



International Organization for Migration (IOM)  
The UN Migration Agency

## **Contingent Emergency Response Component (CERC) of the Somalia Urban Resilience Project Phase II (SURP-II)**

### **ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN**

#### **Development of Barwaaqo Relocation Site (Phase III)**

**Bush clearance of road alignments, sanitary corridors & drainage lines along 18  
km road networks**

**Construction of 36 km roadside drainages**

**Construction of 2.9 km all-weather road**

**Construction of 576 latrines (278 twin latrines)**

**Construction of two boreholes**

**Construction of 48 water points**

**Laying of 13.2 km water piping**

**Installation of 75 solar-powered streetlights**

**Construction of 1150 shelters (community driven approach)**

### **BAIDOA, SOUTH WEST STATE SOMALIA**

**FINAL**

**13 March 2023**

**Prepared by IOM**

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## Abbreviations and Acronyms

AAP	Accountability to Affected Persons
CCCM	Camp coordination and camp management
CERC	Contingency Emergency Component
CoC	Code of Conduct
CSO	Civil Society Organization
CWW	Concern Worldwide
E&S	Environmental & Social
ESHS	Environmental, Social, Health and Safety
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
GBV	Gender-Based Violence
GRC	Grievance Redress Committee
GREDO	Gargaar Relief and Development Organization
GRM	Grievance Redress Mechanism
HDP	High density polyethylene
HH	Household
HLP	Housing, Land and Property
IDP	Internally Displaced Person
IOM	International Organization for Migration
LMP	Labor Management Procedures
MoHADM	Ministry of Humanitarian Affairs and Disaster Management
MoPW	Ministry of Public Works Reconstruction and Housing
NGO	Non-Governmental Organization
NRC	Norwegian Refugee Council
OHS	Occupational Health and Safety
PCU	Project Coordination Unit
PIU	Project Implementation Unit
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
SMP	Security Management Plan
SPSL	Solar-Powered Street Lights
SURP	Somalia Urban Resilience Project
SWS	Southwest State
UNICEF	United Nation's Children Fund
WASH	Water, Sanitation and Hygiene
WHO	World Health Organization

## 1. Introduction

**Historical Droughts in Somalia.** Somalia has a harsh climate with mostly marginal land suitable for nomadic pastoralism. It lies at the extremity of the sub-Saharan semi-arid zone commonly referred to as the Sahel, which traverses the continent from Senegal to Somalia. It has predominantly very arid and semi-arid climate zones, with large desert climate zones in the north and isolated humid semi-arid zones in the south. Located between two subtropical anticyclone belts, its main weather patterns are controlled by seasonal monsoon winds.

Mean rainfall distribution across the country indicates an arid and semi-arid north and wetter condition moving south. As a pastoralist nation, most Somalis rely on rainfall for pasture and water for livestock and rain-fed, largely subsistence, agriculture. There are two seasonal rainfall seasons in Somalia (Gu and Deyr). The Inter-Tropical Convergence Zone (ITCZ), monsoonal winds and ocean currents, jet streams including the so-called Somali Jetstream or Somalia Current, easterly waves, tropical cyclones, neighboring Indian Ocean and Red Sea conditions influence the country's climate. A recent analysis of climate change projections and the associated impacts on Somalia done by Ogallo et al (2018) shows a decreasing trend in rainfall leading up to 2030, followed by an increase in rainfall with the 2050 and 2070 scenarios.

Given the current historical drought in Somalia, it has been estimated that 4.6 million Somalis will face acute food shortages. It is further projected that some 7.7 million people will require humanitarian assistance, and 1,379,000 may be displaced through drought.<sup>1</sup> According to the Government's needs assessment, the drought in Southwest State (SWS) has displaced people from rural areas in Bay and Bakool to urban and peri-urban areas in Baidoa, Xudur and Wajid, Bay and Bakool Regions, Afgooye and Marka, Lower Shebelle and to Mogadishu. Baidoa is expected to receive over 300,000 IDPs due to the drought<sup>2</sup> on top of the existing 475,000 IDPs currently residing in Baidoa adding considerable pressure on the existing land and services.

**CERC Activation under SURP II.** The Contingent Emergency Response Component (CERC) of the Somalia Urban Resilience Project – Phase II (SURP-II) finances approved drought response activities in the three cities of Mogadishu, Baidoa, and Garowe. These three cities are likely to receive a large inflow of IDPs triggered by the drought. Support will be provided for multiple basic services in (i) water sanitation and hygiene (WASH), (ii) health, and (iii) housing, land and property (HLP) for IDPs, aimed at strengthening government responses to the drought. The implementation of activities will be led by the International Organization for Migration (IOM) in partnership with their partners in the Danwadaag Consortium, which comprise the Norwegian Refugee Council (NRC), Concern Worldwide (CWW) and Gargaar Relief and Development Organization (GREDO). While the CERC activities are implemented under a different modality to ensure timely implementation, the IOM closely coordinates with the existing SURP-II institutional arrangements. IOM has signed an Output Agreement with the federal-level Project Coordination Unit (PCU), which is responsible for the monitoring and supervision of overall CERC activities, while the municipality-level Project Implementation Units (PIUs) oversees the city-level day-to-day activities implemented by IOM and its partners.

**ESMP for Barwaaqo Relocation Site (Phase III) in Baidoa:** The Environmental and Social Management Framework (ESMF) specific to CERC activities ("CERC- ESMF<sup>3</sup>") was prepared to address E&S risks and

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<sup>1</sup> Drought Response Plan Somalia 2022, p. 3.

<sup>2</sup> IOM (2022). DTM

<sup>3</sup> Federal Republic of Somalia, CERC-Environmental and Social Management Framework (ESMF), Somalia Urban Resilience Project Phase II, 20 June 2022, accessed at: <https://somalia.iom.int/durable-solutions>

impacts of CERC activities<sup>4</sup>. As per World Bank Guidance on CERC (October 2017), the CERC-ESMF builds on the existing E&S framework instruments for SURP II as much as possible. As the CERC-ESMF and site-specific ESMPs to be prepared for activities involving civil work are **designed to be as concise and action-oriented as possible to address time-sensitive emergency situations**, they should be read in conjunction with the existing E&S instruments of SURP II, which provide relevant environmental and social baseline information, legal and institutional framework, applicable WB E&S standards and guidelines and gap analysis. As indicated in the CERC-ESMF, this ESMP for Barwaaqo Relocation site (Phase III) has been prepared to cover activities involving civil works for the bush clearance of 18 km of road, construction of 36 km roadside drainages, 2.9 km all-weather road, 576 latrines (278 twin latrines), two boreholes, 48 water points, laying of 13.2 km water piping, installation of 75 solar-powered street lights and construction of 1150 shelters through a community-driven approach.

## 2. Subproject Site

**Barwaaqo Relocation Site (Phase III):** The SWS government, in collaboration with the Baidoa municipality, secured public land for the resettlement of IDPs - the ‘Barwaaqo site’, north of Baidoa city. Over the past 3 years, 2,009 households (or over 13,000 IDPs and vulnerable host communities) have been relocated to Barwaaqo site and issued with title deeds for the land. The next phase of Barwaaqo Relocation (Phase III) is proposed to develop the 116 hectares of land, 500 m to the East and 2 km to the North – the area shown in yellow color on the figure below. Title deeds will be issued for the 1,150 HHS to be relocated. Beneficiaries will be selected based on their eviction risks as per the latest verification conducted in July 2022. In addition, drought induced IDPs and vulnerable host communities will also be included.

