin Road stretches for a total of 6.20km. The road starts at Lamagalaay Base, which contains a government office and a military base, and concludes at Janta Kuundisho AMISOM military Base. It has a maximum width of up to 10 meters, with 6 meters forming the existing roadway, though in some areas, it expands to 8 meters.

Although sections of the road were constructed by Somali Stability Fund back in 2021, currently, the road is in a severely deteriorated condition, making it very challenging for both pedestrians and vehicles to navigate. The SURPII project is currently planning to construct the 3.20km from Geerashka Baradhada to Janta kuundisho, while the remaining 3km from Lamagaalay to Geerashka Baradhada will be constructed once funding is secured. The remaining 3 km, extending towards Janta Kuundisho, have yet to be completed, while the existing section requires rehabilitation due to severe damage caused by the 2023 flood. The road begins at Janta Kuundisho, an area housing government office and an AMISOM military base and ends at Lamagalaay Base. It has an available width of up to 10 meters, with 6 meters comprising the existing roadway, although in

some areas, it expands to 8 meters. Approximately 60 large Conocarpus Lancifolius (Dhammas) trees are located along both sides of the road. These trees create a 10 to 12-meter-wide corridor and are environmentally significant, requiring careful preservation during road construction. Protective measures for the 60 Conocarpus lancifolius (Dhammas) trees include establishing buffer zones, installing barriers, safeguarding roots, providing care during construction, and regular monitoring, and to plant new ones only if preservation in place is not possible.



Figure 6 Janta Kundisho area



Figure 5 Janta Kundisho



Figure 4 Mid point of irrida Aamin road



Figure 3 mid point of Janta area irrid Aamin Road



Figure 7 Janta



Figure 8 Mid points of Janta area

Figure 9 Irrida aamin road



Figure 10 Irrida aamin road



3.2 SHEIKH HASSAN BARSANE ROAD (BUUNDA LIIQLIQATO TO BURJADA CIINTA) 3KM LENGTH

The Sheikh Hassan Barsane Road spans 4.36 kilometers, with 1.36 kilometers already rehabilitated by the Somali Stability Fund (SSF). The remaining 3 kilometers, extending to Burjada-Ciinta, will be the primary focus of this project. This section presents minimal environmental and social concerns, as it runs through an AMISOM Military Camp and agricultural land without affecting any structures. The existing road width exceeds 10 meters, providing sufficient space for expansion. However, the area has experienced flash floods from heavy rains, which have severely impacted nearby farms and crops.

Additionally, since the road extends beyond the town, there are heightened security concerns that could pose risks to project workers and the rebel groups may attack. To address this, a comprehensive security plan has been developed and will be implemented. A thorough security risk assessment and strict safety measures will be essential to ensure the protection of the workforce throughout the project's duration.

In line with the Environmental and Social Framework (ESF) safeguard guidelines, both environmental and security risks must be effectively mitigated to ensure the project's safe and successful completion. A Security Management Plan (SMP) has been prepared, prioritizing security measures and allocating sufficient security personnel. A security officer will be deployed at the start of implementation, working in full coordination with the mayor, the construction company, and the PIU team to oversee and maintain a secure working environment.





Figure 12 Start point at Sheikh Hassan Barsane



Figure 13 Sheikh Hassan Barsane start point



Figure 14 Parts of Sheikh Hassan Barsane



Figure 11 End Point of Sheikh Hassan Barsane

3.3 INNER-RING ROAD

The inner ring road spans 3.55 kilometers, with 0.3 kilometers previously constructed by the Somali Stability Fund (SSF). This crucial roadway links Iridda Amin–Janta Kundisho Road in the east to Sheikh Hassan Barsane–Burjada Ciinta Road in the west, serving as a key transportation route for the town. The road primarily passes through residential areas, maintaining a typical width of 9 to 11 meters. However, some sections of the road are considerably narrowed by encroachments, particularly near the Nationlink area and Ceel Farah Geedi. In certain sections, the presence of permanent walls and temporary business structures reduces the road width to between 6 and 7.5 meters.

Additionally, temporary fences around electricity poles create further obstructions. Despite these constraints, the road remains largely accessible. The narrow sections require widening, with careful planning to minimize environmental and social impacts. Since most encroachments involve temporary structures, fences, and powerline poles, the road’s construction and expansion remain feasible, ensuring improved urban mobility and accessibility.



Figure 16 Inner Ring Road near Sheikh Ali jimale



Figure 15 Inner ring road near Police Station



Figure 18 Inner Ring Road Farah Gedi area



Figure 17 Near Farah Gedi area ring road

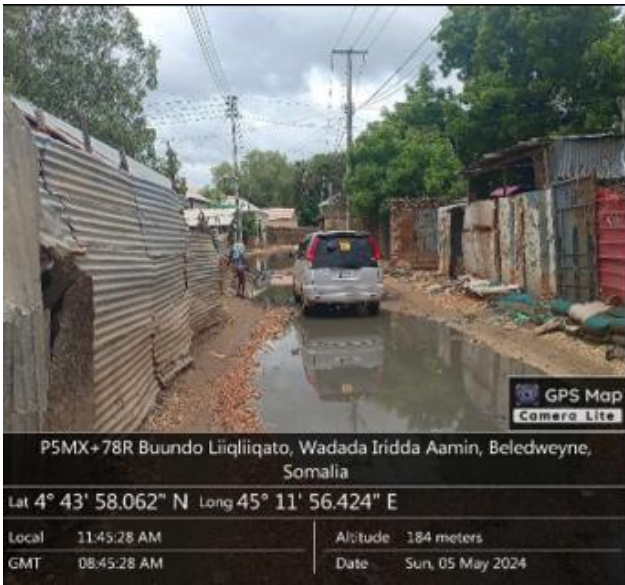


Figure 19 Inner ring road



Figure 21 Parts of inner ring road



Figure 20 Inner ring road near police station

4. LEGAL FRAMEWORK

The legal framework covering SURP-II and SURP-II AF is extensively covered in the newly updated ESMF¹, LMP², and SEF³ of April 2022. Summarised below are the regulations, guidelines, standards, and policies that are applicable to this sub-project.

4.1 NATIONAL-LEVEL ENVIRONMENTAL AND SOCIAL REGULATIONS AND GUIDELINES

The constitution of the Federal Republic of Somalia is the fundamental legal instrument for management of environmental affairs in Somalia, especially Article 25 (“Environment”), Article 43 (“Land”), Article 44 (“Natural Resources”) and Article 45 (“Environment”). Currently there are no specific national environmental legislation, however, several acts and laws are going through the legislative process:

- The Environmental Management and Coordination Act (2020)
- National Environmental Policy
- Environmental Impact Assessment Bill
- Environmental and Social Impact Assessment Regulations of 2021

Article 12 of the Constitution addresses issues of application of fundamental rights. Article 15 (1,2,4) together with Article 24(5) of the Constitution provides for the protection of women against all forms of violence and provides for protection from sexual abuse, segregation and discrimination⁴. Article 11 (1) together with sub-article 3 respectively provides that all citizens have equal rights 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, and that 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.

Article 14 stipulates that a person may not be subjected to slavery, servitude, trafficking, or forced labour for any purpose, while Article 24 (5) prohibits sexual abuse in the workplace.

- Labour code known as Act No. 31 of 2004
- The Labour Code of 1972
- The Somali Penal Code of 1962
- Somalia National Gender Policy (2016)

4.2 INTERNATIONAL COVENANTS AND AGREEMENTS RELEVANT TO THE PROJECT

Somalia has now become an active member of the International Labour Organization (ILO). Somali has ratified a total of six out of eight fundamental conventions. Out of the total 26 conventions (foundational, technical and governance) ratified, 16 are in force and additional 6 came into effect in March 2021. These include the following:

- Tripartite Consultation (International Labor Standards) Convention 1976 (No 144),
- Occupational Safety and health Convention (1981) No 155,
- Promotional Framework for Occupational Safety and Health Convention (2006) (No. 187),

¹ <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099557004262237158/p17092208661660e083640cf859aea1dcb>

² <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099335009192218661/p1709220d6908e030891208c04a21631d6>

³ <https://projects.worldbank.org/en/projects-operations/project-detail/P170922>

- Violence and Harassment Convention 2019 (No 190),
- Convention, Migration for Employment Convention (1949) (No. 97), and
- Private Employment Agencies Convention 1997 (No 181) migration for Employment Convention (Revision) 1949 (No. 97).

4.3 WORLD BANK ENVIRONMENTAL AND SOCIAL STANDARDS

The SURP II and SURP II AF projects are subject to the requirements of the World Bank’s ESF⁵. The ESF includes Environmental and Social Standards that seek to avoid, minimize, or else mitigate the adverse effects of development projects financed by the Bank. Eight ESSs are relevant to SURP II and SURP II project activities:

- ESS 1 (“Assessment and Management of Environmental and Social Risks and Impacts”)
- ESS 2 (“Labour and Working Conditions”)
- ESS 3 (“Resource Efficiency and Pollution Prevention and Management”)
- ESS 4 (“Community Health and Safety”)
- ESS 5 (“Land Acquisition, Restrictions on Land Use and Involuntary Resettlement”)
- ESS6 (“Biodiversity and Sustainable Management of Living Natural Resources”)
- ESS 8 (“Cultural Heritage”)
- ESS 10 (“Stakeholder Engagement and Information Disclosure”)

⁵ Please see <https://www.worldbank.org/en/projects-operations/environmental-and-social-framework> for more details.

5. ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

The project involves the construction of three essential roads that traverse the town, designed as "quick win" projects due to their potential to deliver rapid improvements to the community's transportation infrastructure. The construction activities will include site preparation, grading, road paving, and the installation of drainage systems. Once completed, these roads are expected to reduce travel time, improve accessibility, and contribute to the overall economic vitality of the region. This instrument specifies the means through which the adverse environmental and social risks and impacts associated with construction and operational activities are either avoided or mitigated. Also captured in the ESMP is how monitoring will be conducted and who will be responsible.

The key objectives of the ESMP are:

- To outline mitigation measures against the possible degradation of the areas;
- To enhance positive aspects brought by the project;
- To propose mechanisms for monitoring compliance;
- To identify roles and responsibilities and the cost involved;
- To provide adequate channels of input for the different stakeholders throughout the project activity.

5.1 POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS AND MITIGATION

This segment contains a summary of both the positive and negative impacts that are likely to result from the planned road three quick win road constructions in Beleweyne Town.

ANTICIPATED POSITIVE ENVIRONMENTAL AND SOCIAL IMPACTS

The three quick win roads construction in Beleweyne Town are designed to deliver significant benefits to both the environment and social. The following summaries are the key positive environmental and social impacts associated from these of The Reconstruction of three quick win roads.

5.2 POSITIVE ENVIRONMENTAL IMPACTS

- **Solar Energy Use:** Installing solar-powered streetlights will reduce reliance on fossil fuels and promote clean, renewable energy use in the city.
- **Improved Drainage and Flood Prevention:** The installation of drainage systems will reduce surface runoff and prevent flooding, protecting surrounding ecosystems and minimizing erosion.
- **Reduced Air Pollution:** The smoother road surface will reduce vehicle idling and congestion, potentially lowering vehicular emissions.
- **Prevention of Habitat Loss:** Well-designed Road infrastructure helps to minimize environmental degradation, protecting local habitats and preventing uncontrolled urban sprawl.

5.3 POSITIVE SOCIAL IMPACTS

- **Economic Growth:** Better Road infrastructure supports local businesses by facilitating the movement of goods and people, stimulating economic activity.
- **Improved Mobility and Accessibility:** The road reconstruction will enhance transport efficiency, making it easier for people to access services, markets, and employment opportunities.

- Increased Safety: Solar Street lighting and new road markings will improve road safety for both vehicles and pedestrians, reducing accidents.

ANTICIPATED NEGATIVE ENVIRONMENTAL AND SOCIAL IMPACTS

The construction of three quick-win roads in Beleweyne is anticipated to yield considerable benefits; however, there may also be adverse environmental and social effects. It is crucial to recognize and address these potential risks to ensure the projects are carried out in a sustainable and fair manner. The following highlights the main negative impacts that could occur both during construction and after the projects are completed

5.4 NEGATIVE ENVIRONMENTAL IMPACTS

- Disruption of Natural Habitats: The construction process could temporarily disrupt local ecosystems, affecting plant and animal species, particularly in areas near the city outskirts.
- Increased Air and Noise Pollution: Construction activities, including heavy machinery operation and roadwork, may temporarily increase dust, noise, and emissions, impacting nearby communities and wildlife.
- Waste Generation: Road reconstruction can generate significant amounts of construction waste, including debris and materials, which may not be properly managed, leading to environmental degradation.
- Water Contamination: Improper handling of construction materials or poor drainage system implementation could lead to runoff that contaminates nearby water sources.

5.5 NEGATIVE SOCIAL IMPACTS

- Temporary Traffic Disruptions: Road construction will likely cause temporary traffic congestion, road closures, and detours, leading to delays and inconvenience for local residents and businesses.
- Displacement of Informal Vendors: Some roadside vendors or informal businesses operating near the construction site may be displaced or face disruptions during roadworks.
- Health and Safety Risks: The presence of heavy machinery and ongoing construction poses potential safety hazards to workers and the public, including accidents, injuries, and air quality issues from dust and emissions.
- According to the census, 97 PAPs will be impacted by the construction activities. Among them, 86 PAPs will experience effects on their physical structures partially. These include 15 structures constructed with fixed or permanent walls and 71 structures made from temporary materials iron sheets. The remaining 11 PAPs are street vendors operating without any fixed structures, and they will be affected economically due to disruption of their daily business operations.

6. MITIGATION OF ENVIRONMENTAL AND SOCIAL IMPACTS

Below is the summary of mitigation measures to be taken to address potential E&S risks and impacts. Table 6 presents mitigation measures to be implemented to address negative environmental and social risks and impacts associated with the general civil works under this subproject (This table is consistent with the ESMP table included in SURP-II updated ESMF). The implementation of the measures proposed will be monitored and reported through the indicators presented in the tables.

Table 2 - Environmental and Social Management Plan Table

Potential risks and impacts	E&S and	Proposed mitigation measures	Indicators for monitoring
Noise pollution		<ul style="list-style-type: none"> • Restrict construction working hours between 7am to 5pm • Educate workers on noise reduction measures • Ensure an effective routine maintenance for construction vehicles and machinery • Consideration, if necessary, specific noise control measures for works near sensitive receptors (e.g., schools, health clinics and hospitals, etc.) • Selecting equipment with lower sound power levels e.g. the use of hand drilling machines. • Installing suitable mufflers on engine exhausts and compressor components in cases where the service provider uses generators. • Provide fit to work PPEs (ear plug/earmuffs) for all workers involved in the areas with elevated noise levels. • The contractor should use equipment that is/are in good working condition and are periodically serviced. 	Recorded cases of complaints by the project workers and community members
Fire hazards		<ul style="list-style-type: none"> • Provide fire hazard training to construction workers. • Provide fire extinguishers. • Designate areas as “assembly points”. • Establish, where possible, live fire breaks in form of appropriate vegetation. 	<ul style="list-style-type: none"> - # of fire extinguishers installed - # of assembly points designated
Air pollution		<ul style="list-style-type: none"> • Educate workers about air pollution impacts from construction activities on human health, and good practices to avoid, reduce and mitigate • As feasible, minimize the amount of time of areas of exposed soil (source of particulate material) 	# of complaints related to air pollution

Potential risks and impacts	E&S and	Proposed mitigation measures	Indicators for monitoring
		<ul style="list-style-type: none"> • Sprinkle water on exposed road surfaces as appropriate • Proper storage of road base materials (e.g., soil, gravel, etc.) • Covering road base material and construction waste soil/material transport trucks with tarpaulin or other heavy material to control dust emission and spillage hazards • No unnecessary idling during operation of vehicles and machines • Regular and effective maintenance for construction vehicles and machineries to ensure that they are in good working condition • No unauthorized slash-and-burn activity 	
Water pollution		<ul style="list-style-type: none"> • Educate workers about chemical hazards and safety • Proper handling and storage of Contaminants • Proper waste management • Proper soil erosion controls and management, especially in areas with streams and rivers • Emergency procedure to control storm water and soil erosion during significant rain fall events or flooding • Careful measures taken not to pollute boreholes, stream and other water sources • Maintain register of any significant releases into surface or ground water 	# of complaints or incidents recorded
Soil pollution		<ul style="list-style-type: none"> • Educate workers about chemical hazards • Proper chemical, material and waste handling and storage • Effective vehicular and machinery maintenance • Maintain a register of any chemical or petroleum spills • Ensure proper site clean-up and closure upon completion of construction 	# of incidents recorded # of grievances registered
Loss of flora and fauna		<ul style="list-style-type: none"> • Minimize unnecessary vegetation clearance • Where vegetation/trees cut down, plant replacement • Sensitize workers about fauna conservation • Discourage fauna killings and set penalties for killing them 	# of trees cut and planted # of grievances recorded -Record of sensitization workshops

Potential risks and impacts	E&S and	Proposed mitigation measures	Indicators for monitoring
Generation of solid waste		<ul style="list-style-type: none"> • Educate workers about proper waste collection, storage and disposal. • Preparation of waste management plan for each waste stream and implementation of the waste hierarchy. • Disposal of project-generated wastes at Municipal approved sites only. • The contractors shall ensure provision of waste bin at the project sites in the six cities to handle wastes generated. • Efficient use of materials to as much as possible avoid and minimize waste production. • Ensure waste are recycled/reused before opting to dispose. • Use of durable, long-lasting materials that shall not need to be replaced often. • Ensure waste is collected and disposed in accordance to Somalia Government regulations. 	<ul style="list-style-type: none"> -# of waste bins at the sites -# of waste management plans -Volume of total waste generated -% of waste collected
Occupational health and safety:		<ul style="list-style-type: none"> • Select legitimate and reliable contractors through screening OHS records • Address OHS risks with non-compliance remedies in procurement documents. • Proper and effective Contractor OHS plan (included in the C-ESMP) to be in place that meets applicable Somalia requirements and World Bank ESS2 and World Bank Environmental and Health and Safety General Guideline requirements • The contractor shall always provide the workers with the required PPE and enforce their use while at the work sites. • Provide drinking water • The equipment used in the works should be routinely serviced to ensure proper and safe equipment functionality. • Carry out Job Risk Assessments (analysis of hazards likely to occur and precautions need to be undertaken) before executing the construction. • Use of safety signage “MEN/WOMEN AT WORK” to warn contractor workers and visitors to worksites. • Provision of adequate signage and communication of risk to workers and communities. • Training and use of temporary fall prevention devices, such as rails, full body harnesses and energy absorbing lanyards, where possible. • Electrical works should be performed by trained and qualified experts. • Ensure that electrical equipment is properly connected before switching on sockets. 	<ul style="list-style-type: none"> -Accident logs -First Aid Kits -Fire extinguishers -Insurance policy -Use of PPE by workers -Training record -Presence drinking water supply

Potential risks and impacts	E&S and Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> • In case on any spillage at working areas, this should be cleaned off immediately, anti-slip hazard warning when mopping floors should be provided to reduce on chances on slip and falls. • Insurance coverage for all project workers • Site construction layout and planning to help minimize potential project OHS risks • Safety induction for workers during induction process • Ongoing OHS training for workers and specialized OHS training for workers with specific risks (e.g., heavy equipment operators, welding, hazardous materials, etc.) • OHS Officer should be on site to implement OHS requirements Proper PPE provided for workers • Provision of sanitary facilities for workers • Separate toilets and change rooms for male and female employees • Worker health screening and monitoring where appropriate • Maintain onsite appropriate first aid and other equipment associated with the level of worker OHS risk, and establish procedure to transport of injured worker to nearby hospital • Ongoing monitoring and reporting of OHS performance • Proper investigation of all worker accidents or project-related health issues, including documentation of investigation results and as needed implementation of corrective measures • Establish emergency plan/procedure in case of emergencies such as chemical spills, fires, explosions, flooding. 	
Spread of infectious diseases	<ul style="list-style-type: none"> • Use existing grievance procedures to encourage reporting of co-workers if they show outward symptoms, such as ongoing and severe coughing with fever, and do not voluntarily submit to testing. • Mandatory provision and use of appropriate PPE such as masks shall be required for all project personnel including workers and visitors. • Provide hand wash facilities, water and soap, alcohol-based hand sanitizer and mandate their use on entry and exit of the project site and during breaks. • Restriction of the number of people accessing the work areas. • Train all workers in respiratory hygiene, cough etiquette and hand hygiene. • Train cleaning staff in effective use of PPE, cleaning arrangement and procedures and disposal of waste generated from the PIU offices across the six cities. 	<p>-# of reported cases at site</p> <p>-Training reports</p>

Potential risks and impacts	E&S and Proposed mitigation measures	Indicators for monitoring
Traffic and Road Safety	<ul style="list-style-type: none"> • Good and effective Traffic Management Plan, including at macro and micro level and consideration of pedestrians • Use of competent drivers with defensive driving techniques. • Respective PIUs shall regularly inspect vehicle safety and maintenance. • All fleet handling deliveries shall observe speeds limits to a maximum of 80km/h out of major towns but 30kms in the built-up areas in the six municipalities. • All drivers and loaders should sign the CoC. • Drivers (especially going to high insecurity areas) should follow guidance on safe emergency driving. • Public notification for planned road closures, road deviations, and construction works • Information to direct affected local population on potential safety risks from pedestrian movements • Provide alternative route (detour) if technically and financially feasible. • Take appropriate safety measures, which are technically and financially feasible, to avoid the occurrence of incidents and injuries to members of the public associated with the operation of construction equipment • Install and maintain traffic and construction signs and controls • Safe driving awareness for construction drivers • Clearance of road and footpath from construction wastes, materials or equipment • As appropriate, separation of work areas from public spaces/areas such as barriers, fencing and signs highlighting potential risks or limitations • In case of project related traffic or pedestrian accident, implement adequate accident investigation procedure (reporting, cause assessment, corrective measures as appropriate, etc.) 	<ul style="list-style-type: none"> -# of accidents recorded, -#Vehicle inspection reports -Trip Management Plans
Poor management of ESHS risks, as well as risks to community health and safety	<ul style="list-style-type: none"> • Establish and maintain continuous liaison with the urban communities in the six municipalities in which SURP II and SURP II AF project activities are implemented, including sensitization on ESHS risks and mitigation measures. • Use of local language and images for ESHS signage shall be encouraged. • Ensure proper and adequate provision of sanitation and waste management facilities at all construction sites. • Selected construction staff to be trained on EHS monitoring during civil works. 	<ul style="list-style-type: none"> -# of ESHS incidents occurring

Potential risks and impacts	E&S and Proposed mitigation measures	Indicators for monitoring
Management of chemicals and hazardous Materials	<ul style="list-style-type: none"> • Educate workers about proper management of chemicals, hazardous materials and waste management (use, storage, and waste collection, storage and disposal) • Waste separation and segregation to be undertaken by competent and well-trained staff only • Provide necessary PPE to workers and other equipment for chemical hazardous material use • Provide proper storage area for temporary storage of chemicals and hazardous materials • If pesticides are used, for example for pest control at construction storage area or work camp, ensure not to use any pesticide products that contain active ingredients that are restricted under applicable international conventions or their protocols • Provide waste bins and procedure for collection, temporary storage and disposal of chemical and hazardous wastes including waste oils and petroleum products, batteries, contaminated soil, empty chemical or hazardous material containers, etc. • Disposal of project-generated hazardous wastes at Municipal approved sites only • Ensure proper cleanup and closure upon completion of work 	<ul style="list-style-type: none"> -# of waste management plans -Volume of total waste generated -% of waste collected -Training records
Labor risks other than OHS: i) labor influx; ii) social tensions; iii) labor disputes over terms and conditions of employment; iv) Child labor risks, and v) discrimination and exclusion of disadvantaged/	<ul style="list-style-type: none"> • Implement the LMP including the following: • all contracts shall have contractual provisions to comply with the minimum age requirements including penalties for non-compliance. The contractor is required to maintain labor registry of all contracted workers with age verification. Verification of the age shall be undertaken prior to the engagement of labor and documented. • The employment of project workers will be based on the principle of equal opportunity and fair treatment, and there will be no discrimination with respect to any aspects of the employment relationship. • Contractually require the contractor to preferentially recruit unskilled labor from the local communities and nearby areas with priority given to hiring of qualified members of project affected households, female community members, local residents and IDPs. • Ensure fair terms and employment conditions consistent with national Labor Code in contracts • Develop and operationalize GRMs for project workers (direct workers and contracted workers) to promptly address their workplace grievance. • Relevant trainings provided to workers, such as induction and daily toolbox talks outlining expected conduct and local community values, customs and traditions. 	<ul style="list-style-type: none"> -Labor registry with breakdown information of project workers (age, gender, contact info, etc.) -# of reported cases of disputes by workers -Review of employment contracts

Potential risks and impacts	E&S and Proposed mitigation measures	Indicators for monitoring
vulnerable groups	<ul style="list-style-type: none"> • Develop remedial procedures to deal with child labor incidents as detailed in the LMP (Where a young looking person’s age cannot be confirmed, use the GRC members from the area for age verification; assigning non-hazardous work for the child; employing adult family member; continue to pay the wage without work). 	
SE/ SH and other forms of GBV	<ul style="list-style-type: none"> • Implement the GBV Action Plan (See Appendix) including the following: <ul style="list-style-type: none"> • Hiring of a GBV Specialist in the PCU for the project implementation and monitoring; • Codes of conduct (CoC) for project workers; and plan for sensitization/awareness raising for the community and intended training activities for workers on CoC and SEA provisions; • Mapping and partnership with identified GBV service providers; • A Reporting and Response Framework that outlines key requirements for reporting cases if they arise and measures to enable safe, ethical, survivor-centered response; • An Accountability Framework that outlines how the PIU/contractor will handle allegations, including related to investigation (in alignment with national processes) and sanctions for potential perpetrators. • Establishment of special channel/procedures for safe, confidential reporting of GBV incidence that connect to the project GRM, and enable training of GRM operators on how to respond to cases that come forward. • Development of additional protection measures to address potential sexual harassment in recruitment practices and in the workplace. • Clarification of GBV requirements in bidding documents (including requirements for CoCs, training of workers, and how GBV related costs will be covered in the contract); bid evaluation to include consideration for GBV response proposal. • Engagement of female workers in project civil work • Arrange enough and suitable toilet and washing facilities, separate from men and women workers. 	<ul style="list-style-type: none"> -Progress report of the GBV action plan -Number of female workers engaged in each subproject

7. LABOR MANAGEMENT PROCEDURES

This LMP, based on the updated SURP LMP of April 2022⁶, identifies the main labour requirements and risks associated with the Project and will assist the PIU in determining the resources necessary to address project labor issues. Its main objectives are to i) the promote safety and health at work, ii) promote fair treatment, nondiscrimination and equal opportunity of project workers, iii) protect vulnerable workers, iv) prevent the use of all forms of forced labor and child labor, v) support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law, and vi) provide project workers with accessible means to raise workplace concerns.

7.1 OVERVIEW OF LABOR USE IN THE PROJECT

An overview of anticipated project workers in Beledweyne are provided below. The exact labour use will be determined during the project implementation stage (including the number, skill set, gender, and timing and scheduling of labour requirements).

Table 3 Overview of Indicative Labour Use in the construction stage of the roads

Type of project workers	Characteristics of project workers	Timing of labour requirements	Indicative number of workers
Direct Workers			
PIU consultants	Local consultants	from project preparation until project completion	7
PCU consultants	national and international consultants	PCU: from project preparation to project completion	8
Engineering and supervising consultants	international and national experts	from early stage of project implementation until end of civil works	5-10
Contracted Workers			
Skilled workers engaged by the contractor	mostly national technical permanent staff	The timing of labor needs will vary based on the different stages of construction, which will be established by each contractor at the time the contract is awarded.	10-15
Skilled workers engaged by subcontractors	Skilled workers engaged by the subcontractor, mostly national staff such as drivers and operators of heavy machinery	These specific timing and labor needs will be defined by each contractor when the contract is officially awarded.	10-15

⁶ <https://projects.worldbank.org/en/projects-operations/project-detail/P170922>

Unskilled workers	Unskilled workers: local host community members, female workers, IDPs, waste collectors and persons with disabilities.	The timing of labor requirement will fluctuate, dependent on the construction stages, which will be determined by individual contractors at the contract award stage.	150
Primary Supply Workers			
Workers engaged by primary suppliers of construction materials including aggregates	They are most likely local workers.	The construction stage of the project.	To be determined

7.2 KEY LABOR RISKS AND MITIGATION MEASURES

Table 2 below presents key labor risks anticipated during the office and lab construction in Beledweyne along with the mitigation measures.

Table 4 Key Labour Risks and Mitigation Measures

Key labor Risks	Mitigation Measures
OHS risks	<p>Develop and implement an approved Contractor OHS Management Plan (to be included in the C-ESMP).</p> <p>Ensure that workers both unskilled and skilled have insurance cover provided by the contractor.</p> <p>Select legitimate and reliable contractor through screening OHS records.</p> <p>Adequately address OHS risks with non-compliance remedies in procurement documents.</p> <p>Require the contractor to engage qualified ESHS staffing.</p> <p>Ensure project workers receive regular awareness raising and training on OHS.</p> <p>Properly maintain all machinery and equipment to prevent failure or possible accident.</p> <p>Implement effective traffic management plan.</p> <p>Conduct routine monitoring and reporting; and</p> <p>Implement COVID-19 mitigation measures as provided in Bank and FGS guidelines.</p> <p>Raise awareness on STDs/HIV.</p>
Child labor	<p>Set the minimum age of project workers eligible for any type for work (including construction work) at 18 years.</p> <p>Allow the engagement of project workers between the age of 15 and 18 years (in particular, vulnerable individuals such as orphans) only for non-hazardous work that would not interfere with the child's education in accordance with ESS2. Include minimum age in procurement documents.</p> <p>Raise awareness on child protection with contractors and in the communities.</p> <p>Maintain labor registry of all contracted workers with age verification.</p> <p>Obtain written and signed declaration from the worker and his/her parents or guardian or inquire with the GRC.</p>

	<p>Develop remedial procedures to deal with child labor incidents. Indicative approach may include: Offer a project employment to a member of the family who satisfies the age limit in exchange of keeping the under-aged worker away from work. If a family member who satisfies the age limit is not available, require the employer (using the contractual penalty provisions) to continue the wage payment to the underage worker without engaging in work for an agreed period.</p> <p>If the worker is over 15 years old and under 18, consider transferring the worker to an alternative position that is not hazardous and does not interfere his/her education (subject to prior risk assessment and regular monitoring, as described above.).</p>
GBV/SEA/SH	<p>Implement SEA/SH prevention and response Action Plan.</p> <p>Conduct awareness raising for project workers.</p> <p>Enforce signing of code of conduct; and</p> <p>Train GRC GBV focal point on handling related complaints and also on GBV service provider's referral mechanism.</p> <p>Require the contractor to address potential sexual exploitation or harassment in recruitment or retention of skilled and unskilled female workers</p>
Labour disputes	<p>Provide workers with contracts with fair terms and conditions.</p> <p>Have grievance mechanisms in place to promptly address workplace concerns; and</p> <p>Respect the national Labour Code on workers' right of labour unions and freedom of association.</p>
Discrimination and exclusion of vulnerable or disadvantaged groups	<p>Promote non-discrimination and equal opportunity with respect to any aspects of the employment relationship.</p> <p>Require the contractor to employ vulnerable groups as part of unskilled workforce.</p> <p>Provide maternity leave and nursing breaks where relevant.</p> <p>Arrange sufficient and suitable toilet and washing facilities, separate for men and women workers.</p>
Security risks	<p>Prepare SMP. Security protection arrangements to be determined by security authorities to address external security risks (such as terrorism and armed insurgency).</p> <p>Restrict work hours to minimize security threat.</p> <p>Maintain low profile of the site and workers.</p> <p>Address internal security risks associated with the deployment of security personnel on the community and project workers in line with the WB Good Practice Note "Assessing and Managing the Risks and Impacts of the Use of Security Personnel."</p>

7.3 TERMS AND CONDITIONS

1. **Direct workers.** The terms and conditions for direct workers in PIU, PCU and the engineering and supervision consultants will be governed by the Standard World Bank Consultancy contracts or the Standard Forms of Agreement between WB borrowers and UN agencies (the UNOPS Technical Assistance Template) which set higher standards than the national Labour Code.
2. **Contracted workers.** Labour Code of Somalia presented in Section IV (Overview of Labor Legislation) above is the guiding legislation on employment terms and conditions for contracted workers. The Ministry of Labor at the federal level and Beledweyne (BM) where the project is located, have confirmed that they generally follow provisions of Labour Code for all matters related to labor engagements and management. Below are key components of the terms and conditions that should be applied to contracted workers under SURP II.

3. **Provision of written individual contract of employment.** A written individual contract of employment shall be provided to workers that specify the following: (a) name of workers; (b) address, occupation, age and sex of workers; (c) employer's name and address; (d) nature and duration of contract; (e) hours and place of work; (f) remuneration payable to the worker; (g) procedure for suspension or termination of contract. Depending on the origin of the employer and the employee, employment terms and conditions will be communicated in a language that is understandable to both parties. In addition to written documentation, an oral explanation of conditions and terms of employment will be provided to workers who may have difficulty understanding the documentation.
4. **Notice for termination of contract.** Either of the contracting parties may terminate a contract of employment by giving written notice as under: (a) not less than ten days in the case of manual workers; or (b) not less than 30 days in the case of non-manual workers. No notice needs to be given in case the duration of contract does not exceed one month.
5. **Minimum Wages.** While the mechanism to set the official minimum wage by the presidential decree (Labour Code, Article 72) is not currently functioning, the market rate is available for each job type in different locality. The fair market rate will be identified and applied for SURP II project workers.
6. **Hours of Work.** The normal hour of work of a project worker shall not exceed 8 hours a day or 48 hours a week. Hours worked in excess of the normal hours of work shall not exceed 12 hours a week and shall entitle a worker to a proportionate increase in remuneration.
7. **Rest per week.** Every worker shall be entitled to one day's rest each week, which should normally fall on Friday. It shall consist of at least 24 consecutive hours each week. Workers shall also be entitled to a rest day on public holidays recognized as such by the State.
8. **Annual leave.** Workers shall be entitled to 15 days' leave with pay for every year of continuous service. An entitlement to leave with pay shall normally be acquired after a full year of continuous service.
9. **Maternity leave.** A female worker shall be entitled, on presentation of a medical certificate indicating the expected date of her confinement, to 14 weeks' maternity leave with half pay, of which at least six weeks shall be taken after her confinement, provided that she has been employed by the employer for at least six months without any interruption on her part except for properly certified illness.
10. **Nursing breaks.** A female worker who is nursing her own child shall be entitled, for a maximum of a year after the date of birth of the child, to two daily breaks of one hour each. The breaks shall be counted as working hours and remunerated accordingly.
11. **Deductions from remuneration.** No deductions other than those prescribed by the Code or regulations made hereunder or any other law or collective labour agreement shall be made from a worker's remuneration, except for repayment of advances received from the employer and evidenced in writing. The contractor shall not demand or accept from workers any cash payments or presents of any kind in return for admitting them to employment or for any other reasons connected with the terms and conditions of employment.
12. **Death benefit.** In case of death of a worker during his contract of employment, the employer shall pay to his heirs an amount not less than 15 days' remuneration as death benefit for funeral services.
13. **Medical treatment of injured and sick workers.** It shall be the duty of the employer to arrange at his own expense for the conveyance to the nearest hospital of any injured or sick worker who can be so conveyed and who cannot be treated on the spot with the means available.

14. **Collective Agreements.** A collective agreement is an agreement relating to terms and conditions of work concluded between the representatives of one or more trade unions, on the one hand, and the representatives of one or more employers, on the other hand. Where collective agreements exist between the employer and project workers, such agreements will be applied, where relevant.