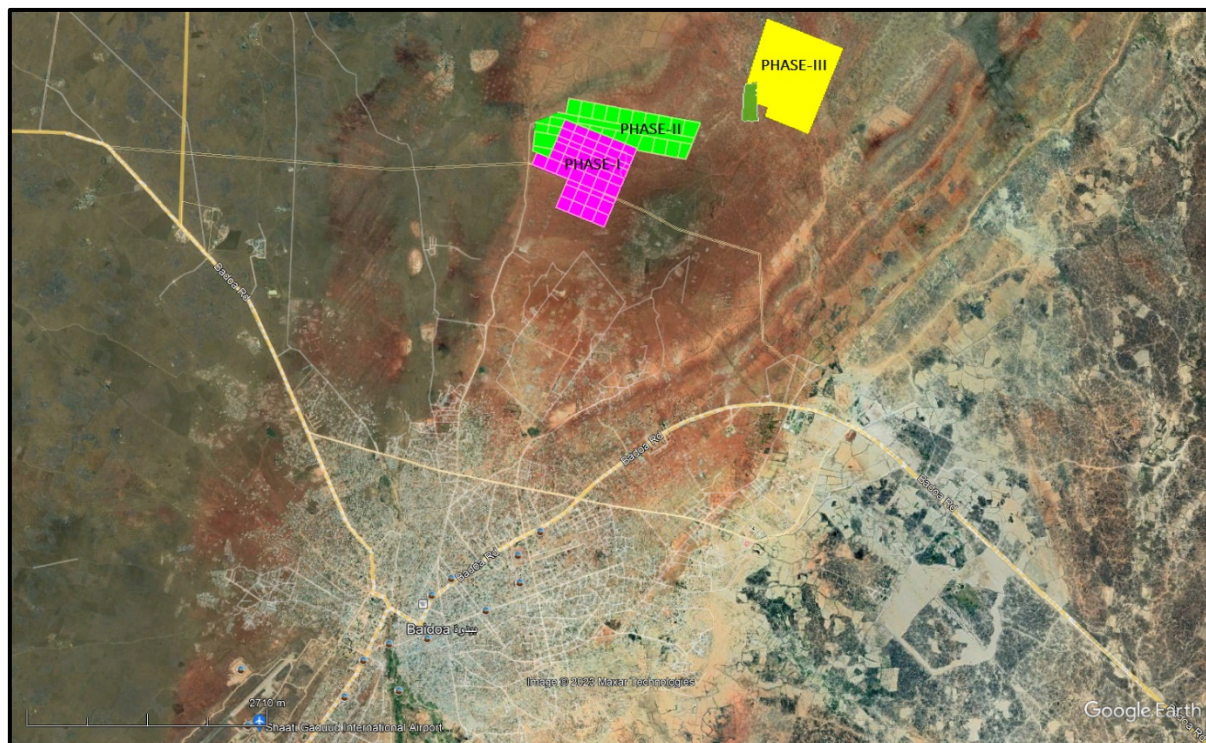


Figure 1 Barwaaqo relocation site map

<sup>4</sup> The Second Additional Financing (AF) to SURP II was approved in December 2022, for which the CERC-ESMF was renamed as “the ESMP for Component 4: Response to Urban Forced Displacement” and updated to incorporate the Second AF.

**E&S Baseline at Barwaaqo Relocation Site (Phase III):** A quick E&S screening has been performed based on the E&S screening form included in the ESMF of the SURP-II and submitted to the PIU/PCU (Annex 6). The proposed site is currently empty and not inhabited nor cultivated. There is no significant vegetation at the proposed site. Only limited impacts on habitats and fauna are anticipated. The proposed area will benefit from the road infrastructure to be constructed under the SURP-II, connecting Barwaaqo relocation site to the main Baidoa town center. While services are available in the northern extension through the neighboring Barwaaqo 2 site, this subproject proposes to construct essential infrastructure as presented in Section 3 (Subproject Design).

**The land for construction activities:** No land acquisition, neither physical nor economical displacement, will occur for this subproject. The Baidoa District Administration has allocated public land of 15 km<sup>2</sup> with an additional area of unspecified size reserved as contingency space for future needs (see Annex 2 for the allocation of public land by the government for IDPs in Baidoa). All construction activities will take place inside the 15km<sup>2</sup> public land allocated by the Municipality, with the exception of the 6.8 km transmission main out of the 13.2 km water piping, which will follow the right-off-way of existing public roads and foot paths. The Baidoa district administration, community leaders, and members of the neighboring IDP and host communities (including representatives of vulnerable groups, women, youth) were consulted and expressed their support for the proposed subproject (See Section 6 Stakeholder Engagement for more details). It is therefore unlikely that tensions over the site will erupt between and inside communities. Nevertheless, the project will continuously engage with the stakeholders during project implementation and address their grievances in a timely manner.



Figure 2 Barwaaqo Relocation Site (Phase III)



Figure 3 Barwaaqo Relocation Site (Phase III)



### 3. Subproject Design

The CERC finances the approved drought response activities in Baidoa, which will likely receive a large inflow of IDPs triggered by the drought. Support is provided for multiple activities in terms of basic services in (i) water sanitation and hygiene (WASH), (ii) health and (iii) housing, land and property (HLP) for IDPs, aimed at strengthening government responses to the drought.

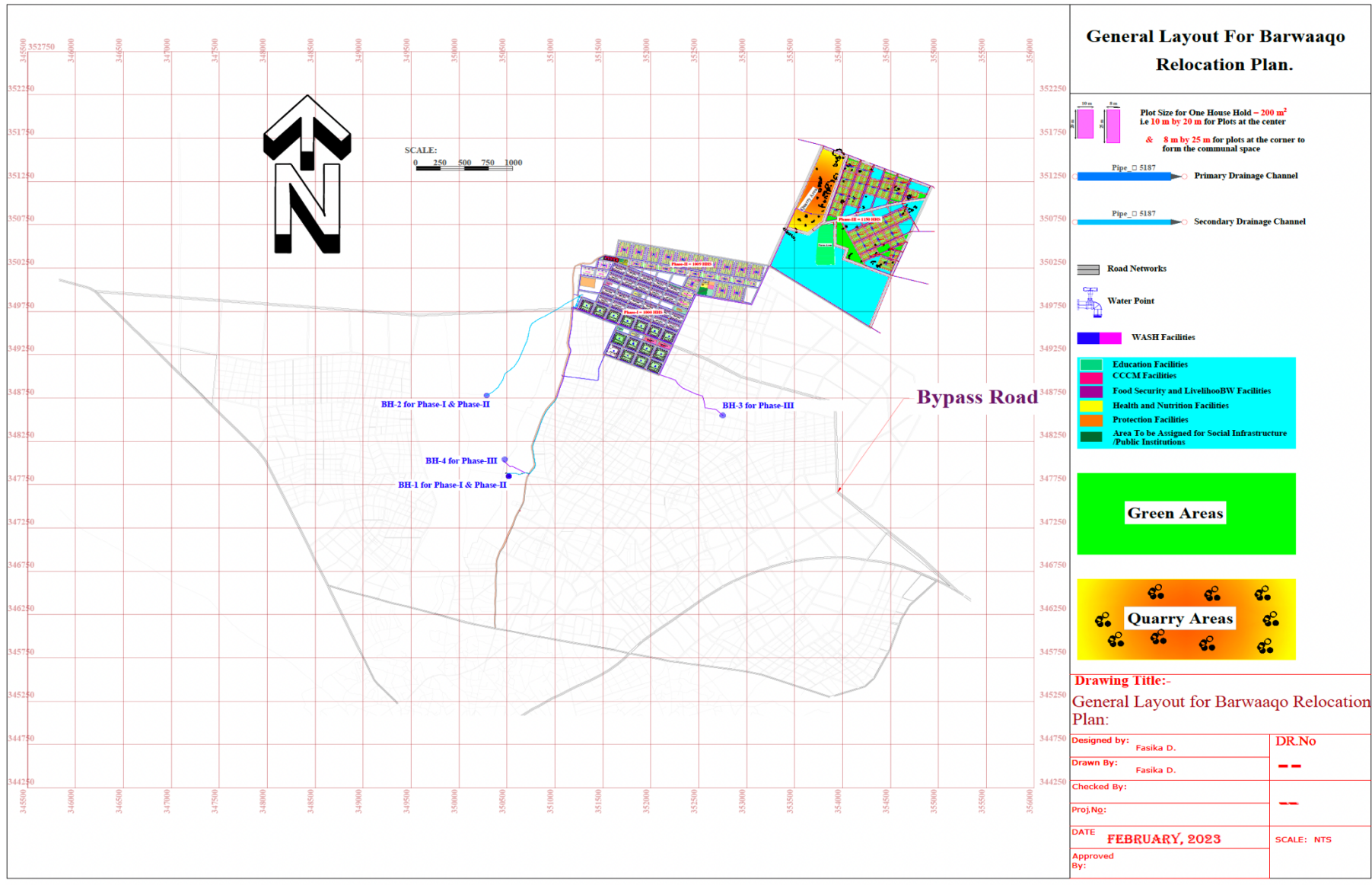
*Table 1 Overview of Barwaaqo Relocation site (Phase III)*

<b>Barwaaqo Relocation site (Phase III):</b>	
Size	15 km <sup>2</sup> (3km <sup>2</sup> utilized)
No of HH	1,150 HH (2,009 HH currently on site)
Individual Plot Size	20m x 10m
Distance from town	8km
GPS	3.180958, 43.674081
Land Status	Public land with supporting documentation

#### **Project Activities**

The proposed interventions on the site will provide essential services for 6,900 IDPs (1,150 households) to be settled or relocated to the site. Following the screening process against the positive list and the excluded activities provided in the CERC-ESMF, the site development activities financed by the CERC have been determined as follows:

- Topographic and hydrological surveying
- Bush clearance for 19 roads with different profiles (total length equals 18 km of which the 2.9 km will be constructed to murrum/gravel road standards & the rest left unpaved)
- Construction of drainage (approximately 36 km, on either side of the road network)
- Construction of 576 latrines (278 twin latrines all of which will be positioned above the 10-year flood line via backfilling of the low land areas)
- Construction of 1,150 transitional shelters through a community-driven approach.
- Construction of two boreholes (BH-3 & BH-4).
- Construction of 48 water points (one water point per block to be shared by 20 HHS).
- Laying of 13.2 km water piping (including distribution lines, transmission lines and water storage)
- 75 Solar-powered Street Lights (SPSL)



## General Layout For Barwaaqo Relocation Plan.

Plot Size for One House Hold = 200 m<sup>2</sup>  
 Le 10 m by 20 m for Plots at the center  
 & 8 m by 25 m for plots at the corner to form the communal space

- Pipe\_□ 5187 Primary Drainage Channel
- Pipe\_□ 5187 Secondary Drainage Channel
- Road Networks
- Water Point
- WASH Facilities
- Education Facilities
- CCCM Facilities
- Food Security and Livelihood/BW Facilities
- Health and Nutrition Facilities
- Protection Facilities
- Area To be Assigned for Social Infrastructure /Public Institutions

**Green Areas**

**Quarry Areas**

**Drawing Title:-**  
 General Layout for Barwaaqo Relocation Plan:

Designed by:	Fasika D.	DR.No
Drawn By:	Fasika D.	--
Checked By:		--
Proj.No:		
DATE	FEBRUARY, 2023	SCALE: NTS
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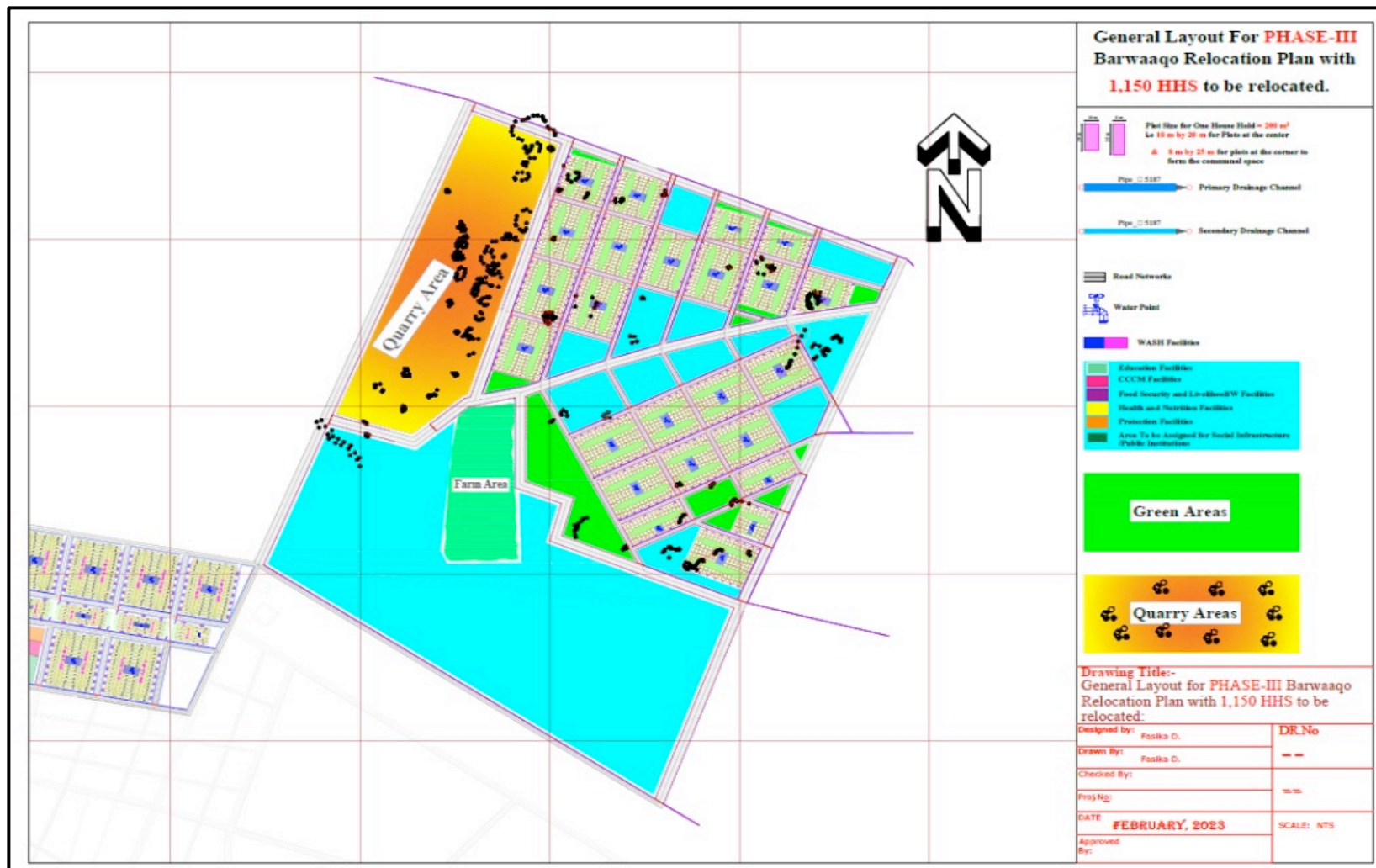


Figure 4 Master Plan for Barwaaqo Relocation site (Phase III)

**The design phase** will include the following activities:

- **Topographic and hydrological surveying:** A local firm will carry out a digital topographical survey of the site with a size of 138 hectares, covering all the features within and outside the boundary of at least a distance of 50 meters from the boundary. Topographic features studied will include gullies, natural/artificial channels, trees of more than 2 meters height, water bodies, adjacent roads and any other distinct feature. The survey will take 10 days. Similarly, a comprehensive hydrogeological / geophysical investigation has been carried out to locate suitable sites for drilling of two boreholes in Baidoa district.
- **Road design:** The road networks in the new site will be approached as an integrated part of the urban environment and will be planned as part of Baidoa city extensions rather than a temporary settlement isolated from the Baidoa city. Therefore, guided by the site plan, specific spaces will be bush cleared and reserved for the future development of the below depicted road profiles.

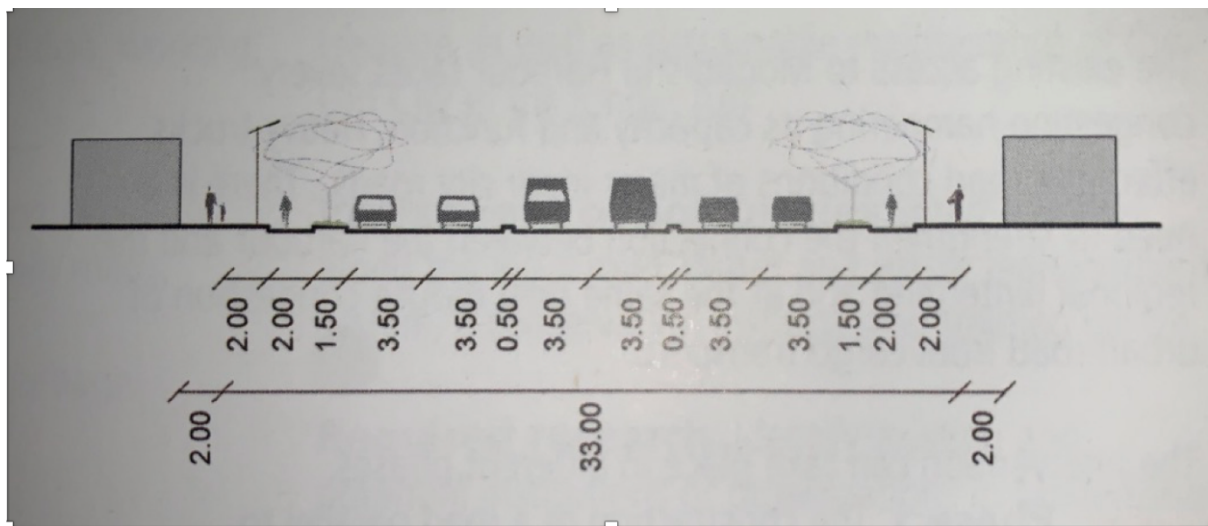


Figure 5 33-meter road for public transport



Figure 6 26-meter road for expansion area.

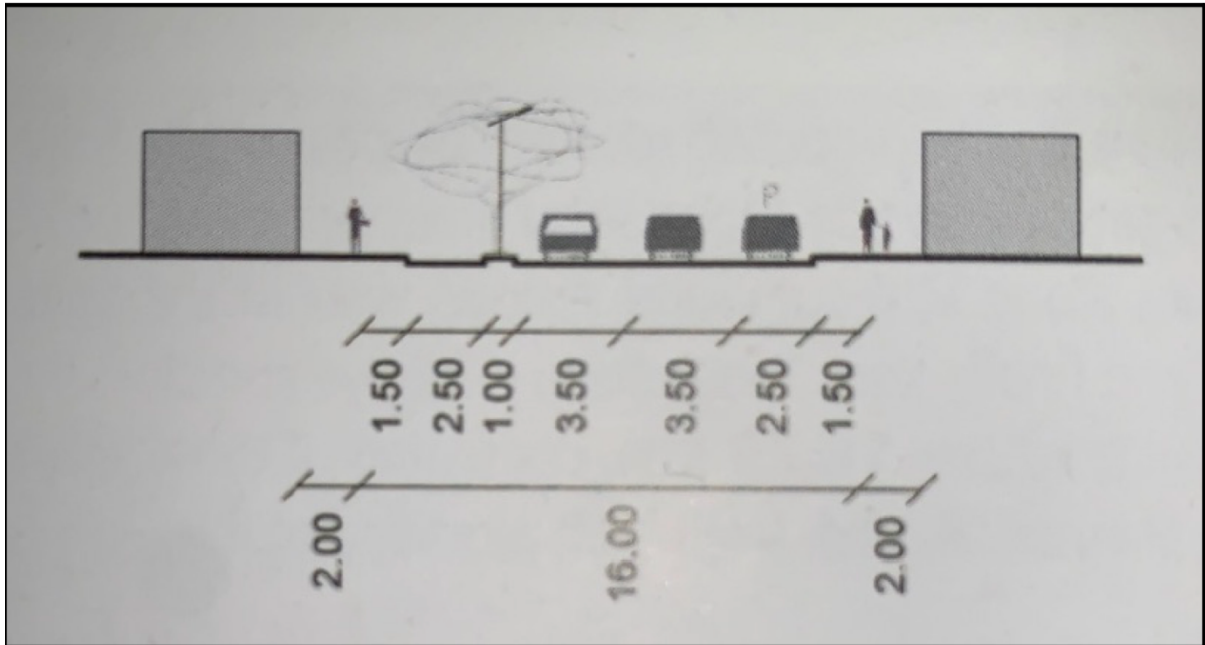


Figure 7 16-meter road for the Block areas

**Design of drainage structures**—Primary and secondary drainages with a trapezoidal / rectangular cross-section will be constructed. The actual side slope, depth of excavations, bottom width of the drainages etc. will be known after the topographic surveying. This task will be undertaken manually by 250 workers recruited from the local community under IOM supervision and with a specific consideration of vulnerable groups.