7.4 CONTRACTOR MANAGEMENT

Selection Of Contractor

SURP II will utilize the World Bank Standard Procurement Documents for Works for all solicitations and contracts, which encompass essential labor and occupational health and safety requirements. The Project Implementation Unit (PIU), acting on behalf of the municipality, is committed to making reasonable efforts to ensure that the contractors selected to engage contracted workers are legitimate and reliable entities. These contractors must demonstrate their ability to comply with the relevant stipulations outlined in the Labor Management Procedures (LMP). To facilitate this, the specific requirements will be incorporated into the bidding documents. As part of the contractor selection process, the PIU will conduct a thorough review of pertinent information concerning potential bidders. This review may include an assessment of the contractor's previous experience in similar projects, their track record in adhering to labor standards, and their capacity to implement health and safety measures effectively. Additionally, the PIU will evaluate the contractor's financial stability, ensuring they have the necessary resources to fulfill their obligations. The assessment may also involve checking references from past clients and examining any relevant certifications or licenses that affirm the contractor's compliance with labor regulations. This comprehensive approach aims to identify contractors who not only meet the technical requirements but also prioritize the welfare of their workers and the community at large:

- a) Business licenses, registrations, permits, and approvals.
- b) Public records, for example, corporate registers and public documents relating to violations of applicable labour law; accident and fatality records and notifications to authorities; labour-related litigations.
- c) Documents relating to the contractor's labor management system and OHS system (e.g., HR manuals, safety program); ESHS personnel and their qualification; and past project performance related to OHS
- d) Previous contracts with contractors and suppliers (showing inclusion of provisions and terms reflecting requirements on labor and working conditions).

7.5 CONTRACTUAL PROVISIONS AND NON-COMPLIANCE REMEDIES

The PIU shall incorporate the agreed labor management requirements as specified in the bidding documents into contractual agreements with the contractor, together with appropriate non-compliance remedies (such as the provision on withholding 10 % of payment to the contractor in case of non-compliance with relevant environmental, social, health and safety requirements; removal of personnel from the works; or forfeiting the ESHS performance security.). In the case of subcontracting, the PIU will require the contractor to include equivalent requirements and non-compliance remedies in their contractual agreements with subcontractors.

7.6 PERFORMANCE MONITORING

[Environmental and Social Management Plan \(ESMP\) Omnibus Beledweyne Municipality Oct 2025](#)

The PIU shall establish resources and procedures for managing and monitoring the performance of the contractor in relation to the LMP. The PIU will ensure that the contract with the engineering and supervision consultants (and the third-party monitor, where applicable) explicitly set out their monitoring responsibility for the contractor's performance on labor and working conditions on a daily basis. The monitoring may include, inspections, and/or spot checks of project locations or work sites and/or of labor management records and reports compiled by the contractor. Contractors' labor management records and reports that should be reviewed would typically include the following:

- a) Representative samples of employment contracts and signed code of conduct.
- b) Grievances received from the community and workers and their resolution.
- c) Reports relating to fatalities and incidents and implementation of corrective actions.
- d) Records relating to incidents of non-compliance with national Labor Code and the provisions of the LMP; and
- e) Records of training provided for contracted workers to explain occupational health and safety risks and preventive measures.

7.7 WORKERS GRIEVANCE REDRESS MECHANISM

Direct workers. Considering the limited number of direct workers under SURP II, the project will have a compact but effective grievance system for direct workers. Each unit engaging direct workers (PIU, PCU and the engineering and supervision consultants) will hold periodic team meetings to discuss any workplace concerns. The grievance raised by workers will be recorded with the actions taken by each unit. The summary of grievance cases will be reported to the World Bank as part of the regular report. Where the aggrieved direct worker wishes to escalate their issue or raise their concerns anonymously and/or to a person other than their immediate supervisor/hiring unit, the worker may raise the issue with responsible municipal authorities in the case of the PIUs and the Ministry of Public Works for the PCU. Where the engineering and supervision consultant has an existing grievance system (such as those in the UN system), their direct workers should use such mechanism.

Contracted workers. The site manager and the ESHS officer (or any other appropriate officers) of the contractor will hold a daily team meeting with all present contracted workers in each site to discuss any workplace grievances. The grievance raised will be recorded with the actions taken by the contractor. The summary of grievance cases will be reported to the PIU and the engineering and supervision consultant as part of contractor's periodic report. Where appropriate and available, the contracted workers should be allowed to utilize an existing grievance mechanism within the contractor. Where the aggrieved workers wish to escalate their issue or raise their concerns anonymously and/or to a person other than their immediate supervisor, the workers may raise their issue with the PIU and/or the engineering supervision consultant. The contracted workers will be informed of the grievance mechanism at the induction session prior to the commencement of work. The contact information of the PIU and/or the engineering supervision consultants will be shared with contracted workers.

National appeal process. As per the national Labour Code (Article 134), any individual labour dispute can be submitted by any of the parties to the competent district labour inspector for conciliation, where such labour inspector is available. The inspector is mandated to attempt to settle the dispute within 14 days of its submission.

7.8 MONITORING AND REPORTING OF THE LMP

The contractor shall report to PIU and the engineering and supervision consultants on the status of implementation of the above policies and procedures on a monthly basis. The contractor shall report immediately to the PIU in the case of a project-related fatality or serious injury (see also below para). The PIU and the engineering and supervision consultants will closely monitor the contractor/subcontractor on labour and occupational health and safety performance and report to the World Bank on a quarterly basis.

Fatality and serious incidents. In the event of an occupational fatality or serious injury, the PIU shall report to bank within 24 hours of the aware of such incidents, and inform the government authorities (where available) in accordance with national reporting requirements (Labour Code Article 102). Corrective actions shall be implemented in response to project-related incidents or accidents. The PIU or, where relevant the contractor, will be required to conduct a root cause analysis for designing and implementing further corrective actions.

8. STAKEHOLDER ENGAGEMENT PLAN

In line with the updated SEF⁷ (April 2022) prepared for SURP II, three main stakeholder groups have been identified: project affected parties, other interested parties, and disadvantaged/vulnerable groups with specific needs for engagement. It also provides clear guidance and information on who the Project's stakeholders are and the different categories they fall under. Meaningful stakeholder engagement, considered as providing stakeholders with detailed information on the project in a manner that is appropriate for the stakeholder and seeking their active participation in order to ensure informed decision making, has been the main principle guiding consultations in Beledweyne.

8.1 STAKEHOLDER IDENTIFICATION

Using the SEF as a guide, a detailed mapping of the stakeholders was carried out in Beledweyne identifying the following groups.

1. Project-Affected Persons
 - a. People residing in the project area
 - b. People who will benefit from project-related employment or business opportunities
 - c. Private service providers (utility companies).
2. Other Interested Parties
 - a. Local government of Beledweyne
 - b. State ministries and government agencies such as Min of Public works, Min of Environment & Rural development, Min of Interior and local government.
 - c. International NGOs and bilateral donor agencies (NIS Foundation, Save the children, Danish refugee council (DRC)
 - d. UN Agencies, such as Food Agriculture Organization FAO, UNITED NATION Assistant Mission in SOMALIA (UNSOM), world food programme (WFP) and UNITED NATION SUPPORT OFFICE SOMALIA (UNSOS), which currently have duty station adjacent to the compound of the site of construction of the office and lab.
 - e. Utilities was identified within project area.
 - f. Community groups, such as IDP groups, Women groups, Religious leaders, elders, youth groups
3. Disadvantaged/vulnerable groups with specific needs for engagement such as IDPs, poor female-headed households, widows, elderly, orphans and persons living with severe illness

⁷ <https://projects.worldbank.org/en/projects-operations/project-detail/P170922>

8.2 SUMMARY OF MATTERS RAISED DURING CONSULTATION PHASE

Wide stakeholder consultations were carried out throughout the development of the Environmental and Social (E&S) instruments, ensuring that stakeholder concerns were integrated and addressed at each stage of the project's implementation. This consultation process aimed to promote inclusivity and transparency, engaging a diverse array of community members, government officials, and other interest groups. Spanning three years, from 2021 to 2024, the consultations included multiple sessions held at various locations throughout Beledweyne town. This approach was designed to facilitate broad participation and enhance accessibility for all stakeholders involved.

The below points were discussed during the consultations:

Flooding Concerns: Participants discussed the persistent flooding issues in detail, emphasizing the severe impact of recurring floods that have caused extensive damage to properties in BW town. Addressing these flooding challenges is critical in the context of the proposed road project to ensure resilience and reduce future risks to residents' properties.

Necessity of Road Projects for Urban Development: The proposed road projects are seen as essential to the city's broader development, offering improved connectivity, facilitating economic growth, and supporting urban planning objectives. Upgrading the road infrastructure is expected to drive overall progress within the city.

Project Scope and the Role of the World Bank: The project's scope includes substantial support from the World Bank, which will provide both financial assistance and technical expertise. The World Bank's involvement will help ensure the project is developed with international standards and best practices, ultimately leading to a sustainable outcome for the city.

Environmental and Social Impacts with Mitigation Plans: The project could have adverse environmental and social impacts, particularly during the construction phase, such as increased dust, noise, and potential disruptions to the local community. Detailed mitigation strategies will be developed to manage these effects, including implementing construction best practices and engaging with affected communities to address their concerns proactively.

Relevance of the World Bank's Environmental and Social Standards (ESS): The project will adhere to the World Bank's Environmental and Social Standards (ESS), which provide a framework for minimizing environmental risks and ensuring social responsibility. This alignment with ESS guidelines will help manage the project's impacts on the environment and community effectively, supporting sustainable project outcomes.

Adoption of Conservation and Environmental Protection Measures: Conservation and environmental protection will be a priority, with specific measures incorporated into the project to safeguard natural resources, preserve local biodiversity, and minimize negative environmental impacts. These measures may include replanting initiatives, soil stabilization, and water conservation efforts.

Grievance Redress Mechanism (GRM) and Complaint Channels: The project will establish a Grievance Redress Mechanism (GRM) to offer transparent and accessible channels for residents to submit their concerns or complaints. Through the GRM, affected community members will have formal avenues to raise issues, ensuring responsiveness and accountability.

Environmental and Social Safeguard Instruments: The project will prepare specific Environmental and Social Safeguard instruments that will guide its implementation. These tools will help in identifying, assessing, and

managing potential risks throughout the project cycle, ensuring compliance with both local and international standards.

Structure and Function of the Grievance Redress Committee (GRC): The Grievance Redress Committee (GRC) will be established to oversee the grievance process. The GRC will address complaints, engage with affected parties, and resolve issues impartially. It will act as an intermediary between the community and project team, fostering a collaborative approach to dispute resolution.

Employment Opportunities with Inclusive Focus: The project will create job opportunities, with a specific commitment to including women, youth, and other disadvantaged groups in the workforce. This inclusive approach aims to support economic empowerment and reduce inequalities, ensuring that the benefits of the project reach a wide demographic.

Zero Tolerance for SEA, SH, and GBV: The project will enforce a strict zero-tolerance policy toward Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH), and Gender-Based Violence (GBV). Preventive measures will be integrated into the project's operational guidelines, including mandatory training for workers and community awareness efforts to maintain a safe and respectful environment for all.

8.3 FEEDBACK AND OUTCOME FROM CONSULTATIONS HELD IN BELEDWEYNE TOWN

Flooding Concerns: The project will enhance flood resilience in BW town, aiming to prevent future property damage from recurring floods. By incorporating effective drainage systems and flood management measures, the road infrastructure will help mitigate the impacts of severe weather, protecting the community and reducing future flood risks.

Outcome of Road Projects for Urban Development: The upgraded road network will significantly contribute to BW town's development, creating more efficient transport routes and fostering economic growth. This improved connectivity is expected to boost local businesses, ease commuter traffic, and enhance access to essential services, laying a solid foundation for sustained urban progress.

World Bank's Financial and Technical Contribution: With the World Bank's financial support and technical guidance, the project will be implemented to meet high standards of sustainability and efficiency. This backing ensures that the project follows global best practices, making it more likely to achieve long-term benefits for the city and secure a lasting positive impact on infrastructure quality.

Management of Environmental and Social Impacts: Comprehensive mitigation plans will be implemented to minimize potential environmental and social disruptions during construction, such as dust, noise, and traffic. The proactive management of these impacts will create a safer and more stable environment for the local community, safeguarding their well-being while ensuring smooth construction progress.

Alignment with the World Bank's Environmental and Social Standards (ESS): Adherence to the World Bank's Environmental and Social Standards will guide the project's environmental and social responsibilities. These standards provide a framework to reduce negative impacts on the community and ecosystem, ensuring the project aligns with sustainable and socially responsible practices.

Environmental Conservation and Protection Measures: The project will prioritize the conservation of natural resources, including initiatives to replant trees, stabilize soil, and manage water resources. These measures will

contribute to the protection of local biodiversity and create a positive environmental impact that extends beyond the project's timeline, fostering a healthier ecosystem in the area.

Accessible Grievance Redress Mechanism (GRM): The establishment of a Grievance Redress Mechanism will provide a transparent and user-friendly process for the community to voice concerns. This ensures that community members have an avenue to seek redress, promoting trust, accountability, and responsiveness throughout the project's implementation.

Use of Environmental and Social Safeguard Instruments: Through Environmental and Social Safeguard instruments, the project will proactively identify and manage potential risks. These tools ensure compliance with both local and international environmental and social standards, guiding the project towards safe and sustainable implementation.

Role of the Grievance Redress Committee (GRC): A Grievance Redress Committee will be set up to manage community grievances impartially, fostering open communication between the project team and the community. The GRC will ensure grievances are resolved transparently and collaboratively, building a foundation of trust and cooperation between all parties involved.

Inclusive Employment Opportunities: The project will create job opportunities, with a dedicated focus on inclusivity by prioritizing women, youth, and other disadvantaged groups. This approach will help reduce social and economic disparities, empowering marginalized individuals and creating long-term socioeconomic benefits within the community.

Strict Zero Tolerance for SEA, SH, and GBV: A firm policy of zero tolerance for Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH), and Gender-Based Violence (GBV) will be enforced throughout the project. Mandatory training and preventive measures will be in place to ensure a safe and respectful work environment, fostering a culture that upholds dignity and safeguards the rights of all individuals involved.

The feedback gathered during consultations encompassed more than just the immediate road and bridge projects. Participants voiced a variety of concerns and suggestions that pointed to broader needs within the city, especially for long-term infrastructure development. Many participants emphasized the importance of comprehensive investment in the city's growth, suggesting that future projects should address not only transportation but also other key areas such as public services, utilities, and recreational facilities. These insights have been carefully documented to ensure they contribute to the strategic planning and design of upcoming projects. By incorporating this feedback, project planners aim to create infrastructure that not only meets immediate needs but also supports sustainable urban development. The commitment to considering these community perspectives reflects a broader, inclusive approach to urban planning that values local insights and prioritizes infrastructure that will serve the community effectively for years to come.

8.4 INFORMATION DISCLOSURE PROGRAM

Multiple channels will be used for in-country information disclosure in Somali language: i) local radio stations; (ii) publication of posters and public notification in the targeted areas accessible to local communities, relevant organizations, and other stakeholders; and (iii) stakeholder workshops. Printed copies of the E&S Instruments will be made accessible for the general public at PIU office and government offices such as the municipality.

8.5 GRIEVANCE REDRESS MECHANISM

In Beledweyne, a freely available grievance redress mechanism that is discreet, objective, sensitive and responsive to the needs and concerns of the project-affected parties while also allowing anonymity has been established to addresses concerns of stakeholders promptly and effectively and in a transparent manner. Information on the availability of this Grievance Redress Mechanism (GRM) is regularly provided during community engagement activities. In addition to registering/reporting their grievances in person, also there is the option of reporting through the phone or email. Details of these grievance redress channels are provided in Table 5 below.

Table 5 Grievance Reporting Channels

Email address:	grievancesurpbw@gmail.com
Contact number (s):	Local number :523

Appeal Process: SURP II will have three-tier grievance systems in place at district, municipality and federal levels, as illustrated in the flow chart (Error! Reference source not found.). The aggrieved person has always the option to resort to national judiciary system.

Zone-level GRM (Tier 1 GRM): The GRC is established (As indicated in table 6) to address complaint from the level of the community before gone their capacity level.

Municipality-level GRM (Tier 2 GRM): The municipal-level GRM will address unsolved grievances at the zone-level GRM. The municipal-level GRC will be comprised of the representatives of the Municipality of Beledweyne, (the Deputy Mayor for social services.), the PIU, the engineering and supervision consultant, and the representatives of the aggrieved persons/communities.

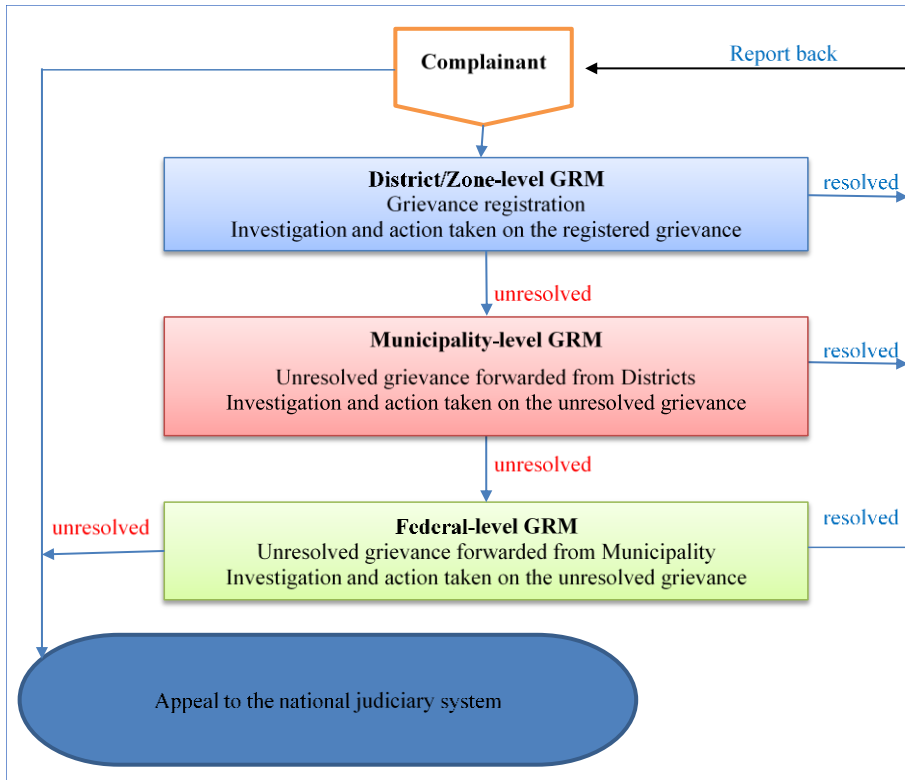


Figure 22 Grievance Redress Mechanism

- Federal-level GRM (Tier 3 GRM):** The federal-level GRM will address unsolved grievances at the municipality level, which may require higher-level solution or common issues across municipalities participating in SURP II. The federal-level GRC will be formed by the Project Coordination Unit (PCU) at the Ministry of Public Work, representatives of relevant municipalities, and other relevant federal ministries and agencies.