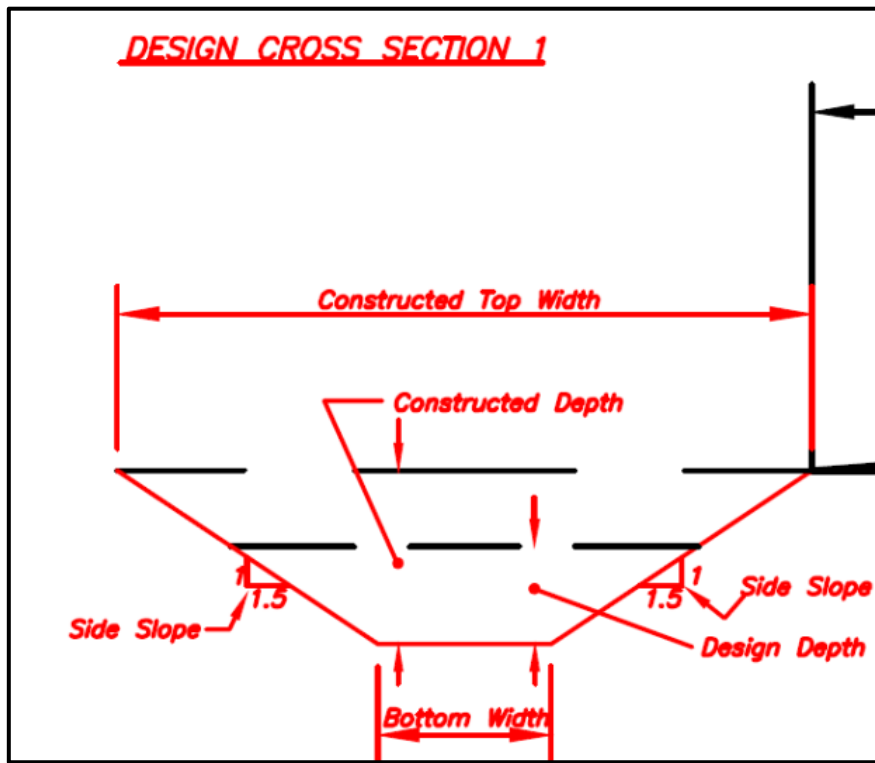
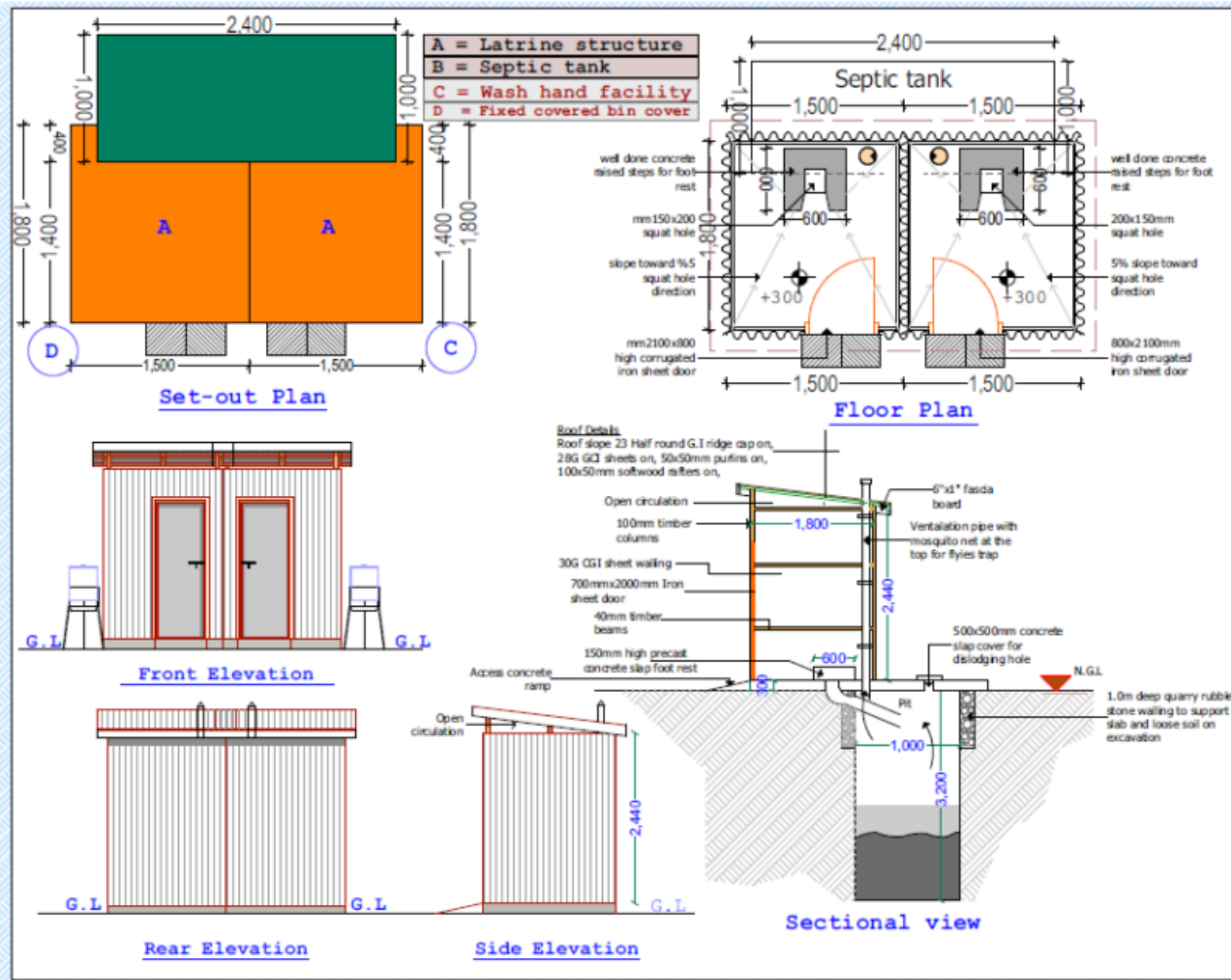


Figure 8 Typical trapezoidal drainage cross-section

**Design of Latrines:** Depicted below is the design of 576 gender-disaggregated and lockable latrines (278 twin latrines) to be constructed in the new site. Latrines will be located closely to the homes to ensure the safety, especially of women, at night. Latrine design and construction will consider a specific number of latrines to be adapted for disabled and elderly persons. Furthermore, the latrines will provide a disposal location for women's hygiene materials in the form of a separate bin with cover or another suitable option to reduce the density of flies.



**Design of transitional shelters:** Two modalities are currently envisaged as seen below (see also Figure 8 below):

- **Modality -1:** Stabilized earth bricks (stabilizing the soil with cement and then bringing in manual machines for compression).
- **Modality-2:** Sundried mud bricks – fully manual – no machine.

The pros and cons of the above modalities are being evaluated for the shelter typology that would be more durable but also scalable, environmentally sustainable, culturally appropriate and something that the community can benefit from in terms of livelihood and can be replicated by the community on their own.

In either modality, the shelters will be constructed with “community-driven approach”. This is a labor-intensive activity whereby each household will receive cash assistance and materials to build the transitional shelters under the overall supervision and guidance of IOM field staff. Further, by purchasing shelter materials locally and training and engaging labour from within the community, the project also supports the local capacities and longer-term sustainability and scalability of the intervention.



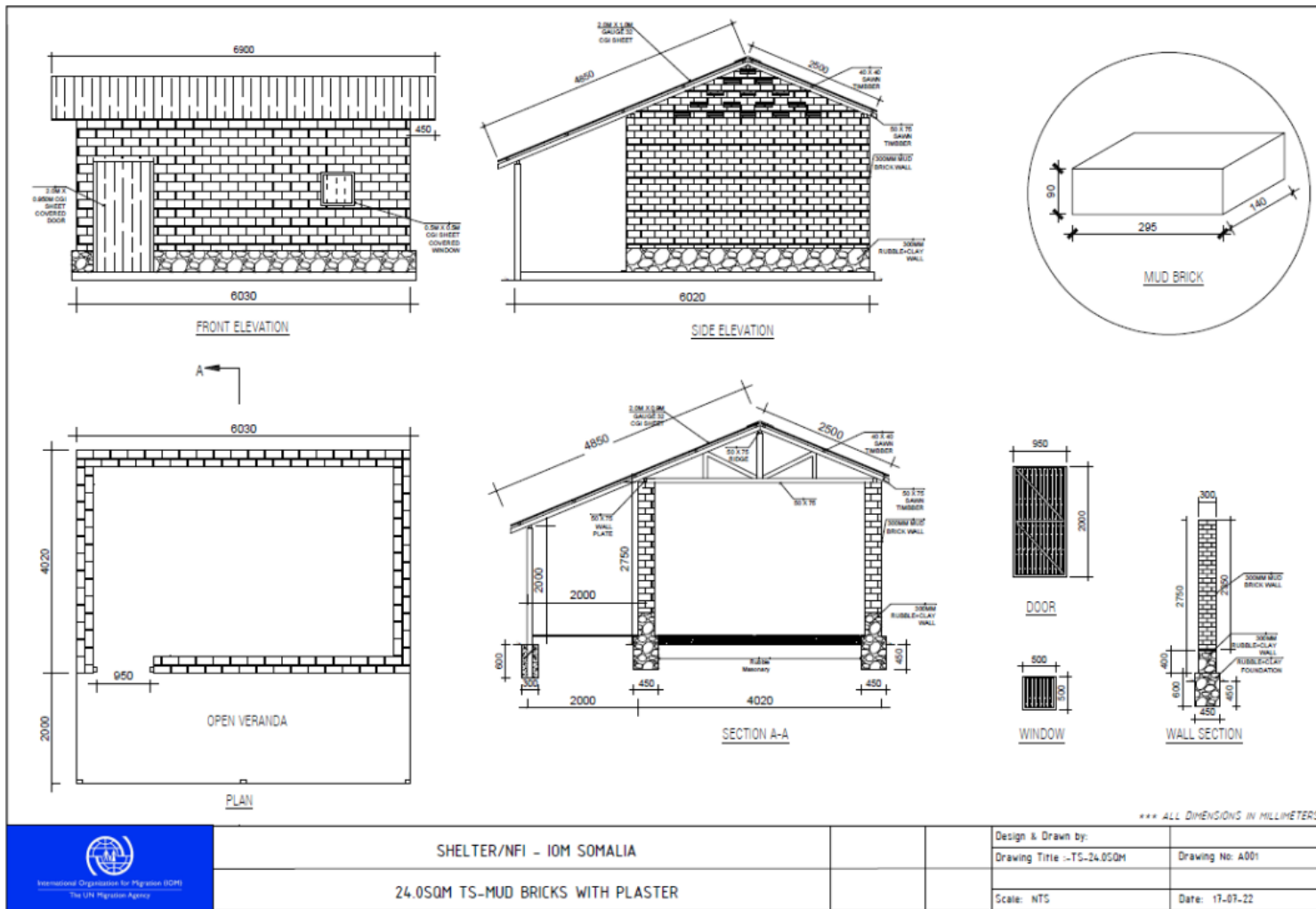


Figure 8 Transitional shelter with an area of 24m<sup>2</sup>, with mudbricks and plaster.

**Design of water points:** The 48 water points fitted with 6 faucets will be positioned at the center of each block to quench the water demand of 20 HHS per water point.

**Design of water pipes:** 13.2 km HDPE pipes for the transmission and distribution lines will be installed. The trench excavation for the pipes' burial does not exceed 40 cm depth.

**Two potential borehole sites** have been identified as seen in Figure 4; BH-3 for Phase-III (Lat : 3.152758° , Long : 43.674810°) & BH-4 for Phase-III (Lat : 3.147928° , Long : 43.654370°). These two sites are located on the public land (see Annex 2). If the test boreholes confirm safe yield at these two locations, two boreholes will be constructed. 818 meters and 877 meters of the transmission main from BH-3 & BH-4 respectively will pass-through the public land sandwiched by the private lands. The remaining 5,068 meters of the transmission pipelines pass the public land given by the local authorities. Those section of the pipes which pass through the public land have been arranged in such a way that they are in line with the boundaries defined by those private properties, so that they do not impact on private lands.

**Selection of locations for SPSL:** Due to a limited quantity of SPSL (75 in numbers) to be installed on the vast expanse of the site (116 hectares), they will be installed in the vicinity of amenities like latrines, water points to reduce the risk of GBV.

**Selection and recruitment of workers:**<sup>5</sup>

- a. supporting the beneficiary selection and relocation to the government site;
- b. support the household-level land demarcation, cadastral survey, and owner-driven incremental housing; and
- c. provide legal support to secure individual land titles.
- d. Recruit female workers

**Construction Phase:** The works comprise the following:

1. Bush clearance of 18 km of roads, construction of 2.9 km all-weather road, which will be murrum-paved, and the remaining 14.9 km are unpaved. Traffic will not need to be diverted, as the roads are built on a currently empty site.
2. Construction of roadside drainages on both sides of the road alignments (approximately 36 km).
3. Construction of 576 latrines (278 twin latrines)
4. Provision and construction of shelter materials sourced from local markets
5. Construction of two boreholes
6. Construction of 48 water points
7. Laying of 13.2 km water piping
8. Installation of 75 SPSL

General Construction Work including but not limited to the following:

**Site Clearance of the infrastructure locations**

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<sup>5</sup> The TOR for recruiting CCCM's OUTREACH TEAM shall be used.

The contractor will bring its own private security escort, as per Security Management Plan (SMP) and a minimum of two wheel loaders / bulldozers to execute the bush clearance. Depending on the road profiles shown in the previous section, 32 meters – 54 meters width of the roads will be bush cleared which will also be used for the drainage lines and sanitary corridors.

The below two activities will be done in sequence:

**Activity-1 :**

- Clearing any bush/plant remnants from the surface of the road segment as per the site planner instructions.
- loosening / Scooping out the topsoil for a depth of at least 5 cm (five centimeter).
- scooping out any rocky segments near the surface.

**Activity-2 :**

Following Activity-1, Grading and leveling of the topsoil via the bucket of the wheel loader / bulldozer will be done.

**Construction/rehabilitation of pipe culverts, with appropriate inlet and outlet features and scour protection works**

**Activity-1:** Procuring and transportation of 1 meter-long (in semicircle pieces) corrugated steel culverts as per design and technical specifications. With bolts and nuts. Diameter of 60 cm. Gauge 16 (thickness varying from 1.76-1.46 mm).

**Activity-2:** Installation of the culverts at the road crossings. Depending on the road profile, each crossing from 10 m- 16 m wide in span built up over interlocking corrugated steel culverts, 1m long, Diameter of 60 cm. Gauge 16 (thickness varying from 1.76-1.46 mm) as indicated in the technical specifications including construction of a 50 cm sand bagging on either side of the crossings as protection against scouring.

**The following equipment will be used during construction:**

*Table 2 Equipment to be used*

No.	Equipment Type and Characteristics	Minimum Number Required
1.	Wheel loader / Bulldozer	At least 2
2.	DumpTrucks for overhauling white soils and laterite (a.k.a. murrum)	From 50 to 100 per day
3.	Grader	1
4.	Compactor	2
5.	Water sprinkler	2
6.	Rented cars for the to and from movement of workers from the project site	10
7.	Hand tools (High density polyethylene HDPE pipe cutter, HDPE pipe jointer...etc.)	Depends on the vendor to be selected
8.	Digging tools for the manual drainage excavation (Pickaxe, shovel, wheelbarrow, spade, 5k.g Stone breaker)	100 each
9.	Drilling rig (complete set), hammer bits, hydraulic hoses connections and fittings , drilling generators	One complete set

**Material Sites:** There is a well-established quarry at the outskirts of Baidoa city (for white soil, murrum, etc.) where suppliers do provide the needs of the contractor.

The following numbers and types of workers are expected:

- **Contracted Workers under IOM:** 250 workers recruited from the local communities to work with IOM for at least 120 days at the rate of 7\$ per day. This is for the manual drainage excavation of the drainages (approximately 36 km).
- **Contracted Workers under the contractor:** For activities like topographic surveying, site preparation, road Construction, culvert installation, latrine construction, water supply pipeline installation etc., the contractors shall recruit the workers. The combined work force will not exceed 200.

The contractor will recruit/provide the following workers:

*Table 3 Workers required*

Item No.	Activity	No.	Skilled / Unskilled
1.	Topographic surveying	10	2 skilled chief surveyors and 8 prism men
2.	Site preparation	10	2 operators for the two wheel loaders / bulldozers and 8 foremen.
3.	Road Construction	10	1 senior road engineer, 1 chief surveyor, 8 foremen.
4.	Culvert Installation	20	1 Engineer & 20 foremen
5.	Latrine construction	50	1 or 2 field engineers, 10 foremen, 40 manual diggers.
6.	Water supply pipeline installation	50	1 water supply engineer, 1 civil engineer, 10 foremen, 40 manual diggers.
7.	Borehole drilling	20	2 Hydro-geological engineers, 2 rig operators, 6 skilled foremen, 10 unskilled labourers.