Grievance Management Process: The PIU ensure grievances are addressed through the steps within the indicative timelines presented in the table below.

Table 6 Grievance Management Process

No.	Steps to address grievance	Suggestive timeline	Responsible body
1	Register complaint in written format	Within one day	Municipality-level GRC supported by PIU
2	Screen the basis of the registered grievance	Within three days	Municipality-level GRC supported by PIU
3	GRC convenes and consider ways to address the complaint	Within three days	Municipality-level GRC supported by PIU
4	Implement the case resolution or the unsatisfied complainant can proceed to the appeal process	Within four days	Municipality-level GRC supported by PIU
5	Document the grievance and actions taken and submit the report to PIU	Within five days	Municipality-level GRC supported by PIU

6	In case of no resolutions reached, the complainant has the right to take his/her case to the State-level judiciary system (civil court for litigation)	Anytime	Complainant
---	--	---------	-------------

Sexual Exploitation Abuse (SEA) and Gender-Based Violence (GBV) GRM: A female member of the GRC will be trained on dealing with GBV related grievances. This female focal person will be closely working with female community engagement officers at the PIU supported by a GBV/Gender specialist present at the PCU. In order to ensure anonymity, a dedicate toll-free numbers to register complaints will be established. All calls to this number will be received by the PIU female community engagement officer. Where a case is reported, the focal point will ensure confidentiality, safety and survivor centered care for survivors and shall immediately be referred to the appropriate service providers, such as medical and psychological support, emergency accommodation, and any other necessary services.

9. ESMP MONITORING AND REPORTING

The implementation of the ESMP measures will be monitored and reported through monitoring indicators (see the ESMP table) with the monitoring responsibility, frequency and means of monitoring as indicated in the below table.

Table 7 Monitoring Responsibility, Frequency and Means

Responsible entity	Frequency of monitoring report	Means of monitoring
Contractor	Daily recording with monthly reporting to ESC/PIU	Daily recording on the implementation of ESMP measures with monitoring indicators by the ESHS officer and site manager.
Engineering and Supervising Consultant (ESC)	Quarterly reporting to PIU	Review of contractor records and documents
PIU	Quarterly reporting to PCU and WB	Frequent and ongoing site visits (daily/weekly) Interviews with project workers and affected communities
Third-Party Monitor (TPM)	As agreed with the WB	Unannounced spot checks through site visits Interviews with project workers and affected communities

10. IMPLEMENTATION ARRANGEMENTS AND RESPONSIBILITIES

10.1 PROJECT IMPLEMENTATION UNIT

The Project Implementation Unit (PIU) is tasked with the overall responsibility for implementing the project in Beledweyne. This unit is composed of a coordinator, a project engineer, and specialists in various key areas,

including environmental and social (E&S) safeguards, monitoring and evaluation (M&E), finance and administration, and community engagement. The E&S Specialist holds a critical role, overseeing the execution of E&S screening processes and preparing all necessary environmental and social instruments, such as the Environmental and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), and Social Management Plan (SMP). This specialist is also responsible for obtaining the required approvals from the World Bank prior to the disclosure of these documents within the country. In this capacity, the Beledweyne E&S Specialist will ensure compliance with all relevant safeguards requirements as outlined in the aforementioned instruments.

Their specific responsibilities encompass conducting comprehensive assessments to identify potential environmental and social impacts, developing mitigation strategies to address these impacts, and ensuring that stakeholder consultations are effectively carried out. Additionally, the E&S Specialist will monitor the implementation of E&S measures throughout the project lifecycle, providing ongoing support and guidance to project teams to ensure adherence to both national regulations and World Bank policies. This proactive approach is essential for fostering sustainable project outcomes and maintaining community trust and will be responsible for the following tasks:

- Carry out E&S screening of subprojects;
- Prepare and manage implementation of all E&S instruments;
- Establish and ensure functionality of the GRM;
- Ensure that the SURP II subproject design, specifications and budget adequately reflect the recommendations of the ESMP;
- Review and approve the Contractor's ESMP and LMP;
- Prepare regular monthly/quarterly/semi-annual progress reports with statutory requirements;
- Develop, organise and deliver appropriate environment and social safeguards related training courses for the PIU staff, contractors, local government/community representatives and others involved in the project implementation;
- Liaise with the Contractors on the implementation of the ESMP/SEP and other E&S instruments;
- Establish dialogue with the affected communities and other key stakeholders (such as vulnerable groups, NGOs and community groups) and ensure that the environmental and social concerns and suggestions are incorporated and implemented in the project;
- Review the performance of the project in terms of environment and social safeguards, through an assessment of the periodic internal monthly and quarterly environmental and social monitoring reports; provide summaries of same and initiate necessary follow-up actions;
- Provide support and assistance to the Government MDAs and the World Bank during Project Review Missions; and
- Immediately report to PCU and the Bank any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers.
- Engage and manage contractors/subcontractors in accordance with the ESMP, LMP, and the applicable Procurement Documents.
- Monitor that contractors/subcontractor are meeting obligations towards contracted workers as included in the Contractor's LMP and ESMP and the applicable Procurement Documents.

- Monitor the potential risks of child labour, forced labour and serious safety issues in relation to primary supply workers.
- Monitor training of relevant project workers.
- Ensure that the grievance mechanism for project workers is established and implemented and that workers are informed of it.
- Monitoring the implementation of the Worker Code of Conduct and any other measures to address risks of sexual exploitation and abuse (SEA)/sexual harassment (SH).
- Report to the World Bank on labour and occupational health and safety performance, including immediate notification of any project-related death or serious accident.
- Support the municipality for OHS management during subproject operational phase once the constructed/rehabilitated facilities are handed over to the municipality.

10.2 PROJECT COORDINATION UNIT

The PCU established at the federal Ministry of Public Works will be supporting the PIU through providing capacity building support, quality assurance on preparation of safeguards instruments and ensuring implementation of instruments during support missions. The PCU is staffed with an environmental and social safeguard consultant who will be providing this support.

10.3 CONTRACTOR

The Contractor will be responsible for the following:

- Employ or appoint qualified environmental, social, occupational health and safety expert(s) to manage ESHS issues;
- Prepare and implement their labour management plan (Contractor's LMP) and Contractor's ESMP (including OHS provisions)⁸ which will apply to the contracted workers who work on the projects. These procedures and plans will be submitted to the PIU for review and approval before the contractor is allowed to mobilize to the field;
- Involve the PIU and GRCs in the recruitment of casual workers;
- Maintain records of recruitment and employment of contracted workers (including subcontractors) with age verification to avoid child labour;
- Provide induction and regular training to contracted workers on environmental, social and occupational health and safety issues, including training to workers exposed to specific risks associated with their work and keep records of these trainings;
- Ensure that all contractor and subcontractor workers understand and sign the Code of Conduct prior to the commencement of works, take all other measures to address risks of sexual exploitation and abuse (SEA)/sexual harassment (SH) as specified in the contractor's LMP/ESMP and supervise compliance with such measures.
- Supervise their subcontractors to ensure adherence to the LMP, ESMP and C-ESMP.

⁸ The Contractor's LMP and the Contractor's ESMP may be prepared as separate documents or integrated into a single document.

- Require the primary supplier to identify and address risks of child labour, forced labour and serious safety issues for primary supply workers.
- Develop and implement the grievance mechanism for contracted workers, including ensuring that grievances received from their contracted workers are resolved promptly, and reporting the status of grievances and resolutions. The Grievance Redress Mechanisms should include channels for safe, confidential reporting of any SEA/SH and GBV cases;
- Maintain records of incidents and accidents on the project site, and participate in related incident/accident investigations.
- Ensure provision of water, sanitation, and hygiene facilities including separate toilets and changing rooms for female workers;
- Ensure first aid facilities and appropriate personal protective equipment (PPE) for workers at the sites given the specific worker OHS risks;
- Immediately Report to PIU on labour, OHS accident, or significant environmental event (e.g., spill, release, emergency), any chance finds during subproject implementation;
- Report to PIU on labour and occupational health and safety performance;
- Participate in the induction training on ESMP provisions and requirements delivered by the PIU. Ensure that all workers, including site supervisors and management participate in training sessions delivered by PIU;
- Based on the results of CESMP monitoring, cooperate with the PIU and Supervision Consultant to implement environmental and social corrective actions and plans, as necessary;
- Respond promptly and efficiently to requests and instructions from PIU for environmental corrective actions and implement additional environmental and social mitigation measures, as necessary;
- Coordinate with PIU to deal with any complaints during project implementation;
- Collaborate with the local government to follow project agreements on material sourcing, schedules for utility disruption, work schedules and waste utilization plan; and
- The CESMPs will include specific mitigation measures based on the ESMP, the final design, the proposed work method statements, the nature of the project site, etc. They will also be informed by the work risk assessment and impacts identified by the ESMP.

10.4 ENGINEERING AND SUPERVISION CONSULTANT

The PIU will be supported by engineering and supervision consultants who will be responsible for monitoring the contractors of the civil works as well as monitoring adherence to the safeguard instruments. The Engineering and Supervision Consultant will employ qualified expert(s) for such oversight and report on performance to the PIU. The engineering and supervision consultants will be responsible for the following:

- Employ or appoint qualified environmental, social, occupational health and safety expert(s) to manage ESHS issues. Have a social /environmental specialist in the team with GBV specific skills to supervise issues related to GBV (e.g., supervise signing of Codes of Conduct (CoCs), verify working GRM for GBV is in place, refer cases where needed) and work with GBV Services Providers as entry points into service provision to raise awareness of the GRM;

- Provide day to day construction supervision for civil works as well as monitoring adherence to the safeguard's instruments related to environmental, occupational health and safety;
- Oversee the performance on labour and working conditions on daily basis on behalf of the PIU, including identification of potential existing significant OHS or environmental risks due to the project that are not adequately mitigated; and
- Submit weekly reports related to project ESHS performance.

10.5 WORLD BANK IMPLEMENTATION SUPPORT

The World Bank will:

- Provide guidance on the compliance to Bank's Environment and Social Standards;
- Perform compliance monitoring of SURP II to ensure that its ESSs are complied with and conduct regular project review missions;
- Procure and engage the services of a Third-Party Monitor (TPM) who will provide quality assurance of the supervision carried out by the engineering supervision consultant and conduct spot checks on both the engineering quality of civil works and the implementation of the E&S instruments;
- Maintain an oversight role, review and approve SURP II Subprojects environmental assessment instruments such as any ESMPs of sub-projects;
- Conduct regular supervision missions to check on the performance of SURP II and assess the projects' compliance to agreed grant covenants;
- Recommend measures for improving the performance of SURP II PIU; and
- Support appropriate training program intended to improve the capacity of PIUs as necessary.

11. ESMP IMPLEMENTATION BUDGET

An indicative budget below (Table has been provided to cover ESMP implementation activities such as public consultation, and capacity building programs. This estimated budget does not include the cost for E&S mitigation and enhancement measures, which will be integrated into the construction cost. All administrative costs for the operation of the PIU are included in the overall SURP II cost (The PIU has an Environmental and Social Safeguards and Monitoring and Evaluation consultants who will be involved in the implementation and monitoring the ESMP implementation for which costs associated with their engagement are covered by the general project costs of SURP II).

Table 8 ESMP Implementation Budget

	Item description	Duration	Unit Price	Estimated amount (US\$)
1	GRC Meetings and capacity building	4	1500.00	6,000.00
2	Community consultation meetings awareness	3	1000.00	3,000.00
3	Combined ESMP Translation and Disclosure		Lump Sum	2,500.00
4	Sub total		-----	11,500.00

5	Contingency (15%)			1,725.00
	Total			13,225.00

11.1 BUDGET FOR THE CONTRACTORS

11.2 BURUUJ CONSTRUCTION COMPANY ESMP BUDGET

Item	Description	Unit	Qty	Unit Rate (\$)	Amount (\$)
	Preambles:				
26.01	Provide personal protective equipment to all Contractor staff in accordance to the ESMP and as directed by the Project Manager	Month	12	8000.00	96,000.00
26.02	Carry out OHS training in accordance to the ESMP	Month	12	6000.00	72,000.00
26.03	Provide safety signs in working areas in accordance to the ESMP and as directed by the Project Manager	No.	1	15000.00	15,000.00
26.04	Provide latrines for workers in accordance to the ESMP and as directed by the Project Manager.	No.	1	15000.00	15,000.00
26.05	Allow for any other activity in regard to implementation and compliance with Environmental and Social Management Plans as directed by the Project Manager	Prov. Sum	1	15000.00	15,000.00
26.06	Include a percentage of item 26.05 for contractor's overheads and profit	%	15%	15000.00	2,250.00
26.07	Provisional sum for sexual exploitation and abuse (SEA) / gender based violence (GBV) awareness and sensitization training.	Prov. Sum	1	5000.00	5,000.00
26.08	Include a percentage of item 26.07 for contractor's overheads and profit	%	15%	5000.00	750.00
26.09	Allow for implementation and compliance with Security Management Plans as directed by the Project Manager	Prov Sum	1	6000.00	6,000.00
26.1	Include a percentage of item 26.09 for contractor's overheads and profit	%	15%	6000.00	900.00
26.11	Instituting a Road Safety & Accident Prevention Campaign	Month	12	6000.00	72,000.00
26.12	Allow a provisional sum for Road Safety Training	Prov. Sum	1	4000.00	4,000.00
26.13	Include a percentage of item 26.12 for contractor's overheads and profit	%	15%	4000.00	600.00
				Total Forward To Summary	304,500.00

11.3 ISTAHIL CONSTRUCTION ESMP BUDGET

Item	Description	Unit	Qty	Unit Rate (\$)	Amount (\$)
	Preambles:				
26.01	Provide personal protective equipment to all Contractor staff in accordance to the ESMP and as directed by the Project Manager	Month	9	300.00	2700
26.02	Carry out OHS training in accordance to the ESMP	Month	9	200.00	1800
26.03	Provide safety signs in working areas in accordance to the ESMP and as directed by the Project Manager	No.	1	1,200.00	1200
26.04	Provide latrines for workers in accordance to the ESMP and as directed by the Project Manager.	No.	1	500.00	500
26.05	Allow for any other activity in regard to implementation and compliance with Environmental and Social Management Plans as directed by the Project Manager	Prov. Sum	1	2,000.00	2000
26.06	Include a percentage of item 26.05 for contractor's overheads and profit	%	10%		200
26.07	Provisional sum for sexual exploitation and abuse (SEA) / gender based violence (GBV) awareness and sensitization training.	Prov. Sum	1	2,000.00	2000
26.08	Include a percentage of item 26.07 for contractor's overheads and profit	%	10%		200
26.09	Allow for implementation and compliance with Security Management Plans as directed by the Project Manager	Prov Sum	1	15,000.00	15000
26.1	Include a percentage of item 26.09 for contractor's overheads and profit	%	20%		3000
26.11	Instituting a Road Safety & Accident Prevention Campaign	Month	9	500.00	4500
26.12	Allow a provisional sum for Road Safety Training	Prov. Sum	1	1,000.00	1000
26.13	Include a percentage of item 26.12 for contractor's overheads and profit	%	20%		200
				Total Forward To Summary	34,300

11.4 ADEEGSAN CONSTRUCTION COMPANY ESMP BUDGET

Item	Description	Unit	Qty	Unit Rate (\$)	Amount (\$)
	Preambles:				
26.01	Provide personal protective equipment to all Contractor staff in accordance to the ESMP and as directed by the Project Manager	Month	12	950.00	11,400.00
26.02	Carry out OHS training in accordance to the ESMP	Month	12	416.67	5,000.00
26.03	Provide safety signs in working areas in accordance to the ESMP and as directed by the Project Manager	No.	1	2307.69	2,307.69
26.04	Provide latrines for workers in accordance to the ESMP and as directed by the Project Manager.	No.	1	1153.85	1,153.85
26.05	Allow for any other activity in regard to implementation and compliance with Environmental and Social Management Plans as directed by the Project Manager	Prov. Sum	1	7692.31	7,692.31
26.06	Include a percentage of item 26.05 for contractor's overheads and profit	%			1,153.85
26.07	Provisional sum for sexual exploitation and abuse (SEA) / gender based violence (GBV) awareness and sensitization training.	Prov. Sum	1	10000.00	10,000.00
26.08	Include a percentage of item 26.07 for contractor's overheads and profit	%			1,500.00
26.09	Allow for implementation and compliance with Security Management Plans as directed by the Project Manager	Prov Sum	1	25000.00	25,000.00
26.1	Include a percentage of item 26.09 for contractor's overheads and profit	%			3,750.00
26.11	Instituting a Road Safety & Accident Prevention Campaign	Month	12	1000.00	12,000.00
26.12	Allow a provisional sum for Road Safety Training	Prov. Sum	1	1153.85	1,153.85
26.13	Include a percentage of item 26.12 for contractor's overheads and profit	%			173.08
				Total Forward To Summary	82,284.62

12. APPENDICES

12.1 APPENDIX 1: THREE QUICK WIN ROADS ENVIRONMENTAL AND SOCIAL RISK CATEGORIES

Risk Category	Nature of Risk and Impact	Examples
Category D: Low Risk	Activities that do not have a physical footprint. These will not require E&S instruments preparation, however, E&S clauses in the contract are recommended (to be prepared by the PCU prior to bidding process)	Foot paths; Purchase of furniture for existing health clinics, haffirs for animal and human consumption; communication and translations; Small training and workshops; management of funds and grants; management of social protection activities
Category C: Moderate Risk	Activities that have low to medium E&S risks and impacts, including that are site specific, temporal and reversible in nature. In addition to the E&S clauses in the contract, these activities may require an ESIA that will collate findings into a detailed ESMP. Contractors will also be required to prepare C-ESMPs. Furthermore activities may require risk mitigation measures laid out in the GBV Action Plan, Security Management Plan, Labor Management Procedures, Pest Management Plan, etc (see screening template)	Construction or repair of non- motorized hand-pumps and boreholes (boreholes will be improvements or change to an existing water scheme); tanks; dug wells; provision or repair of latrines for public use; construction of flood protection infrastructure; repair of flood protection infrastructure; repair of small-scale community irrigation schemes; repair of small-scale irrigation schemes; rehabilitation of local roads; repair of local roads; culverts; bridges; repair or extension of existing health clinics; general buildings with local materials; markets; livestock dips; activities with security implication for all project workers and project-affected parties; activities with a risk of diversion of funds; activities that may spark conflict over allocation of resources; activities leading to involuntary resettlement, land acquisition and restrictions to land use; etc
Category B: Substantial	Activities that have substantial E&S risks and impacts, including those that are not as complex as high risk projects, more temporary in nature and more predictable and reversible. This category includes risks of limited degrees of social conflict, and impacts on human security; impacts that are medium in magnitude, medium to low probability of serious adverse effects to human health and/or environment.	Activities that include potential security risks, such as delivery of goods to insecure areas; activities that could lead to GBV (e.g. labor influx)

Category A: High Risk	Subprojects that contain significant environmental and social risks impacts. These subprojects would require a full ESIA and a detailed ESMP. They would also require an ARAP or a RAP depending on the number of Project Affected Persons (PAPs) and resettlement impact anticipated.	dams; power stations; industrial installations (refineries, chemical installations); long distance roads, transmission lines (water, power); waste treatment and disposal installations; large water and wastewater treatment plants; river basin or land development; large-scale irrigation ; projects in critical habitat and protected areas; projects involving significant quantities of
------------------------------	--	--

12.2 APPENDIX 1: ENVIRONMENTAL AND SOCIAL RISK CATEGORIES AND SCREENING

Risk Category

Risk Category	Nature of Risk and Impact	Examples
Category D: Low Risk	Activities that do not have a physical footprint. These will not require E&S instruments preparation, however, E&S clauses in the contract are recommended (to be prepared by the PCU prior to bidding process)	Foot paths; Purchase of furniture for existing health clinics, haffirs for animal and human consumption; communication and translations; Small training and workshops; management of funds and grants; management of social protection activities
Category C: Moderate Risk	Activities that have low to medium E&S risks and impacts, including that are site specific, temporal and reversible in nature. In addition to the E&S clauses in the contract, these activities may require an ESIA that will collate findings into a detailed ESMP. Contractors will also be required to prepare C-ESMPs. Furthermore activities may require risk mitigation measures laid out in the GBV Action Plan, Security Management Plan, Labor Management Procedures, Pest Management Plan, etc (see screening template)	Construction or repair of non- motorized hand-pumps and boreholes (boreholes will be improvements or change to an existing water scheme); tanks; dug wells; provision or repair of latrines for public use; construction of flood protection infrastructure; repair of flood protection infrastructure; repair of small-scale community irrigation schemes; repair of small- scale irrigation schemes; rehabilitation of local roads; repair of local roads; culverts; bridges; repair or extension of existing health clinics; general buildings with local materials; markets; livestock dips; activities with security implication for all project workers and project-affected parties; activities with a risk of diversion of funds; activities that may spark conflict over allocation of resources; activities leading to involuntary resettlement, land acquisition and restrictions to land use; etc
Category B: Substantial	Activities that have substantial E&S risks and impacts, including those that are not as complex as high risk projects, more temporary in nature and more predictable and reversible. This category includes risks of limited degrees of social conflict, and impacts on human security; impacts that are medium in magnitude, medium to low probability of serious adverse effects to human health and/or environment.	Activities that include potential security risks, such as delivery of goods to insecure areas; activities that could lead to GBV (e.g. labor influx)

Category A: High Risk	Subprojects that contain significant environmental and social risks impacts. These subprojects would require a full ESIA and a detailed ESMP. They would also require an ARAP or a RAP depending on the number of Project Affected Persons (PAPs) and resettlement impact anticipated.	dams; power stations; industrial installations (refineries, chemical installations); long distance roads, transmission lines (water, power); waste treatment and disposal installations; large water and wastewater treatment plants; river basin or land development; large-scale irrigation ; projects in critical habitat and protected areas; projects involving significant quantities of hazardous substances; industrial installations (refineries, chemical installations)
------------------------------	--	---

12.3 APPENDIX 2: ROAD #1 INNER-RING ROAD ENVIRONMENTAL AND SOCIAL SCREENING

Environmental and Social Screening Template					
SECTION A: General Information					
Date of screening		1 st to 9 th May 2024			
Activity/Sub project title	SURP II Project				
Activity/Sub project component	BELEDWAYNE Roads				
Implementing Partner	N/A				
Proposed activity budget	N/A				
Proposed activity duration	N/A				
ES Screening Team Leader and Contact Details	Jamal Faisal Ahmed, UNOPS Safeguard Officer Jamaluzin99@gmail.com , +252 614643551				
Site/Activity location	Road #1 Inner-ring Road				
New/Rehabilitation project	New				
Project Description. Briefly describe project activities, activities that interact with the ES	Road No.1, also known as the Inner-ring Road, spans 3.55 kilometers, with 0.3 kilometers of it constructed by the Somali Stability Fund (SSF). This vital road connects the Irid Aamin-Janta Kundisho road in the east to Sheikh Hassan Barsane Road-Burjada Ciinta Road in the west				
Categorize Project Activities into List A or List B or List C (see above)	Category B: Substantial				
Potential Environmental/Social Risks Impacts of Activities	Yes	No	I don't know	If these risks ('yes') are present, refer to:	Comments

Risk Category					
---------------	--	--	--	--	--

<i>(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)</i>					
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts					
Is there a risk of diversion of project benefits?		NO		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Is there a risk of lack of monitoring of project activities Due to remoteness of location and insecurity?		NO		Security Management Plan (SMP)	
Is there a risk that project benefits may not reach truly vulnerable populations?		NO		Floods Impact Needs Assessment (FINA) Stakeholder Engagement Plan (SEP)	
Is there a risk that the activity will cause population influx from neighboring areas?		NO		Floods Impact Needs Assessment (FINA) Stakeholder Engagement Plan (SEP)	
Is there a risk that the selection of the activity location or beneficiaries will Lead to conflict?		NO		Security Management Plan (SMP) Grievance Redress Mechanisms (GRM)	
Are there are any new projects in the vicinity of the sub-project that could contribute to cumulative impacts.		NO		ESMF Provisions	
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)	<ul style="list-style-type: none"> • Implementation of labor management procedure (LMP) • Set up a Grievance Redress

					<p>Mechanism (GRM).</p> <ul style="list-style-type: none"> • Occupational Health and Safety Plan (OHS) • To Conduct regular monitoring of labor conditions during Implementation • Monitor contractors' compliance. • Conduct regular audits of labor practices
Does the activity include a construction component?	Yes			Labor Management Procedures (LMP) C-ESMP Occupational Health and Safety Plan (OHS)	Provision of PPEs for the project workforce Implementation OHS by the contractor Implementation of LMP. Establish a worker grievance mechanism.
Does the activity include labour- 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	<ul style="list-style-type: none"> • Develop and implement of LMP. • Develop and implement a comprehensive OHS plan. • Establish a worker grievance mechanism
Is there a security risk for Project Workers?		No		Security Management 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)	<ul style="list-style-type: none"> • Preparation of health and safety plan • Provision of Personal Protective Equipment

					<p>(PPE)</p> <ul style="list-style-type: none"> • Provision of regular training of workers on workplace safety • Regular Safety Audits and Inspections. • Emergency Preparedness and Response Plan.
Is there a risk of delayed payment of workers?	Yes			Labor Management Procedures (LMP)	<ul style="list-style-type: none"> • Implement and monitor the LMP • Ensure provision of timely payment • Ensure provision of workers GRM • Ensure workers are made aware of GRM • Conduct Regular Audits and Inspections
Is there a risk that workers are underpaid?	Yes			Labor Management Procedures (LMP)	<ul style="list-style-type: none"> • Implement and monitor the LMP • Ensure provision of timely payment • Ensure provision of workers GRM • Ensure workers are made aware of GRM • Conduct Regular Audits and Inspections
Is there a risk that women will not be included in deployment in equal Numbers?	Yes			Labor Management Procedures (LMP) GBV Action Plan	<ul style="list-style-type: none"> • Implement LMP and GBV Action Plan • In the context of the Somali community, the construction sector, particularly road construction, is predominantly male-dominated, and the involvement of women in such work is not socially accepted. • Establish a supportive work environment that ensures the safety, dignity, and equal treatment of female workers, including appropriate accommodation and facilities. • Provide adequate and accessible facilities, such as separate restrooms and changing areas, to accommodate the needs of female workers on construction sites.

Does the activity/sub-project include the recourse to community workers? Will the infrastructure works require a worker's camp? If "Yes", how many workers are expected to occupy the Camp?		No			
Are the infrastructure works' activities prone to natural hazards, risks and could result in accidents and injuries to workers during construction or operation?	Yes			Site specific Hazard assessment	While natural hazards aren't anticipated, site-specific risks may arise during the project, affecting workers. Mitigation measures include: -Conduct site-specific hazard assessments. - Deliver thorough safety training to workers on hazard recognition, equipment use, and emergency procedures. - Hold regular safety meetings to review protocols and address site-specific hazards. - Ensure availability of appropriate personal protective equipment (PPE). - Perform routine site inspections to maintain safety standards.
Does the activity/work require the use of pest management technique that could affect the agriculture and /or public health?		No			
ESS 3: Resource Efficiency and Pollution Prevention Management					
Will the activity result utilization of nonrenewable energy in large quantities		No			
Will the activity result in the production of solid waste? (directly by the project or by workforce)	Yes			Waste Management Plan, based on <i>WBG Environmental, Health, and Safety General Guidelines</i> Pest Management Plan (PMP) ESMP	- Implement sustainable waste management practices in accordance with WB general EHS guidelines. - Replace raw materials or inputs with less harmful or toxic alternatives. - Arrange transportation of waste either on-

					site or off-site to prevent or reduce spills, releases, and exposure to employees and the public.
--	--	--	--	--	---

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)		No		<i>General Guidelines</i> Pest Management Plan (PMP) C-ESMP	
Will the activity result in the generation of dust and noise?	Yes			C-ESMP	<ul style="list-style-type: none"> • Establish a grievance redress mechanism (GRM). • Utilize dust suppression techniques such as water spraying by the contractor. • Implement noise control measures such as proper equipment maintenance. • Schedule noisy activities during off-peak hours to minimize disturbance to nearby communities. • Provision of PPE to workers exposed to dust and noise hazards. • Conduct regular training sessions for workers on the importance of dust and noise management.
Will the activity result in soil erosion?	Yes			C-ESMP	<ul style="list-style-type: none"> • Implement erosion control measures such as silt fences, sediment basins. • Re-vegetate disturbed areas promptly with native vegetation.

					<ul style="list-style-type: none"> • Minimize bare soil exposure by using ground cover. • Implement proper grading and drainage systems to control water runoff. • Schedule construction activities to avoid periods of heavy rainfall. • Conduct regular site inspections to monitor and address erosion issues.
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	<ul style="list-style-type: none"> • Establish and implement GRM. • Schedule high-vibration activities during periods that minimize disruption to the community. • Use low-vibration machinery and equipment where possible. • Maintain construction equipment to reduce excessive vibrations.
Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)	Yes			C-ESMP	<ul style="list-style-type: none"> • Ensure proper site design and layout to minimize dust generation. • Implement dust control measures during construction activities, including: <ol style="list-style-type: none"> 1. Wetting down surfaces before excavation or earth-moving activities. 2. Covering trucks transporting materials to and from the site to prevent dust dispersion. • Provide appropriate PPE to workers. • Conduct regular training sessions for workers on the importance of dust

					<ul style="list-style-type: none"> management and proper use of PPE. Establish a grievance redress mechanism (GRM) for community members to report any dust-related issues.
Will the activity disturb any fauna and flora?	Yes			C-ESMP	<ul style="list-style-type: none"> The contractor should develop C-ESMP. Measures should be put in place to prevent disruption to local plant and animal life. Preserve existing trees without disrupting their natural canopy.
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? (e.g. discharges, leaking, leaching, boreholes, etc.)		No			
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?	Yes				<ul style="list-style-type: none"> Consistently maintain construction machinery. Conduct routine inspections of vehicles and possibility of leakage.
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?	Yes			GBV/SEAH Action Plan Labor Management Procedures (LMP)	<ul style="list-style-type: none"> Execute and monitor GBV / Sexual Exploitation and Abuse (SEA) Action Plan.

					<ul style="list-style-type: none"> • Conduct GBV awareness sessions for the community. • Provide GBV awareness sessions for workers, and engage a dedicated specialist to oversee and manage these risks. • Require workers to sign a Code of Conduct (COC).
Is there a risk of spread of communal diseases due to labor influx?	Yes			Labor Management Procedures (LMP) C-ESMP	<ul style="list-style-type: none"> • Conduct health screenings for workers before employment to ensure they are free from communicable diseases. • Establish a GRM to address community concerns related to health and safety. • Conduct regular training sessions on personal hygiene, disease prevention, and health management. • Provide PPE to workers, including masks and hand sanitizers, to reduce the spread of diseases.
Is there a security risk to the community triggered by project activities?		No		Security Management Plan (SMP)	
Does the activity have the potential to upset community dynamics?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Will the activity include payments or cash transfers?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	<ul style="list-style-type: none"> • Ensure prompt payment for workers involved in construction activities
Will the activity expose community members to physical hazards on the project site?	Yes			C-ESMP	<ul style="list-style-type: none"> -Inform the local community about the project activities and inform them of construction risks and restricted site access. -Limit access to the construction site by using appropriate signage. -Eliminate Risk of hazardous conditions on

					construction sites that cannot be managed through access restrictions. -Ensure proper use of traffic signs during the implementation of activities project.
Will the activity pose traffic and road safety hazards?	Yes			C-ESMP	<ul style="list-style-type: none"> • Install safety and warning signs, safety barriers around the construction site, and promote safe driving practices. • Integrate road safety discussions into daily toolbox meetings. • Highlight the importance of safety for all drivers. • Ensure all drivers are properly licensed. • Set limits on trip durations and schedule driver shifts to prevent fatigue. • Designate alternative routes for project-related traffic. • Perform regular vehicle maintenance to reduce the risk of accidents.
Will the activity include debris removal that may pose a safety hazard for the community?		No		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)		No		Waste Management Plan C-ESMP	
Can the activity contribute to the spread of disease (eg health facilities)?		No		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)	

Will the displacement / resettlement affect IDPs?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Is the project located in a conflict area, or has the potential to cause social problems and exacerbate conflicts, for instance, related to land tenure and access to resources (E.g. a new road providing unequal access to a disputed land)?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Would the project potentially discriminate against women and girls based on gender, especially regarding participation in design and Implementation or access to opportunities and benefits?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	<ul style="list-style-type: none"> • In the context of the Somali community, the construction sector, particularly road construction, is predominantly male-dominated, and the involvement of women in such work is not socially accepted. • Establish a supportive work environment that ensures the safety, dignity, and equal treatment of female workers, including appropriate accommodation and facilities. • Provide adequate and accessible facilities, such as separate restrooms and changing areas, to accommodate the needs of female workers on construction sites.
Is there a risk that the activity leads to loss of income, assets or means of livelihoods?	Yes			Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	<p>Develop a Resettlement Action Plan (RAP):</p> <ul style="list-style-type: none"> • Develop a RAP to identify all affected individuals and businesses. • Ensure the plan outlines fair compensation for loss of income, assets, and livelihoods. • Include provisions for resettlement assistance and support for affected persons. <p>Conduct Livelihood Restoration Programs(if</p>

					applicable), Establish a GRM, Engage with Stakeholders
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?	Yes			Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	<ul style="list-style-type: none"> • Develop RAP • Implement Temporary Access Solutions, • Schedule Construction Activities Strategically, • Establish a Grievance Redress Mechanism (GRM), • Engage with local business owners to understand their specific access needs
Will the activity require acquisition of land or physical buildings or infrastructure?	Yes				<ul style="list-style-type: none"> • The PIU team will carry out a Resettlement Action Plan (RAP) assessment. • Execute the RAP. • Establish procedures for compensation, voluntary land donation, and stakeholder engagement. •
Will the activity requires voluntary land donation? If yes, can all ESS 5 principles on this matter be respected And documented?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Did any resettlement occur prior to land acquisition? If so, is there any pending land disputes? Are there any Significant legacy issues?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources					
Will the activity impact sensitive areas?		No		C-ESMP and ESMF provisions	

Is there a risk that the activity causes changes in land form and habitat, habitat fragmentation, blockage or		No		C-ESMP and ESMF provisions	
Migration routes, water consumption and contamination?		No			
Is there a risk that the activity causes loss of precious ecological assets?		No		C-ESMP and ESMF provisions	
Is the sub-project area (or components of it) located within/adjacent to any protected areas designated by government (national park, national Reserve, world heritage site etc.)?		No		C-ESMP and ESMF provisions	
Are there wetlands (swamp, seasonally inundated areas) that could be affected? Are there any critical, natural habitats, environmentally sensitive areas or threatened species that could Be significantly converted/adversely affected due to the works?		No		C-ESMP and ESMF provisions	
ESS 8: Cultural Heritage					
Will the project be located in or close to a site of natural or cultural value?		No		Chance Find Procedures (ESMF)	
Is the project site known to have the potential for the presence of cultural And natural heritage remains?		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?	Yes			Stakeholder Engagement Plan (SEP)	<ul style="list-style-type: none"> - Enforce the GRM effectively. - Monitor the effectiveness of GRM solutions promptly. - Execute the SEP thoroughly.