**Workers Accommodation:** As the site is 7 km away from the Baidoa city, most of the contractors do not wish to stay at the site after 16:00 hrs. Even most of their specialized workers are likely to be from Baidoa city and have their own residence in the city. It is therefore not anticipated that a workers' camp is required.

**The operational phase** activities will include:

- Creating awareness on road safety to ensure reduced or no cases of accidents on the roads and ensuring proper road usage by both the drivers and the community.
- Road inspection and maintenance to increase longevity. Drainage inspection and maintenance to reduce or avoid flooding incidences.
- Maintenance of trees and any vegetation planted during the construction phase.
- Maintenance of road signs.
- A water committee from each block will be formed to labor voluntarily in routine cleaning/maintenance of intakes, tanks, and pipelines; prevent vandalism; prevent improper

water use; receive training and in turn educate the community members in the maintenance and benefits of the water system.

- Prevent vandalism of the SPSL components like the solar panel, battery (buried) and anchoring bolts; routine maintenance with IDPs trained by the vendor who installed the SPSL.
- Operations & maintenance of latrines: As per the design, the constructed latrines have a capacity of giving the intended services for at least 2 years without the septic tank filling up. At the end of 2 years, it should be de-sludged and taken to the Waste Stabilization Pond (WSP), provided that the WSP is prepositioned and ready to work (which is currently under preparation by IOM and the government). However, routine maintenance of the CGI superstructure, cracks on the slab, maintenance of the sandbag after each rainy season is part of the O&M for constructed latrines.
- The two boreholes will be operated and maintained at least for 12 months under IOM WASH. After that they will be handed over either to a private water company via PPP (public private partnership) or community user committee.

## 4. Environmental and Social Management Plan

As indicated in the CERC-ESMF, Table 4 presents mitigation measures to be implemented to address negative environmental and social risks and impacts associated with the general civil works under this subproject. Additionally, Table 5 presents mitigation measures to address specific construction. The tables cover E&S mitigations to be implemented during the **construction phase** as well as the **operational phase** (Table 5 indicates some mitigation measures with ***Italic and Bold*** which have been already taken during design stage of latrine construction). The implementation of the measures proposed will be **monitored and reported** through the indicators presented in the tables.

This ESMP with the below tables will be attached to the local firm's contract and full compliance with its content will be required. The contractor will also have to adhere to the dispositions described in the following sections of this ESMP, such as the labour management procedures, the grievance redress mechanism and the responsibilities and requirements in regard to sexual exploitation and abuse (SEA) and sexual harassment (SH). IOM, IPs and their contractors are also required to comply with applicable national and municipal regulations governing the environment, public health, and safety. The regulations are listed in the ESMF for the SURP-II.

Table 4 Environmental and Social Mitigation Plan for general civil work activities

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
Noise pollution	<ul style="list-style-type: none"> <li>• Restrict construction working hours between 7am to 5pm.</li> <li>• Educate workers on noise reduction measures.</li> <li>• Ensure an effective routine maintenance for construction vehicles and machinery.</li> <li>• Consideration of specific noise control measures for works near sensitive receptors (e.g., schools, health clinics and hospitals, etc.).</li> <li>• Select equipment with lower noise levels, e.g., the use of hand drilling machines.</li> <li>• Install suitable mufflers on engine exhausts and compressor components in cases where the service provider uses generators.</li> <li>• Provide fit for work PPE (ear plug/earmuffs) for all workers involved in the areas with elevated noise levels.</li> <li>• The contractor should use equipment that is/are in good working condition and are periodically serviced.</li> </ul>	Recorded cases of complaints by the project workers and community members
Fire hazards	<ul style="list-style-type: none"> <li>• Provide fire hazard training to construction workers.</li> <li>• Provide fire extinguishers.</li> <li>• Designate areas as “assembly points”.</li> <li>• Establish, where possible, live fire breaks in form of appropriate vegetation.</li> </ul>	- # of fire extinguishers installed - - # of assembly points designated
Air pollution	<ul style="list-style-type: none"> <li>• Educate workers about air pollution impacts from construction activities on human health, and good practices to avoid, reduce and mitigate.</li> <li>• As feasible, minimize the amount of time of areas of exposed soil (source of particulate material).</li> <li>• Sprinkle water on exposed road surfaces as appropriate.</li> <li>• Proper storage of road base materials (e.g., soil, gravel, etc.).</li> <li>• Covering road base material and construction waste soil/material transport trucks with tarpaulin or other heavy material to control dust emission and spillage hazards.</li> <li>• No unnecessary idling during operation of vehicles and machines.</li> <li>• Regular and effective maintenance of construction vehicles and machineries to ensure that they are in good working condition.</li> <li>• No unauthorized slash-and-burn activity.</li> </ul>	# of complaints related to air pollution

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
Water pollution	<ul style="list-style-type: none"> <li>• Educate workers about chemical hazards and safety.</li> <li>• Proper handling and storage of contaminants.</li> <li>• Proper waste management.</li> <li>• Proper soil erosion controls and management</li> <li>• Emergency procedure to control storm water and soil erosion during significant rain fall events or flooding</li> <li>• Careful measures taken not to pollute boreholes, stream and other water sources</li> <li>• Maintain register of any significant releases into surface or ground water</li> </ul>	# of complaints or incidents recorded
Soil pollution	<ul style="list-style-type: none"> <li>• Educate workers about chemical hazards</li> <li>• Proper chemical, material and waste handling and storage</li> <li>• Effective vehicular and machinery maintenance</li> <li>• Maintain a register of any chemical or petroleum spills</li> <li>• Ensure proper site clean-up and closure upon completion of construction</li> </ul>	# of incidents recorded # of grievances registered
Loss of flora and fauna	<ul style="list-style-type: none"> <li>• Minimize unnecessary vegetation clearance</li> <li>• Conduct land cover assessment and use quadrats to establish number of trees present in the area proposed for the extension facilities and roadworks</li> <li>• Where vegetation/trees cut down, plant replacement of the same species, and ensure that non-native vegetation are not introduced into the ecosystem</li> <li>• Sensitize workers about flora and fauna conservation</li> <li>• Discourage fauna killings and set penalties for killing them</li> </ul>	# of trees cut and planted # of grievances recorded -Record of sensitization workshops
Generation of solid waste	<ul style="list-style-type: none"> <li>• Educate workers about proper waste collection, storage and disposal</li> <li>• Preparation of waste management plan for each waste stream and implementation of the waste hierarchy</li> <li>• Disposal of project-generated wastes at municipal approved sites only</li> <li>• The contractors shall ensure provision of waste bin at the project sites to handle wastes generated.</li> <li>• Efficient use of materials to as much as possible avoid and minimize waste production and purchase of the right quantities to avoid waste.</li> <li>• Ensure waste are recycled/reused before opting to dispose.</li> <li>• Use of durable, long-lasting materials that shall not need to be replaced often.</li> </ul>	-# of waste bins at the sites -# of waste management plans -Volume of total waste generated -% of waste collected

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> <li>• Ensure waste is collected and disposed in accordance with Somalia Government regulations.</li> </ul>	
Occupational health and safety	<ul style="list-style-type: none"> <li>• Select legitimate and reliable contractors through screening OHS records</li> <li>• Address OHS risks with non-compliance remedies in procurement documents.</li> <li>• Proper and effective Contractor OHS plan to be in place that meets applicable Somalia requirements and World Bank ESS2 and World Bank Environmental and Health and Safety General Guideline requirements</li> <li>• The contractor shall always provide the workers with the required PPE and enforce their use while at the work sites.</li> <li>• Provide drinking water</li> <li>• The equipment used in the works should be routinely serviced to ensure proper and safe equipment functionality.</li> <li>• Use of safety signage “MEN/WOMEN AT WORK” to warn contractor workers and visitors to worksites.</li> <li>• Provision of adequate signage and communication of risk to workers and communities.</li> <li>• Training and use of temporary fall prevention devices, such as rails, full body harnesses and energy absorbing lanyards, where possible.</li> <li>• Electrical works should be performed by trained and qualified experts.</li> <li>• Ensure that electrical equipment is properly connected before switching on sockets.</li> <li>• In case of 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.</li> <li>• Insurance coverage for all project workers</li> <li>• Site construction layout and planning to help minimize potential project OHS risks</li> <li>• Safety induction for workers during induction process</li> <li>• Ongoing OHS training for workers and specialized OHS training for workers with specific risks (e.g., heavy equipment operators, welding, hazardous materials, etc.)</li> <li>• OHS Officer should be on site to implement OHS requirements Proper PPE provided for workers</li> <li>• Provision of sanitary facilities for workers</li> <li>• Separate toilets and change rooms for male and female employees</li> <li>• Worker health screening and monitoring where appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Availability of accident logs</li> <li># of first Aid Kits</li> <li># of fire extinguishers</li> <li>Availability of insurance policy</li> <li>% of workers using PPE</li> <li># of trainings conducted</li> <li># of separate toilets for women and men</li> </ul>



Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> <li>• 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</li> <li>• Ongoing monitoring and reporting of OHS performance</li> <li>• Proper investigation of all worker accidents or project-related health issues, including documentation of investigation results and as needed implementation of corrective measures</li> <li>• Establish emergency plan/procedure in case of emergencies such as chemical spills, fires, explosions, flooding.</li> </ul>	
Spread of infectious diseases, in particular COVID-19	<ul style="list-style-type: none"> <li>• Train all staff on the signs and symptoms of COVID-19, how it spreads, how to protect themselves, and the need to be tested if they have symptoms.</li> <li>• 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.</li> <li>• All workers and visitors accessing work sites every day or attending meetings shall be subjected to rapid Covid-19 screening which may include temperature check and/or other vital signs.</li> <li>• Mandatory provision and use of appropriate PPE such as masks shall be required for all project personnel including workers and visitors.</li> <li>• 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.</li> <li>• Avoid congregation of more than 15 workers at one location. Where more than one person gathered, maintain social distancing of at least 2 meters.</li> <li>• Restrict the number of people accessing the work areas.</li> <li>• Fumigate offices and work areas</li> <li>• Train all workers in respiratory hygiene, cough etiquette and hand hygiene.</li> <li>• Train cleaning staff in effective use of PPE, cleaning arrangement and procedures and disposal of waste generated from the work.</li> </ul>	<p>-# of reported cases at site</p> <p># of training undertaken</p>
Traffic and Road Safety	<ul style="list-style-type: none"> <li>• Good and effective Traffic Management Plan, including at macro and micro level and consideration of pedestrians</li> <li>• Use of competent drivers with defensive driving techniques.</li> <li>• PIU to regularly inspect vehicle safety and maintenance.</li> <li>• 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 project areas.</li> </ul>	<p>-# of accidents recorded</p> <p># of vehicle inspection reports</p> <p># of trip management plans</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> <li>• All drivers and loaders should sign the CoC.</li> <li>• Drivers (especially going to high insecurity areas) should follow guidance on safe emergency driving.</li> <li>• Public notification for planned road closures, road deviations, and construction works.</li> <li>• Information to direct affected local population on potential safety risks from pedestrian movements.</li> <li>• Provide alternative route (detour) if technically and financially feasible.</li> <li>• 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.</li> <li>• Install and maintain traffic and construction signs and controls</li> <li>• Safe driving awareness for construction drivers.</li> <li>• Clearance of road and footpath from construction wastes, materials or equipment.</li> <li>• As appropriate, separation of work areas from public spaces/areas such as barriers, fencing and signs highlighting potential risks or limitations.</li> <li>• In case of project related traffic or pedestrian accident, implement adequate accident investigation procedure (reporting, cause assessment, corrective measures as appropriate, etc.).</li> </ul>	
<p>Poor management of ESHS risks, as well as risks to community health and safety</p>	<ul style="list-style-type: none"> <li>• Establish and maintain continuous liaison with the communities in project areas, including sensitization on ESHS risks and mitigation measures.</li> <li>• Use of local language and images for ESHS signage shall be encouraged.</li> <li>• Ensure proper and adequate provision of sanitation and waste management facilities at all construction sites.</li> <li>• Selected construction staff to be trained on EHS monitoring during civil works.</li> </ul>	<p># of ESHS incidents occurring</p>
<p>Management of chemicals and hazardous Materials</p>	<ul style="list-style-type: none"> <li>• Educate workers about proper management of chemicals, hazardous materials and waste management (use, storage, and waste collection, storage and disposal).</li> <li>• Waste separation and segregation to be undertaken by competent and well-trained staff only.</li> <li>• Provide necessary PPE to workers and other equipment for chemical hazardous material use.</li> <li>• Provide proper storage area for temporary storage of chemicals and hazardous materials.</li> </ul>	<p># of waste management plans</p> <p>Volume of total waste generated</p> <p>% of waste collected</p> <p># of trainings records</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Disposal of project-generated hazardous wastes at Municipal approved sites only.</li> <li>• Ensure proper clean-up and closure upon completion of work.</li> </ul>	
<p>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 /vulnerable groups</p>	<ul style="list-style-type: none"> <li>• Implement the LMP including the following (See LMP section for detailed procedures):</li> <li>• Ensure contract has provisions to comply with the minimum age requirements (18 yrs) 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• Project workers recruited from the local communities under cash for work scheme (CFW) will be selected in a participatory, inclusive and transparent manner and well-documented.</li> <li>• Ensure fair terms and employment conditions consistent with national Labor Code in contracts.</li> <li>• Develop and operationalize grievance redress mechanisms (GRMs) for project workers (direct workers and contracted workers) to promptly address their workplace grievance.</li> <li>• Relevant trainings provided to workers, such as induction and daily toolbox talks outlining expected conduct and local community values, customs and traditions.</li> <li>• 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).</li> </ul>	<p>Labor registry with breakdown information of project workers (age, gender, contact info, etc.)</p> <p># of reported cases of disputes by workers</p> <p>Review of employment contracts</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
SEA/ SH and other forms of GBV	<ul style="list-style-type: none"> <li>● Implement the SEA/SH Action Plan including the following, which shall be implemented for all project activities (including WASH and HLP activities covered under Table 5):</li> <li>● Hiring/assigning of a GBV Specialist in each implementing. agencies for the project implementation and monitoring;</li> <li>● 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/SH provisions, GRM and services available.</li> <li>● Mapping and partnership with identified GBV service providers and development of referral pathways.</li> <li>● A Reporting and Response protocol that outlines key requirements for reporting cases if they arise and measures to enable safe, ethical, survivor-centered response.</li> <li>● An Accountability Framework that outlines how the PIU/contractor will handle SEA/SH allegations, including related to investigation (in alignment with national processes) and sanctions for potential perpetrators.</li> <li>● 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.</li> <li>● Clarification of GBV requirements in bidding document (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.</li> <li>● Arrange enough and suitable toilet and washing facilities, separate from men and women workers.</li> </ul>	<p>Progress report of the SEA/SH action plan</p> <p>% of female workers engaged in each subproject</p> <p>% of workers that have signed the CoC</p> <p># of GBV/SEA/SH cases reported to the GM( disaggregated by survivors age and sex, type of incident reported)</p> <p>% of GBV grievances that have been referred to GBV service providers ( disaggregated by the type of services)</p>
Security risks	<ul style="list-style-type: none"> <li>● Prepare and implement a security management plans (SMP) in line with ESS4 and WB GPN on the use of security personnel including code of conduct, incident reporting, grievance redress and training/awareness-raising for security officers on the principles of proportionality in the use of force.</li> <li>● Close coordination with security authorities and local communities.</li> <li>● Deploy police officers to provide site security for the workers where appropriate.</li> <li>● Active use of remote monitoring tools, and cautious management of project visibility, e.g., public display of project information such as signboards at works sites.</li> <li>● Carry out consultations in small numbers and also through the telephone when necessary.</li> <li>● Minimize the time spent collecting project-related data and avoiding predictability in the sequencing of data collection locations.</li> </ul>	<p># of reported insecurity incidents</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
Damage or disruption to tangible and intangible cultural heritage	<ul style="list-style-type: none"> <li>• Chance find procedures will be used as follows:</li> <li>• Stop the construction activities in the area of the chance find.</li> <li>• Delineate the discovered site or area.</li> <li>• Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be present until the responsible local authorities and the Ministry in charge of Department of Archaeology and Museums take over.</li> <li>• Notify the supervisory Engineer who in turn will notify the responsible local authorities and the Ministry of Culture immediately (within 24 hours or less).</li> <li>• Avoid disturbance to local religious and cultural activities.</li> </ul>	
Lack of inclusive stakeholder engagement	<ul style="list-style-type: none"> <li>• Implement the stakeholder engagement activities, including the following:</li> <li>• Identify disadvantaged groups in each subproject.</li> <li>• Establish and maintain continuous liaison with the communities including disadvantaged groups.</li> <li>• Facilitate the participation of vulnerable groups to consultations (such as provision of transportation and accessible venues)</li> <li>• Establish GRCs involving vulnerable groups.</li> <li>• Inform and sensitize all stakeholders on accessible GRM.</li> </ul>	<p>% of disadvantaged groups consulted</p> <p>% of disadvantaged groups in the GRC</p> <p>Functionality of GRM (review of grievance logs and actions taken)</p>