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?	Yes		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	- Implementation of SEP - Ensure GRM are effective and efficient
Is there a risk that the activity will have poor access to beneficiaries?		No	Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	<ul style="list-style-type: none"> ● Implementation of GRM ● Monitoring of GRM solutions in a timely manner ● Use site-specific incident logs ● Implementation of SEP
Will the Covid-19 outbreak hamper proper stakeholder engagement?		No	WB and FGS guidance and regulations on Covid-19	
Has input from community members and those who may be affected by the works been sought?	Yes		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	
Has the sub-project received overall stakeholder support including from vulnerable individuals and Marginalized groups?	Yes		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	
Is there any opposition to the activity/project?		No	Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	

SUMMARY OF THE SCREENING PROCESS

E&S Screening		Results and Recommendation		
Screening Results: Summary of Critical Risks and Impacts Identified	Risk/Impact	Individual Risk/ Impact Rating	Mitigation	
ESS2:	<ul style="list-style-type: none"> -Risk of labor and working conditions of all the workers including non-compliance risks for child and forced labor- 	Category B: Substantial	At the end of the screen process, tabulate the mitigation measures in an ESMP Format (see below)	
	<ul style="list-style-type: none"> risk of lacking OHS for workers at the construction site. 		<ul style="list-style-type: none"> • Implementation of labor management procedure (LMP) • Set up a Grievance Redress Mechanism (GRM). • Occupational Health and Safety Plan (OHS) • To Conduct regular monitoring of labor conditions during Implementation • Monitor contractors' compliance. • Conduct regular audits of labor practices • Preparation of health and safety plan 	
	-Will the activity result in the production of solid waste?		Implement sustainable waste management practices in accordance with WB general EHS guidelines	
	Will the activity result in the generation of dust and noise?		C-ESMP: <ul style="list-style-type: none"> • Establish a grievance redress mechanism (GRM). • Utilize dust suppression techniques such as water spraying by the contractor. • Schedule noisy activities during off-peak hours to minimize disturbance to nearby communities. 	

ESS3:	Will the activity result in increased levels of vibration from construction machinery?		<ul style="list-style-type: none"> • Provision of PPE to workers exposed to dust and noise hazards.
	Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)		<p>C-ESMP:</p> <ul style="list-style-type: none"> • Establish and implement GRM. • Schedule high-vibration activities during periods that minimize disruption to the community. • Use low-vibration machinery and equipment where possible. • Maintain construction equipment to reduce excessive vibrations. <ul style="list-style-type: none"> • Implement dust control measures during construction activities, including: <ol style="list-style-type: none"> 1. Wetting down surfaces before excavation or earth-moving activities. 2. Covering trucks transporting materials to and from the site to prevent dust dispersion. • Provide appropriate PPE to workers. • Establish a GRM for community members to report any dust-related issues.
ESS 4:	Is there a risk of increased GBV/SEAH cases due to labor influx?		<p>C-ESMP</p> <ul style="list-style-type: none"> • Develop and implement a GBV and SEAH Action Plan. • Establish comprehensive Labor Management Procedures (LMP) to ensure fair treatment and safe working conditions for all workers. • Require workers to sign a Code of Conduct (COC).
	Will the activity pose traffic and road safety hazards?		<ul style="list-style-type: none"> • Implement traffic management plans to control the flow of construction vehicles. • Install clear and visible signage to guide and warn road users. • Designate specific routes for construction traffic to minimize disruption. • Schedule construction activities to avoid peak traffic hours.

ESS5:	Is there a risk that the activity leads to loss of income, assets or means of livelihoods?		<ol style="list-style-type: none"> 1. Develop a Resettlement Action Plan (RAP): <ul style="list-style-type: none"> • Develop a RAP to identify all affected individuals and businesses. • Ensure the plan outlines fair compensation for loss of income, assets, and livelihoods. • Include provisions for resettlement assistance and support for affected persons. 2. Conduct Livelihood Restoration Programs (if applicable), 3. Establish a GRM, 4. Establish and Implement SEP
	Will the activity lead to blocked access to people in the area?		<ul style="list-style-type: none"> • Develop and implement RAP , • Implement Temporary Access Solutions, • Schedule Construction Activities Strategically, • Establish a Grievance Redress Mechanism (GRM), • Engage with local business owners to understand their specific access needs •
ESS 10:	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?		<ul style="list-style-type: none"> • Enforce the GRM effectively. • Monitor the effectiveness of GRM solutions promptly. • Execute the SEP thoroughly.
	Is there a risk that exclusion of beneficiaries leads to grievances?		<ul style="list-style-type: none"> • Implementation of SEP • Ensure GRM are effective and efficient
Is Additional Assessment Necessary? Evaluate the Risks/Impacts and reflect on options (see below)	Screening Result	Summary of Screening Result Justification	
	<ul style="list-style-type: none"> • Further ES (RAP) Assessment required. • Requires a detailed ESMP. 		
	1. No further ES Assessment required.	•	

	2. No further ES Assessment required but requires simple ESMP.	<ul style="list-style-type: none"> •
	3. Detailed ESMP. Done internally.	<ul style="list-style-type: none"> • Prepare the ESMP and submit it along with the Screening Form for review and approval by the PCU. • Requires a detailed ESMP • Further ES (RAP) Assessment is required. • Carry out the project implementation in accordance with the LMP, GRM, GBV Action Plan, and SEP.
	4. Detailed ESMP. Contracted to Consultancy.	<ul style="list-style-type: none"> •
	5. ESMP required. Contracted to consultancy.	

12.4 APPENDIX 3: ROAD #2 IRIDA AAMIN ENVIRONMENTAL AND SOCIAL SCREENING

Environmental and Social Screening Template					
SECTION A: General Information					
Date of screening		1 st to 9 th May 2024			
Activity/Sub project title	SURP II Project				
Activity/Sub project component	BELEDWAYNE Roads				
Implementing Partner	N/A				
Proposed activity budget	N/A				
Proposed activity duration	N/A				
ES Screening Team Leader and Contact Details	Jamal Faisal Ahmed , Jamaluzin99@gmail.com , +252 614643551				
Site/Activity location	Road #2 Irida Aamin Road				
New/Rehabilitation project	3km New and 3km rehabilitation				
Project Description. Briefly describe project activities, activities that interact with the ES	The road spans 6 km, half of which was built by the Somali Stability Fund (SSF). The remaining 3 km towards Janta Kuundisho still need to be completed, and the existing 3 km need to be rehabilitated after being severely damaged by the flood in 2023				
Categorize Project Activities into List A or List B or List C (see above)	Category B: Substantial				
Potential Environmental/Social Risks Impacts of Activities	Yes	No	I don't know	If these risks ('yes') are present, refer to:	Comments
Risk Category					

<i>(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)</i>					
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts					

Is there a risk of diversion of project benefits?		NO		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Is there a risk of lack of monitoring of project activities Due to remoteness of location and insecurity?		NO		Security Management Plan (SMP)	
Is there a risk that project benefits may not reach truly vulnerable populations?		NO		Floods Impact Needs Assessment (FINA) Stakeholder Engagement Plan (SEP)	
Is there a risk that the activity will cause population influx from neighboring areas?		NO		Floods Impact Needs Assessment (FINA) Stakeholder Engagement Plan (SEP)	
Is there a risk that the selection of the activity location or beneficiaries will lead to conflict?		NO		Security Management Plan (SMP) Grievance Redress Mechanisms (GRM)	
Are there any new projects in the vicinity of the sub-project that could contribute to cumulative impacts.		NO		ESMF Provisions	
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)	<ul style="list-style-type: none"> • Implementation of labor management procedure (LMP) • Set up a Grievance Redress Mechanism (GRM). • Occupational Health and Safety Plan (OHS) • To Conduct regular monitoring of labor conditions during Implementation • Monitor contractors'

					<p>compliance.</p> <ul style="list-style-type: none"> • Conduct regular audits of labor practices
Does the activity include a construction component?	Yes			Labor Management Procedures (LMP) C-ESMP Occupational Health and Safety Plan (OHS)	<p>Provision of PPEs for the project workforce</p> <p>Implementation OHS by the contractor</p> <p>Implementation of LMP.</p> <p>Establish a worker grievance mechanism.</p>
Does the activity include labour-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	<ul style="list-style-type: none"> • Develop and implement of LMP. • Develop and implement a comprehensive OHS plan. • Establish a worker grievance mechanism
Is there a security risk for Project Workers?		No		Security Management 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)	<ul style="list-style-type: none"> • Preparation of health and safety plan • Provision of Personal Protective Equipment (PPE) • Provision of regular training of workers on

					<p>workplace safety</p> <ul style="list-style-type: none"> • Regular Safety Audits and Inspections. • Emergency Preparedness and Response Plan. •
Is there a risk of delayed payment of workers?	Yes			Labor Management Procedures (LMP)	<ul style="list-style-type: none"> • Implement and monitor the LMP • Ensure provision of timely payment • Ensure provision of workers GRM • Ensure workers are made aware of GRM • Conduct Regular Audits and Inspections
Is there a risk that workers are underpaid?	Yes			Labor Management Procedures (LMP)	<ul style="list-style-type: none"> • Implement and monitor the LMP • Ensure provision of timely payment • Ensure provision of workers GRM • Ensure workers are made aware of GRM <p>Conduct Regular Audits and Inspections</p>
Is there a risk that women will not be included in deployment in equal Numbers?	Yes			Labor Management Procedures (LMP) GBV Action Plan	<ul style="list-style-type: none"> • Implement LMP and GBV Action Plan • In the context of the Somali community, the construction sector, particularly road construction, is predominantly male-dominated, and the involvement of women in such work is not socially accepted. • Establish a supportive work environment that ensures the safety, dignity, and equal treatment of female workers, including appropriate accommodation and facilities. • Provide adequate and accessible facilities, such as separate restrooms and changing areas, to accommodate the needs of female workers on construction sites.

Does the activity/sub-project include the recourse to community workers? Will the infrastructure works require a worker's camp? If "Yes", how many workers are expected to occupy the Camp?		No			
Are the infrastructure works' activities prone to natural hazards, risks and could result in accidents and injuries to workers during construction or operation?	Yes			Site specific Hazard assessment	While natural hazards aren't anticipated, site-specific risks may arise during the project, affecting workers. Mitigation measures include: -Conduct site-specific hazard assessments. - Deliver thorough safety training to workers on hazard recognition, equipment use, and emergency procedures. - Hold regular safety meetings to review protocols and address site-specific hazards. - Ensure availability of appropriate personal protective equipment (PPE). - Perform routine site inspections to maintain safety standards.
Does the activity/work require the use of pest management technique that could affect the agriculture and /or public health?		No			
ESS 3: Resource Efficiency and Pollution Prevention Management					
Will the activity result utilization of nonrenewable energy in large quantities		No			
Will the activity result in the production of solid waste? (directly by the project or by workforce)	Yes			Waste Management Plan, based on <i>WBG Environmental, Health, and Safety General Guidelines</i> Pest Management Plan (PMP) ESMP	- Implement sustainable waste management practices in accordance with WB general EHS guidelines. C- Replace raw materials or inputs with less harmful or toxic alternatives.

					- Arrange transportation of waste either on-site or off-site to prevent or reduce spills, releases, and exposure to employees and the public.
--	--	--	--	--	---

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)		No		<i>General Guidelines</i> Pest Management Plan (PMP) C-ESMP	
Will the activity result in the generation of dust and noise?	Yes			C-ESMP	<ul style="list-style-type: none"> • Establish a grievance redress mechanism (GRM). • Utilize dust suppression techniques such as water spraying by the contractor. • Implement noise control measures such as proper equipment maintenance. • Schedule noisy activities during off-peak hours to minimize disturbance to nearby communities. • Provision of PPE to workers exposed to dust and noise hazards. • Conduct regular training sessions for workers on the importance of dust and noise management.
Will the activity result in soil erosion?	Yes			C-ESMP	<ul style="list-style-type: none"> • Implement erosion control measures such as silt fences, sediment basins. • Re-vegetate disturbed areas promptly with native vegetation.

					<ul style="list-style-type: none"> • Minimize bare soil exposure by using ground cover. • Implement proper grading and drainage systems to control water runoff. • Schedule construction activities to avoid periods of heavy rainfall. • Conduct regular site inspections to monitor and address erosion issues.
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	<ul style="list-style-type: none"> • Establish and implement GRM. • Schedule high-vibration activities during periods that minimize disruption to the community. • Use low-vibration machinery and equipment where possible. • Maintain construction equipment to reduce excessive vibrations.
Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)	Yes			C-ESMP	<ul style="list-style-type: none"> • Ensure proper site design and layout to minimize dust generation. • Implement dust control measures during construction activities, including: <ol style="list-style-type: none"> 1. Wetting down surfaces before excavation or earth-moving activities. 2. Covering trucks transporting materials to and from the site to prevent dust dispersion. • Provide appropriate PPE to workers. • Conduct regular training sessions for workers on the importance of dust

					<ul style="list-style-type: none"> management and proper use of PPE. Establish a grievance redress mechanism (GRM) for community members to report any dust-related issues.
Will the activity disturb any fauna and flora?	Yes			C-ESMP	<ul style="list-style-type: none"> The contractor should develop C-ESMP. Measures should be put in place to prevent disruption to local plant and animal life. Preserve existing trees without disrupting their natural canopy.
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? (e.g. discharges, leaking, leaching, boreholes, etc.)		No			
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?	Yes				<ul style="list-style-type: none"> Consistently maintain construction machinery. Conduct routine inspections of vehicles and possibility of leakage.
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?	Yes			GBV/SEAH Action Plan Labor Management Procedures (LMP)	<ul style="list-style-type: none"> Execute and monitor GBV / Sexual Exploitation and Abuse (SEA) Action Plan.

					<ul style="list-style-type: none"> • Conduct GBV awareness sessions for the community. • Provide GBV awareness sessions for workers, and engage a dedicated specialist to oversee and manage these risks. • Require workers to sign a Code of Conduct (COC).
Is there a risk of spread of communal diseases due to labor influx?	Yes			Labor Management Procedures (LMP) C-ESMP	<ul style="list-style-type: none"> • Conduct health screenings for workers before employment to ensure they are free from communicable diseases. • Establish a GRM to address community concerns related to health and safety. • Conduct regular training sessions on personal hygiene, disease prevention, and health management. • Provide PPE to workers, including masks and hand sanitizers, to reduce the spread of diseases.
Is there a security risk to the community triggered by project activities?		No		Security Management Plan (SMP)	
Does the activity have the potential to upset community dynamics?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Will the activity include payments or cash transfers?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	<ul style="list-style-type: none"> • Ensure prompt payment for workers involved in construction activities
Will the activity expose community members to physical hazards on the project site?				C-ESMP	<ul style="list-style-type: none"> -Inform the local community about the project activities and inform them of construction risks and restricted site access. -Limit access to the construction site by using appropriate signage. -Eliminate Risk of hazardous conditions on

					construction sites that cannot be managed through access restrictions. -Ensure proper use of traffic signs during the implementation of activities project.
Will the activity pose traffic and road safety hazards?	Yes			C-ESMP	<ul style="list-style-type: none"> • Install safety and warning signs, safety barriers around the construction site, and promote safe driving practices. • Integrate road safety discussions into daily toolbox meetings. • Highlight the importance of safety for all drivers. • Ensure all drivers are properly licensed. • Set limits on trip durations and schedule driver shifts to prevent fatigue. • Designate alternative routes for project-related traffic. • Perform regular vehicle maintenance to reduce the risk of accidents.
Will the activity include debris removal that may pose a safety hazard for the community?		No		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)		No		Waste Management Plan C-ESMP	
Can the activity contribute to the spread of disease (eg health facilities)?		No		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)	

Will the displacement / resettlement affect IDPs?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Is the project located in a conflict area, or has the potential to cause social problems and exacerbate conflicts, for instance, related to land tenure and access to resources (E.g. a new road providing unequal access to a disputed land)?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
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?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	<ul style="list-style-type: none"> • In the context of the Somali community, the construction sector, particularly road construction, is predominantly male-dominated, and the involvement of women in such work is not socially accepted. • Establish a supportive work environment that ensures the safety, dignity, and equal treatment of female workers, including appropriate accommodation and facilities. <p>Provide adequate and accessible facilities, such as separate restrooms and changing areas, to accommodate the needs of female workers on construction sites.</p>
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?	No			
Will the activity requires voluntary land donation? If yes, can all ESS 5 principles on this matter be respected And documented?	No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Did any resettlement occur prior to land acquisition? If so, is there any pending land disputes? Are there any Significant legacy issues?	No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
Will the activity impact sensitive areas?	No		C-ESMP and ESMF provisions	
Is there a risk that the activity causes changes in land form and habitat, habitat fragmentation, blockage or	No		C-ESMP and ESMF provisions	
Migration routes, water consumption and contamination?	No			
Is there a risk that the activity causes loss of precious ecological assets?	No		C-ESMP and ESMF provisions	
Is the sub-project area (or components of it) located within/adjacent to any protected areas designated by government (national park, national Reserve, world heritage site etc.)?	No		C-ESMP and ESMF provisions	
Are there wetlands (swamp, seasonally inundated areas) that could be affected? Are there any critical, natural habitats, environmentally sensitive areas or threatened species that could Be significantly converted/adversely affected due to the works?	No		C-ESMP and ESMF provisions	

ESS 8: Cultural Heritage				
Will the project be located in or close to a site of natural or cultural value?		No		Chance Find Procedures (ESMF)
Is the project site known to have the potential for the presence of cultural And natural heritage remains?		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?	Yes			Stakeholder Engagement Plan (SEP) - Enforce the GRM effectively. - Monitor the effectiveness of GRM solutions promptly. - Execute the SEP thoroughly.
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?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF - Implementation of SEP - Ensure GRM are effective and efficient
Is there a risk that the activity will have poor access to beneficiaries?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF ● Implementation of GRM ● Monitoring of GRM solutions in a timely manner ● Use site-specific incident logs ● Implementation of SEP
Will the Covid-19 outbreak hamper proper stakeholder engagement?		No		WB and FGS guidance and regulations on Covid-19

Has input from community members and those who may be affected by the works been sought?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF
Has the sub-project received overall stakeholder support including from vulnerable individuals and Marginalized groups?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF
Is there any opposition to the activity/project?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF

SUMMARY OF THE SCREENING PROCESS

E&S Screening		Results and Recommendation		
Screening Results: Summary of Critical Risks and Impacts Identified	Risk/Impact	Individual Risk/ Impact Rating	Mitigation	
	ESS2: <ul style="list-style-type: none"> -Risk of labor and working conditions of all the workers including non-compliance risks for child and forced labor- 	Category B: Substantial	Mitigation At the end of the screen process, tabulate the mitigation measures in an ESMP Format (see below) <ul style="list-style-type: none"> • Implementation of labor management procedure (LMP) • Set up a Grievance Redress Mechanism (GRM). • Occupational Health and Safety Plan (OHS) • To Conduct regular monitoring of labor conditions during Implementation • Monitor contractors' compliance. • Conduct regular audits of labor practices • Preparation of health and safety plan 	

	<ul style="list-style-type: none"> • risk of lacking OHS for workers at the construction site. 		<ul style="list-style-type: none"> • Provision of Personal Protective Equipment (PPE) • Provision of regular training of workers on workplace safety • Regular Safety Audits and Inspections. • Emergency Preparedness and Response Plan.
ESS3:	-Will the activity result in the production of solid waste?		Implement sustainable waste management practices in accordance with WB general EHS guidelines
	Will the activity result in the generation of dust and noise?		C-ESMP: <ul style="list-style-type: none"> • Establish a grievance redress mechanism (GRM). • Utilize dust suppression techniques such as water spraying by the contractor. • Schedule noisy activities during off-peak hours to minimize disturbance to nearby communities. • Provision of PPE to workers exposed to dust and noise hazards.
	Will the activity result in increased levels of vibration from construction machinery?		C-ESMP: <ul style="list-style-type: none"> • Establish and implement GRM. • Schedule high-vibration activities during periods that minimize disruption to the community. • Use low-vibration machinery and equipment where possible. • Maintain construction equipment to reduce excessive vibrations.
	Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)		<ul style="list-style-type: none"> • Implement dust control measures during construction activities, including: <ol style="list-style-type: none"> 1. Wetting down surfaces before excavation or earth-moving activities. 2. Covering trucks transporting materials to and from the site to prevent dust dispersion. • Provide appropriate PPE to workers. • Establish a GRM for community members to report any dust-related

			issues.
ESS 4:	Is there a risk of increased GBV/SEAH cases due to labor influx?		<p>C-ESMP</p> <ul style="list-style-type: none"> • Develop and implement a GBV and SEAH Action Plan. • Establish comprehensive Labor Management Procedures (LMP) to ensure fair treatment and safe working conditions for all workers. • Require workers to sign a Code of Conduct (COC).
	Will the activity pose traffic and road safety hazards?		<ul style="list-style-type: none"> • Implement traffic management plans to control the flow of construction vehicles. • Install clear and visible signage to guide and warn road users. • Designate specific routes for construction traffic to minimize disruption. • Schedule construction activities to avoid peak traffic hours.
ESS 10:	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?		<ul style="list-style-type: none"> • Enforce the GRM effectively. • Monitor the effectiveness of GRM solutions promptly. • Execute the SEP thoroughly.
	Is there a risk that exclusion of beneficiaries leads to grievances?		<ul style="list-style-type: none"> • Implementation of SEP • Ensure GRM are effective and efficient
Is Additional Assessment Necessary? Evaluate the Risks/Impacts and reflect on options (see below)	Screening Result	Summary of Screening Result Justification	
	1. No further ES Assessment required.		
	2. No further ES Assessment required but requires simple ESMP.		
	3. Detailed ESMP. Done internally.	<ul style="list-style-type: none"> • Prepare the ESMP and submit it along with the Screening Form for review and approval by the PCU. • Requires a detailed ESMP 	

		<ul style="list-style-type: none"> • Further ES (RAP) Assessment is required. • Carry out the project implementation in accordance with the LMP, GRM, GBV Action Plan, SMP and SEP.
	4. Detailed ESMP. Contracted to Consultancy.	
	5. ESMP required. Contracted to consultancy.	

12.5 APPENDIX 4: ROAD #3 SHEIKH HASSAN BARSANE (BUUNDO LIQLIQATO TO BURJIDA CIIJTA E&S SCREENING

Environmental and Social Screening Template					
SECTION A: General Information					
Date of screening		1 st to 9 th May 2024			
Activity/Sub project title	SURP II Project				
Activity/Sub project component	BELEDWAYNE Roads				
Implementing Partner	N/A				
Proposed activity budget	N/A				
Proposed activity duration	N/A				
ES Screening Team Leader and Contact Details	Jamal Faisal Ahmed , Jamaluzin99@gmail.com , +252 614643551				
Site/Activity location	Road #3: Sheikh Hassan Barsane Road (Buunda Liqliqato to Burjada Ciinta)				
New/Rehabilitation project	New and Rehabilitation with existing corridor				
Project Description. Briefly describe project activities, activities that interact with the ES	The entire Sheikh Hassan Barsane Road spans 4.36 kilometers, with the Somali Stability Fund (SSF) already completing 1.36 kilometers. Our focus is on the remaining 3 kilometers, which will extend to the Burjada-Ciinta endpoint.				
Categorize Project Activities into List A or List B or List C (see above)	Category B: Substantial				
Potential Environmental/Social Risks Impacts of Activities	Yes	No	I don't know	If these risks ('yes') are present, refer to:	Comments
Risk Category					

<i>(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)</i>					
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts					
Is there a risk of diversion of project benefits?		NO		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Is there a risk of lack of monitoring of project activities Due to remoteness of location and insecurity?		NO		Security Management Plan (SMP)	
Is there a risk that project benefits may not reach truly vulnerable populations?		NO		Floods Impact Needs Assessment (FINA) Stakeholder Engagement Plan (SEP)	
Is there a risk that the activity will cause population influx from neighboring areas?		NO		Floods Impact Needs Assessment (FINA) Stakeholder Engagement Plan (SEP)	
Is there a risk that the selection of the activity location or beneficiaries will Lead to conflict?		NO		Security Management Plan (SMP) Grievance Redress Mechanisms (GRM)	
Are there are any new projects in the vicinity of the sub-project that could contribute to cumulative impacts.		NO		ESMF Provisions	
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)	<ul style="list-style-type: none"> • Implementation of labor management procedure (LMP) • Set up a Grievance Redress Mechanism (GRM). • Occupational Health and Safety Plan

					<p>(OHS)</p> <ul style="list-style-type: none"> • To Conduct regular monitoring of labor conditions during Implementation • Monitor contractors' compliance. • Conduct regular audits of labor practices
Does the activity include a construction component?	Yes			Labor Management Procedures (LMP) C-ESMP Occupational Health and Safety Plan (OHS)	Provision of PPEs for the project workforce Implementation OHS by the contractor Implementation of LMP. Establish a worker grievance mechanism.
Does the activity include labour- 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	<ul style="list-style-type: none"> • Develop and implement of LMP. • Develop and implement a comprehensive OHS plan. • Establish a worker grievance mechanism
Is there a security risk for Project Workers?		No		Security Management 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)	<ul style="list-style-type: none"> • Preparation of health and safety plan • Provision of Personal Protective Equipment (PPE) • Provision of regular training of workers on

					<p>workplace safety</p> <ul style="list-style-type: none"> • Regular Safety Audits and Inspections. • Emergency Preparedness and Response Plan.
Is there a risk of delayed payment of workers?	Yes			Labor Management Procedures (LMP)	<ul style="list-style-type: none"> • Implement and monitor the LMP • Ensure provision of timely payment • Ensure provision of workers GRM • Ensure workers are made aware of GRM • Conduct Regular Audits and Inspections
Is there a risk that workers are underpaid?	Yes			Labor Management Procedures (LMP)	<ul style="list-style-type: none"> • Implement and monitor the LMP • Ensure provision of timely payment • Ensure provision of workers GRM • Ensure workers are made aware of GRM • Conduct Regular Audits and Inspections
Is there a risk that women will not be included in deployment in equal Numbers?	Yes			Labor Management Procedures (LMP) GBV Action Plan	<ul style="list-style-type: none"> • Implement LMP and GBV Action Plan • In the context of the Somali community, the construction sector, particularly road construction, is predominantly male-dominated, and the involvement of women in such work is not socially accepted. • Establish a supportive work environment that ensures the safety, dignity, and equal treatment of female workers, including appropriate accommodation and facilities. • Provide adequate and accessible facilities, such as separate restrooms and changing areas, to accommodate the needs of female workers on construction sites.

Does the activity/sub-project include the recourse to community workers? Will the infrastructure works require a worker's camp? If "Yes", how many workers are expected to occupy the Camp?		No			
Are the infrastructure works' activities prone to natural hazards, risks and could result in accidents and injuries to workers during construction or operation?	Yes			Site specific Hazard assessment	While natural hazards aren't anticipated, site-specific risks may arise during the project, affecting workers. Mitigation measures include: -Conduct site-specific hazard assessments. - Deliver thorough safety training to workers on hazard recognition, equipment use, and emergency procedures. - Hold regular safety meetings to review protocols and address site-specific hazards. - Ensure availability of appropriate personal protective equipment (PPE). - Perform routine site inspections to maintain safety standards.
Does the activity/work require the use of pest management technique that could affect the agriculture and /or public health?		No			
ESS 3: Resource Efficiency and Pollution Prevention Management					
Will the activity result utilization of nonrenewable energy in large quantities		No			
Will the activity result in the production of solid waste? (Directly by the project or by workforce)	Yes			Waste Management Plan, based on <i>WBG Environmental, Health, and Safety General Guidelines</i> Pest Management Plan (PMP) C-ESMP	- Implement sustainable waste management practices in accordance with WB general EHS guidelines. - Replace raw materials or inputs with less harmful or toxic alternatives. - Arrange transportation of waste either on-

					site or off-site to prevent or reduce spills, releases, and exposure to employees and the public.
--	--	--	--	--	---

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)		No		<i>General Guidelines</i> Pest Management Plan (PMP) C-ESMP	
Will the activity result in the generation of dust and noise?	Yes			C-ESMP	<ul style="list-style-type: none"> • Establish a grievance redress mechanism (GRM). • Utilize dust suppression techniques such as water spraying by the contractor. • Implement noise control measures such as proper equipment maintenance. • Schedule noisy activities during off-peak hours to minimize disturbance to nearby communities. • Provision of PPE to workers exposed to dust and noise hazards. • Conduct regular training sessions for workers on the importance of dust and noise management.
Will the activity result in soil erosion?	Yes			C-ESMP	<ul style="list-style-type: none"> • Implement erosion control measures such as silt fences, sediment basins. • Re-vegetate disturbed areas promptly with native vegetation.

					<ul style="list-style-type: none"> • Minimize bare soil exposure by using ground cover. • Implement proper grading and drainage systems to control water runoff. • Schedule construction activities to avoid periods of heavy rainfall. • Conduct regular site inspections to monitor and address erosion issues.
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	<ul style="list-style-type: none"> • Establish and implement GRM. • Schedule high-vibration activities during periods that minimize disruption to the community. • Use low-vibration machinery and equipment where possible. • Maintain construction equipment to reduce excessive vibrations.
Will the project produce air pollution? (e.g., significant greenhouse gas emissions, dust emissions and other sources)	Yes			C-ESMP	<ul style="list-style-type: none"> • Ensure proper site design and layout to minimize dust generation. • Implement dust control measures during construction activities, including: <ol style="list-style-type: none"> 1. Wetting down surfaces before excavation or earth-moving activities. 2. Covering trucks transporting materials to and from the site to prevent dust dispersion. • Provide appropriate PPE to workers. • Conduct regular training sessions for

					<p>workers on the importance of dust management and proper use of PPE.</p> <ul style="list-style-type: none"> Establish a grievance redress mechanism (GRM) for community members to report any dust-related issues.
Will the activity disturb any fauna and flora?	Yes			C-ESMP	<ul style="list-style-type: none"> The contractor should develop C-ESMP. Measures should be put in place to prevent disruption to local plant and animal life. Preserve existing trees without disrupting their natural canopy.
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? (e.g. discharges, leaking, leaching, boreholes, etc.)		No			
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			<ul style="list-style-type: none"> Consistently maintain construction machinery. Conduct routine inspections of vehicles and possibility of leakage.
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?	Yes			GBV/SEAH Action Plan Labor Management Procedures (LMP)	<ul style="list-style-type: none"> • Execute and monitor GBV / Sexual Exploitation and Abuse (SEA) Action Plan. • Conduct GBV awareness sessions for the community. • Provide GBV awareness sessions for workers, and engage a dedicated specialist to oversee and manage these risks. • Require workers to sign a Code of Conduct (COC).
Is there a risk of spread of communal diseases due to labor influx?	Yes			Labor Management Procedures (LMP) C-ESMP	<ul style="list-style-type: none"> • Conduct health screenings for workers before employment to ensure they are free from communicable diseases. • Establish a GRM to address community concerns related to health and safety. • Conduct regular training sessions on personal hygiene, disease prevention, and health management. • Provide PPE to workers, including masks and hand sanitizers, to reduce the spread of diseases.
Is there a security risk to the community triggered by project activities?		No		Security Management Plan (SMP)	
Does the activity have the potential to upset community dynamics?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Will the activity include payments or cash transfers?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	<ul style="list-style-type: none"> • Ensure prompt payment for workers involved in construction activities
Will the activity expose community members to physical hazards on the project site?	Yes			C-ESMP	<ul style="list-style-type: none"> -Inform the local community about the project activities and inform them of construction risks and restricted site access. -Limit access to the construction site by using

				appropriate signage. -Eliminate Risk of hazardous conditions on construction sites that cannot be managed through access restrictions. -Ensure proper use of traffic signs during the implementation of activities project.
Will the activity pose traffic and road safety hazards?	Yes		C-ESMP	<ul style="list-style-type: none"> • Install safety and warning signs, safety barriers around the construction site, and promote safe driving practices. • Integrate road safety discussions into daily toolbox meetings. • Highlight the importance of safety for all drivers. • Ensure all drivers are properly licensed. • Set limits on trip durations and schedule driver shifts to prevent fatigue. • Designate alternative routes for project-related traffic. • Perform regular vehicle maintenance to reduce the risk of accidents.
Will the activity include debris removal that may pose a safety hazard for the community?		No	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)		No	Waste Management Plan C-ESMP	
Can the activity contribute to the spread of disease (eg health facilities)?		No	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)	
Will the displacement / resettlement affect IDPs?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Is the project located in a conflict area, or has the potential to cause social problems and exacerbate conflicts, for instance, related to land tenure and access to resources (E.g. a new road providing unequal access to a disputed land)?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Would the project potentially discriminate against women and girls based on gender, especially regarding participation in design and Implementation or access to opportunities and benefits?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	<ul style="list-style-type: none"> • In the context of the Somali community, the construction sector, particularly road construction, is predominantly male-dominated, and the involvement of women in such work is not socially accepted. • Establish a supportive work environment that ensures the safety, dignity, and equal treatment of female workers, including appropriate accommodation and facilities. • Provide adequate and accessible facilities, such as separate restrooms and changing areas, to accommodate the needs of female workers on construction sites.
Is there a risk that the activity leads to loss of income, assets or means of livelihoods?	Yes			Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	<p>Develop a Resettlement Action Plan (RAP):</p> <ul style="list-style-type: none"> • Develop a RAP to identify all affected individuals and businesses. • Ensure the plan outlines fair compensation for loss of income, assets, and livelihoods. • Include provisions for resettlement

				assistance and support for affected persons. Conduct Livelihood Restoration Programs(if applicable), Establish a GRM, Engage with Stakeholders
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)	<ul style="list-style-type: none"> • Develop RAP , • Implement Temporary Access Solutions, • Schedule Construction Activities Strategically, • Establish a Grievance Redress Mechanism (GRM), • Engage with local business owners to understand their specific access needs
Will the activity require acquisition of land or physical buildings or infrastructure?		No		
Will the activity require voluntary land donation? If yes, can all ESS 5 principles on this matter be respected And documented?		No	Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Did any resettlement occur prior to land acquisition? If so, is there any pending land disputes? Are there any Significant legacy issues?		No	Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
Will the activity impact sensitive areas?		No	C-ESMP and ESMF provisions	
Is there a risk that the activity causes changes in land form and habitat, habitat fragmentation, blockage or		No	C-ESMP and ESMF provisions	

Migration routes, water consumption and contamination?		No			
Is there a risk that the activity causes loss of precious ecological assets?		No		C-ESMP and ESMF provisions	
Is the sub-project area (or components of it) located within/adjacent to any protected areas designated by government (national park, national Reserve, world heritage site etc.)?		No		C-ESMP and ESMF provisions	
Are there wetlands (swamp, seasonally inundated areas) that could be affected? Are there any critical, natural habitats, environmentally sensitive areas or threatened species that could be significantly converted/adversely affected due to the works?		No		C-ESMP and ESMF provisions	
ESS 8: Cultural Heritage					
Will the project be located in or close to a site of natural or cultural value?		No		Chance Find Procedures (ESMF)	
Is the project site known to have the potential for the presence of cultural And natural heritage remains?		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?	Yes			Stakeholder Engagement Plan (SEP)	<ul style="list-style-type: none"> - Enforce the GRM effectively. - Monitor the effectiveness of GRM solutions promptly. - Execute the SEP thoroughly.
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?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	- Implementation of SEP - Ensure GRM are effective and efficient

Is there a risk that the activity will have poor access to beneficiaries?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	<ul style="list-style-type: none"> ● Implementation of GRM ● Monitoring of GRM solutions in a timely manner ● Use site-specific incident logs ● Implementation of SEP
Will the Covid-19 outbreak hamper proper stakeholder engagement?		No		WB and FGS guidance and regulations on Covid-19	
Has input from community members and those who may be affected by the works been sought?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	
Has the sub-project received overall stakeholder support including from vulnerable individuals and Marginalized groups?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	
Is there any opposition to the activity/project?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	

SUMMARY OF THE SCREENING PROCESS

E&S Screening	Results and Recommendation
---------------	----------------------------

Screening Results: Summary of Critical Risks and Impacts Identified	Risk/Impact	Individual Risk/ Impact Rating	Mitigation At the end of the screen process, tabulate the mitigation measures in an ESMP Format (see below)
ESS2:	ESS2: <ul style="list-style-type: none"> -Risk of labor and working conditions of all the workers including non-compliance risks for child and forced labor- risk of lacking OHS for workers at the construction site. 	Category B: Substantial	<ul style="list-style-type: none"> • Implementation of labor management procedure (LMP) • Set up a Grievance Redress Mechanism (GRM). • Occupational Health and Safety Plan (OHS) • To Conduct regular monitoring of labor conditions during Implementation • Monitor contractors' compliance. • Conduct regular audits of labor practices • Preparation of health and safety plan
ESS3:	-Will the activity result in the production of solid waste? Will the activity result in the generation of dust and noise? Will the activity result in increased levels of		Implement sustainable waste management practices in accordance with WB general EHS guidelines C-ESMP: <ul style="list-style-type: none"> • Establish a grievance redress mechanism (GRM). • Utilize dust suppression techniques such as water spraying by the contractor. • Schedule noisy activities during off-peak hours to minimize disturbance to nearby communities. • Provision of PPE to workers exposed to dust and noise hazards. C-ESMP:

	vibration from construction machinery?		<ul style="list-style-type: none"> • Establish and implement GRM. • Schedule high-vibration activities during periods that minimize disruption to the community. • Use low-vibration machinery and equipment where possible. • Maintain construction equipment to reduce excessive vibrations.
	Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)		<ul style="list-style-type: none"> • Implement dust control measures during construction activities, including: <ol style="list-style-type: none"> 1. Wetting down surfaces before excavation or earth-moving activities. 2. Covering trucks transporting materials to and from the site to prevent dust dispersion. • Provide appropriate PPE to workers. • Establish a GRM for community members to report any dust-related issues.
ESS 4:	Is there a risk of increased GBV/SEAH cases due to labor influx?		<p>C-ESMP</p> <ul style="list-style-type: none"> • Develop and implement a GBV and SEAH Action Plan. • Establish comprehensive Labor Management Procedures (LMP) to ensure fair treatment and safe working conditions for all workers. • Require workers to sign a Code of Conduct (COC).
	Will the activity pose traffic and road safety hazards?		<ul style="list-style-type: none"> • Implement traffic management plans to control the flow of construction vehicles. • Install clear and visible signage to guide and warn road users. • Designate specific routes for construction traffic to minimize disruption. • Schedule construction activities to avoid peak traffic hours.

ESS5:	Is there a risk that the activity leads to loss of income, assets or means of livelihoods?		<p>5. Develop a Resettlement Action Plan (RAP):</p> <ul style="list-style-type: none"> • Develop a RAP to identify all affected individuals and businesses. • Ensure the plan outlines fair compensation for loss of income, assets, and livelihoods. • Include provisions for resettlement assistance and support for affected persons. <p>6. Conduct Livelihood Restoration Programs (if applicable),</p> <p>7. Establish a GRM,</p> <p>8. Establish and Implement SEP</p>
	Will the activity lead to blocked access to people in the area?		<ul style="list-style-type: none"> • Develop and implement RAP , • Implement Temporary Access Solutions, • Schedule Construction Activities Strategically, • Establish a Grievance Redress Mechanism (GRM), • Engage with local business owners to understand their specific access needs •
ESS 10:	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?		<ul style="list-style-type: none"> • Enforce the GRM effectively. • Monitor the effectiveness of GRM solutions promptly. • Execute the SEP thoroughly.
	Is there a risk that exclusion of beneficiaries leads to grievances?		<ul style="list-style-type: none"> • Implementation of SEP • Ensure GRM are effective and efficient
	<p>Screening Result</p> <ul style="list-style-type: none"> • Further ES (RAP) Assessment required. • Requires a detailed ESMP. 		<ul style="list-style-type: none"> • Summary of Screening Result Justification
	1. No further ES Assessment required.		<ul style="list-style-type: none"> •

Is Additional Assessment Necessary? Evaluate the Risks/Impacts and reflect on options (see below)	2. No further ES Assessment required but requires simple ESMP.	<ul style="list-style-type: none"> •
	3. Detailed ESMP. Done internally.	<ul style="list-style-type: none"> • Prepare the ESMP and submit it along with the Screening Form for review and approval by the PCU. • Requires a detailed ESMP • Security Management Plan is Required for this road. • Floods Impact Needs Assessment (FINA) • Carry out the project implementation in accordance with the LMP, GRM, GBV Action Plan, SMP, and SEP
	4. Detailed ESMP. Contracted to Consultancy.	<ul style="list-style-type: none"> •
	5. ESMP required. Contracted to consultancy.	<ul style="list-style-type: none"> •

The environmental and social screening indicates temporary and confined adverse social and environmental impacts and risks from the sub-project. The following instruments are to be prepared to mitigate any such adverse impacts and risks: Environmental and social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), Labour Management Procedure (LMP), Security Management Plan (SMP), and Sexual Exploitation and Abuse and Sexual Harassment Action Plan. Aspects of the aforementioned instruments, including preparation of a contractor ESMP will be captured during contractor procurement, included in the contractual clauses and will be made binding on the construction firm.

12.6 APPENDIX 5: STAKEHOLDERS CONSULTATIONS

Stakeholder consultations for the development of E&S instruments were conducted alongside subprojects preparation activities to ensure that the subprojects put in place measures to cater for stakeholder concerns in all project phases. In the context of Beledweyne quick win investments, stakeholders were fully engaged in the preparation of E&S instruments and their inputs and concerns on the likely environmental and social impacts are summarized below.

CONSULTATION WITH MUNICIPALITY OFFICIALS

Summary of Issues Discussed

- Project and its source of assistance (i.e., World Bank) and its implementation/execution etc.;
- Potential adverse environmental and social impacts and mitigation measures during construction phase;
- Environmental and Social standards of World Bank;
- Protection and conservation aspects of environmental attributes;
- Proposed Grievance Redress Mechanism for the sub-projects including the uptake channels so they can raise any grievances;
- The preparation of E&S Safeguards instruments requirements;
- The existence GRM and GRC;
- Employment opportunities for local residents including inclusion of women and other disadvantaged groups; and
- Zero tolerance Towards SEA/SH and GBV Risk of the subprojects.



Figure 23 Consultation with Local Administration and Members of Public

CONSULTATIONS WITH COMMUNITY GROUPS

Community Consultations were held at Representatives from women groups, IDPs, Youth Groups and religious groups, elders and youth representatives and other interest group from the districts were consulted and informed of the preparation of E&S Instruments. During the consultations held on 24 and 27 of Jan 2022 at the Hassan Dhiif restaurant, 25 July 2022 at the mayor's office, and with different community groups at subprojects locations, a total of 165 participants (82 Female and 83 Male) took part in the various engagement sessions for the quick win investments.



Figure 24 Community consultations with zone representative

During the meetings, Beledweyne-PIU highlighted the scope of subprojects interventions, different aspects of the ESMP/SEP in order to deliver the project in an environmental and socially sustainable manner. The stakeholders attended the consultation meetings and discussions indicated that the scope of interventions will not have severe negative effects on the existing environmental, social and other conditions of the people and locality. Stakeholders, particularly community representatives who attended the consultations, had positive attitude towards the subproject interventions. Following community consultations at the Subprojects' districts, the community feedbacks have been incorporated in the ESMP on measures to mitigate the negative environment and social risks and impacts during the construction and operation phases of the Project. Community feedback and suggestions that will go beyond the limited scope of the proposed quick-win subprojects (such as city-wide management of municipal wastes and flood risk management) have been shared with the Beledweyne and relevant districts for their consideration. Such community feedback and suggestions will be also taken into account in the broader TA activities supported under the SURP II.



Figure 25 GRC meeting with the four zone representatives held at PIU office meeting hall

13. CONSULTATION WITH GOVERNMENT OFFICIALS

The project engaged with government institutions to inform them about the commencement of construction activities and to foster collaboration. This engagement aimed to ensure alignment with regulatory requirements, facilitate coordination between stakeholders, and promote a smooth implementation process. Government institutions were encouraged to provide support, address any potential challenges, and contribute to the successful execution of the project.

13.1 CONSULTATION WITH BELEDWEYNE MUNICIPALITY AND GOVERNMENT OFFICIALS

The mayor of Beledweyne was informed about the preparation and purpose of essential safeguards documents such as ESMP and RAP. During this initial meeting, various issues were raised and discussed, particularly concerning the Bank's environmental and social safeguard policies and the compensation concerns of Project Affected Persons (PAPs).

A subsequent consultation took place on December 1, 2024, at the mayor's office, where the mayor and her deputy were briefed about the outcomes of consultations with PAPs, the Grievance Redress Committee (GRC), and the Resettlement Committee (RC). The discussions emphasized the necessity of implementing the RAP and reaching resettlement agreements with the PAPs, reiterating that forced eviction of PAPs is strictly prohibited. The leadership of Beledweyne Municipality assured that all necessary measures would be taken to safeguard the

[Environmental and Social Management Plan \(ESMP\) Omnibus Beledweyne Municipality Oct 2025](#)

interests of PAPs and to assist those in need. Additionally, the meeting addressed five government structures located along the right of way:

14. COMMUNITY CONSULTATIONS

The project engaged various segments of the community across all four zones of the town. This engagement aimed to ensure inclusive participation, address community concerns, and gather valuable input from residents, business owners, and other stakeholders. By involving diverse groups, the project sought to foster transparency, enhance local support, and promote a sense of ownership among the affected communities.

14.1 CONSULTATION WITH HAWLWADAAG AND BUUNDAWEYN ZONES

On December 25, 2024, consultations were held with representatives from the Buundaweyn and Hawlwadaag zones at the Goodir Mall Business Centre. The meeting, attended by 40 participants, including municipal authorities, community leaders, women's groups, youth, civil society organizations, IDPs, and other stakeholders and was opened by the Mayor of Beledweyne. The mayor emphasized the importance of the Nagaad Project, funded by the World Bank, highlighting its role in improving road infrastructure to reduce traffic congestion and enhance mobility.

Community members expressed strong support for the project and stressed the need for high-quality road construction to ensure durability and safety. The PIU Environmental and Social Specialist, along with the M&E and project engineer, provided an overview of the roles of the municipality GRC, and the community in the project. They also shared contact details for addressing concerns.

Key challenges raised included the town's poor road conditions, which contribute to severe traffic congestion and negatively impact daily life. Community representatives assured their commitment to collaborating with the project team and reporting any issues that could affect implementation.

During the discussion, Ahmed inquired about the compensation process for Project Affected Persons (PAPs), while the Chairlady of Buundaweyn voiced concerns over delays, requesting a specific timeline for construction. The PIU team addressed these concerns, assuring the community that construction is expected to begin in the coming months, with visible progress soon to follow.



Figure 26 Hawlwadaag and Buundoweyn engagement on 25th December 2024



Figure 27 Hawlwadaag and Buundoweyn engagement on 25th December 2024

14.2 CONSULTATION MAPPING WITH HAWO-TAKO AND KOSHIN ZONES

Environmental and Social Management Plan (ESMP) Omnibus Beledweyne Municipality Oct 2025

On December 26-2024, a consultation meeting took place in the Hawo-tako and Koshin zones at Goodir Mall and Business Center. The session was attended by the mayor of Beledweyne, who highlighted the significance of the Nagaad project, which is financed by the World Bank. This meeting is designed to benefit the community of Beledweyne through the construction of well-engineered roads that will improve traffic flow and enhance mobility throughout the town. The meeting attracted 40 representatives from both zones each zone for twenty participants, including their respective leaders. Attendees included municipal authorities, community leaders, women groups, youth, civil society organizations, IDPs and other stakeholders. The community expressed strong awareness of the forthcoming activities and extended their enthusiastic support for the project. Participants emphasized the necessity of building durable and high-quality roads.

During the discussions, specialists from the Project Implementation Unit (PIU), including the Environmental and Social Specialist, along with the Monitoring and Evaluation (M&E) and the PIU engineer, elaborated on the roles of the municipality, the Grievance Redress Committee (GRC), and the PIU. They also provided contact details for SURP II in Beledweyne, such as a hotline number and email address, to facilitate community engagement regarding the project. The main issues raised by the community focused on the deteriorating state of current roads, which often leads to significant traffic jams during peak periods. These challenges, resulting from inadequate road conditions, greatly affect the residents' daily lives. Attendees recognized that enhanced road infrastructure would positively impact their overall lifestyle. Community members pledged to work in close partnership with the project team, promising to report any issues that could hinder the project's progress or quality. The team valued their comprehension of the project and their willingness to support its successful execution, reiterating the importance of addressing any potential negative environmental and social impacts to ensure the smooth advancement of SURP II.

In addition to consultations held with local communities and stakeholders, the project team engaged with key utility service providers operating in Beledweyne, including those responsible for electricity, water supply, and telecommunications. The purpose of these consultations was to inform the companies about the planned project activities, particularly the preparation of the Environmental and Social Management Plan (ESMP) and the Resettlement Action Plan (RAP), and to seek their views and cooperation.

During the meetings, representatives from the utility companies expressed strong interest in the proposed development. They emphasized their full support for the project and highlighted the importance of improved infrastructure for the overall development of Beledweyne. The utility providers indicated that they are not only welcoming the project but are also prepared to collaborate closely during all stages of its implementation.

They committed to providing the necessary technical inputs and data, participating in planning sessions where required, and coordinating with the project team to avoid any potential disruption to existing services. The companies also assured their readiness to adjust or relocate their infrastructure, if needed, in line with the project's technical designs and in compliance with the applicable environmental and social safeguards.



Figure 28 Koshin and Hawo tako zones



Figure 30 Koshin and Hawo tako zones

Figure 29



Figure 31 consultation and engagement with Beledweyne water supply



Figure 32 Engagement with Somtel and Hormuud telecommunication companies respectively



Figure 33 engagement with electricity companies

14.3 CONSULTATION WITH GRIEVANCE COMMITTEE (GC)

On October 15, 2024, a consultation workshop for the Grievance Redress Committee (GRC) was held at the Beledweyne PIU office. The workshop was attended by colleagues from the Project Implementation Unit (PIU) and members of the PCU, including the Environmental and Social Safeguards (ESS) Specialist and Monitoring and Evaluation (M&E) personnel. The primary objective of the workshop was to educate the GRC members about their roles and responsibilities in addressing grievances related to the SURP II project. The participants discussed the specific duties of the GRC in resolving community and individual grievances, particularly those arising from issues such as resettlement due to land acquisition, loss of livelihood, and damage to structures. A significant portion of the workshop was dedicated to explaining the GRM. The GRC members were briefed on the hierarchy of the GRM, which outlines how grievances should be categorized and escalated when necessary.

The process and timeline for grievance resolution were also discussed to ensure a consistent and transparent approach. The attendees learned about the various grievance channels available to community members, emphasizing the importance of accessibility for all. Additionally, the participants were educated about the Bank's

[Environmental and Social Management Plan \(ESMP\) Omnibus Beledweyne Municipality Oct 2025](#)

environmental and social safeguards policies, highlighting the need for compliance and the protection of community rights. The workshop stressed the importance of providing a grievance resolution process that is free, fast, and fair. Finally, the GRC members were reminded of their critical role in offering local resolution for grievances, ensuring that issues are effectively addressed at the community level. By equipping the GRC with the necessary knowledge and tools, the workshop aimed to empower them to handle grievances related to the SURP II project efficiently. This foundation is intended to build trust between project stakeholders and the community, ultimately contributing to the success of the SURP II project in Beledweyne town.



Figure 34 GRC meeting at PIU Office

14.4 APPENDIX 6: GUIDELINES ON THE CODE OF CONDUCT

A satisfactory code of conduct will contain obligations on all project workers (including sub-contractors) that are suitable to address the following issues, as a minimum. Additional obligations may be added to respond to particular concerns of the municipality, the location and the project sector or to specific project requirements. The Code of Conduct should be written in plain language and signed by each worker to indicate that they have:

- a) received a copy of the code;
- b) had the code explained to them;
- c) acknowledged that adherence to this Code of Conduct is a condition of employment; and
- d) understood that violations of the Code can result in serious consequences, up to and including dismissal, or referral to legal authorities.

The Contractor should conduct continuous awareness raising and training activities to ensure that workers abide by the Code of Conduct (such as through toolbox talks). The Contractor should also ensure that local communities are aware of the Code of Conduct and enable them to report any concerns or non-compliance.

The issues to be addressed include:

- a) Compliance with applicable laws, rules, and regulations of the jurisdiction.

- b) Compliance with applicable health and safety requirements (including properly using prescribed personal protective equipment (PPE), preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment). Project workers who remove themselves from such situations will not be required to return to work until necessary remedial action to correct the situation has been taken. Project workers will not be retaliated against or otherwise subjected to reprisal or negative action for such reporting or removal.
- c) The use of illegal substances.
- d) Non-Discrimination (for example on the basis of family status, ethnicity, race, gender, religion, language, marital status, birth, age, disability, or political conviction)
- e) Interactions with community members (for example to convey an attitude of respect and non-discrimination).
- f) Sexual harassment (for example to prohibit use of language or behavior, in particular towards women or children, that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate).
- g) Violence or exploitation (for example the prohibition of the exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior).
- h) Protection of children (including prohibitions against abuse, defilement, or otherwise unacceptable behavior with children, limiting interactions with children, and ensuring their safety in project areas).
- i) Sanitation requirements (for example, to ensure workers use specified sanitary facilities provided by their employer and not open areas).
- j) Avoidance of conflicts of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favors, are not provided to any person with whom there is a financial, family, or personal connection)
- k) Respecting reasonable work instructions (including regarding environmental and social norms)
- l) Protection and proper use of property (for example, to prohibit theft, carelessness, or waste)
- m) Duty to report violations of this Code
- n) No retaliation against workers who report violations of the Code, if that report is made in good faith.

14.5 APPENDIX 7: SEXUAL EXPLOITATION AND ABUSE/SEXUAL HARASSMENT PREVENTION & RESPONSE ACTION PLAN

As per the SEA/SH prevention and response Action plan prepared for SURP II (annexed in the updated ESMF as of April 2022), the measures to be implemented in SURP II subprojects in Beledweyne are summarized below.

- Code of conduct (CoC) for project workers with SEA/GBV-related protections, to be signed and understood by all project workers including contractors, service providers and consultant staff;
- Establishment of special channel/procedures for safe, confidential reporting of GBV incidence that connect to the project GRM, and enable training of GRM operators on how to respond to cases that come forward.
- Plan for sensitization/awareness raising for the community and intended training activities for workers on CoC and SEA provisions.

- Map out GBV prevention and response service providers and develop referral pathways in the subproject's sites.
- An Accountability Framework that outlines how the PIU/contractors will handle allegations, including related to investigation (in alignment with national processes) and sanctions for potential perpetrators
- GBV requirements to be clarified in bidding documents (including requirements for CoCs, training of workers, and how GBV related costs will be covered in the contract); bid evaluation to include consideration for GBV response proposal
- The capacity building and training of relevant stakeholders, including contractors and project workers, in addition to capacity building for government partners
- Develop a Reporting and Response Protocol that outlines key requirements for reporting cases if they arise and measures to enable safe, ethical, survivor-centered response
- PIU engages female community officer/GBV focal point to support the subprojects in Beledweyne.

14.6 APPENDIX OF THE ATTENDANCE LIST

14.7 List of the GRC



GRC List.docx

14.8 BUUNDOWEYN AND HAWLWADAAG ATTENDANCE



Hawlwadag and
Bundoweyn Stakeholc

14.9 KOSHIN AND HAWO TAKO



Koshin and
Hawotako Stakeholde