Table 5 ESMP for WASH and HLP activities

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
<p><b>WASH activities</b></p> <p>1) Overall withdrawal of groundwater and impacts on other ground water users and other risks (e.g., subsidence)</p> <p>2) Provision of non-potable water for drinking or other uses</p> <p>3) Use of chemicals (storage, use, disposal, etc.) associated with water supply and waste water treatment</p>	<ul style="list-style-type: none"> <li>• <b>Ensure water balance is determined which will guide on the amount of water to be abstracted, and subsequently eradicating uncontrolled water abstraction by the relevant authorities such as the local council (done)</b></li> <li>• Protect drinking water sources to meet WHO guidelines for drinking water quality.</li> <li>• Safe storage and administration of chemicals associated with water supply</li> <li>• Keep number of employees handling chemicals to a minimum</li> </ul>	<p>Evidence of water balance having been determined</p> <p># of sites where quality of drinking water in accordance with WHO standards</p> <p># of sites where chemicals for water treatment are stored in a lockable storage</p> <p># of sites where construction of septic tanks consistent with MOH guidelines</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
<p>4) Pit latrines and septic tanks if not well sited and maintained will be a source of foul smell that will affect those within the area</p> <p>5) Faecal matter may lead to underground water contamination if the water table is high or in the case of latrines, when there is an overflow due to heavy rains.</p> <p>6) Contamination of water may lead to outbreak of diseases e.g. cholera, dysentery, typhoid, diarrhea etc.</p> <p>7) Pit latrines can be breeding grounds for flies and mosquitoes, which are disease vectors</p> <p>8) Final disposal of sludge (if removed) from latrines</p> <p>9) Attraction of common pests/disease vectors due to dirty environments, including rats, cockroaches, flies.</p> <p>10) Water quality issues from boreholes</p> <p>11) Exclusion/discrimination of vulnerable groups from accessing WASH facilities, including for persons with disabilities</p> <p>12) Increased community safety and GBV risks if the latrines are not gender-sensitive, especially for women, such as</p>	<ul style="list-style-type: none"> <li>• <b>Ensure proper siting of septic tanks and pit latrines in accordance with the MOH guidelines for siting and construction of pit latrines, including incorporation of roofing and ventilation pipes. (done)</b></li> <li>• <b>Promotion of appropriate latrine design (i.e., above ground, not pit latrines) in areas of high water table. (done)</b></li> <li>• Ensure proper maintenance of sanitation facilities including cleaning and hygiene training.</li> <li>• <b>Provide hand washing facilities and water in all the sanitation infrastructures. (done)</b></li> <li>• Ensure and provide training on cleaning of toilet for communities.</li> <li>• Use biopesticides to manage pests.</li> <li>• <b>Precede borehole drilling with proper assessment on location and sustainable yield potential of water in the area. (done)</b></li> <li>• Ensure continuous monitoring of groundwater quantity.</li> <li>• Introduce point-of-use treatment of drinking water.</li> <li>• <b>Assess horizontal and vertical distance between latrines and drinking water source. (done)</b></li> <li>• <b>Ensure good siting of latrines so as to not pollute groundwater. (done)</b></li> <li>• Design treatment technology to reduce pathogen hazard within the sludge by removal to a level appropriate for the intended end use or disposal practice</li> <li>• Dewater and dry sludge disposal at location approved by the municipality</li> <li>• <b>Consider siting and design of WASH facilities to ensure accessibility for all users. (done)</b></li> <li>• Define GBV requirements and expectations included in the contractual obligations as well as re-enforce CoCs that addresses GBV in the project locations.</li> <li>• Ensure regular consultation with women and key stakeholders including vulnerable groups, persons with disability to facilitate safe access to WASH facilities.</li> <li>• <b>Ensure well-lit, safe and separate WASH facilities for males and females.</b></li> <li>• <b>Put in place lockable WASH facilities to guarantee privacy and safety for the users. (done)</b></li> </ul>	<p># of checklists developed and used to indicate status of WASH facilities</p> <p># of hand washing facilities provided</p> <p># of checklists developed and utilized to record hygiene status of toilets</p> <p># of trainings on cleaning toilets</p> <p># of sites in which appropriate sludge treatment technologies are used</p> <p># of site in which disposed sludge is dewatered and dried</p> <p>% of workers that have signed a CoC</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
<p>lack of functional locks and night-time lighting.</p>	<ul style="list-style-type: none"> <li>• Conduct regular safety audits to understand the GBV risks and limiting factors that female staff have and may experience in their working and learning environment.</li> <li>• Develop and deliver information, education, and communication materials in Somali language and understandable manner for stakeholders to indicate that the project and/area is a GBV/SEA/SH free zone.</li> <li>• Train all project staff and workers and integrate understanding of the CoC, GBV, SEA/SH as well as accountability and response framework including the referral processes, responsibilities and reporting in other trainings.</li> <li>• Sensitize communities on SEA/SH, services available, GRM including reporting channels.</li> <li>• Put in place a GBV sensitive GRM for project workers and for communities.</li> <li>• Conduct GBV service mapping and establish referral pathways.</li> <li>• Establish a partnership with existing GBV service providers to facilitate safe referrals to services and/or project GRM.</li> <li>• Longer-term education on WASH facilities</li> </ul>	
<p><b>Housing Land and Property</b></p> <p>1) Risk of storm water runoff</p> <p>2) Risks associated with material supplies for construction and operation (road, truck traffic)</p> <p>3) Risks of man-made fire</p> <p>4) Risk of temporary housing failure</p> <p>5) Risk of flooding</p>	<ul style="list-style-type: none"> <li>• Plan and implement the segregation of liquid effluents principally along industrial, utility, sanitary and stormwater categories in order to limit the volume of water requiring specialized treatment</li> <li>• Meet the pretreatment and monitoring requirements of the sewer treatment system into which stormwater discharges</li> <li>• No interference with the operation and maintenance of the collection and treatment systems</li> <li>• Install signage for speed control in front of settlements</li> <li>• Safety/warning signage, safety barrier</li> <li>• Avoid or minimize clearing of vegetation during preparation for works.</li> <li>• Carry out works in areas that have been cleared.</li> <li>• Revegetate around structures following completion of works.</li> <li>• Buildings should use as few resources as possible while meeting cost criteria. Use of renewable resources (e.g. vegetative matter) is preferred</li> </ul>	<p># Of sites where segregation of liquid effluents is undertaken</p> <p># of sites where the stormwater is discharged into the municipal wastewater treatment system</p> <p># of speed control signage</p> <p># of safety/warning signs have been installed</p> <p># of ha of vegetation cleared</p> <p>% of ha of vegetation rehabilitated</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
6) Depletion of available wood in the area due to requirements for cooking fuels	<p>over non-renewable (e.g., sheet metal) on the basis of the environmental sustainability of renewable resources.</p> <ul style="list-style-type: none"> <li>• Encourage the planning for reuse to allow emergency shelter occupant to “carry over” the building materials as assets when they move to their new housing.</li> </ul>	# of people trained on non-damaging land management techniques
7) Demands on environment due to cooking facilities	<ul style="list-style-type: none"> <li>• Materials which cannot be reused should be recycled.</li> </ul>	# of sites with evidence of renewable resources as building materials
8) Waste impacts from households leading to community health issues	<ul style="list-style-type: none"> <li>• Standard soil and water conservation measures should be applied to limit the resource use.</li> </ul>	# of sites with evidence of recycling of materials
9) Emergency shelter structures will degrade over time. Resources to make repairs may be taken directly from the environment in an unsustainable manner if not provided by the organization managing the site	<ul style="list-style-type: none"> <li>• Ensure conducting regular fire drills</li> <li>• Appropriate storage areas for flammable materials</li> <li>• Awareness and sensitization campaign on causes of wildfires/safety practices to adopt</li> <li>• Ensure appropriate training to beneficiaries in the construction of temporary housing</li> </ul>	# of trainings for beneficiaries on construction of temporary housing  # of flooding incidents
10) Sewage polluting the environment and being a health hazard for community members	<ul style="list-style-type: none"> <li>• Ensure appropriate elevation of infrastructure to prevent risk of flooding</li> <li>• Incorporate provision of fuel-efficient stoves</li> <li>• Provide training on the use of stoves</li> <li>• Solid waste collection to take place at least weekly, or more often if necessary.</li> </ul>	# of households with fuel-efficient stoves provided  # of IDPs trained on use of stoves
11) Impact of rock or other surface covers (used for shelter base) on water infiltration and drainage	<ul style="list-style-type: none"> <li>• Specific waste collection sites to be established.</li> <li>• Disposal methods to incorporate recycling and composting, managed by community members</li> </ul>	# of waste collection sites established
12) Impacts on environment through temporary use of building materials.	<ul style="list-style-type: none"> <li>• Provide resources to IDPs to repair damage to structures through a community-managed approach</li> <li>• Sewage collection to take place as dictated by local circumstances, including toilet use, ground water levels and surface water inflows.</li> </ul>	# of IDPs provided with resources to repair shelter
13) The removal of temporary housing from a site can lead to conditions which promote erosion	<p>Disposal of sewage to not lead to ground or surface water pollution and should be approved by the appropriate government authority</p> <ul style="list-style-type: none"> <li>• Planning for reuse allows emergency shelter occupant to “carry over” the building materials as assets when they move to their new housing.</li> </ul>	# of sites with evidence of sewage collection taking place
14) Relocation of IDPs may lead to complaints	<ul style="list-style-type: none"> <li>• Materials which cannot be reused should be recycled.</li> <li>• Develop a decommissioning plan with community participation</li> <li>• Standard soil conservation measures should be used to limit negative impacts on soil</li> </ul>	# of houses with evidence of renewable resources as building materials



Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
<p>15) Land owners have expectations to receive other humanitarian goods in exchange for land</p> <p>16) Only male land owners sign leases without consultation of spouses, which can lead to domestic conflict</p> <p>17) Conflicts over beneficiary selection</p>	<ul style="list-style-type: none"> <li>• Implement GRM</li> <li>• Ensure that spouses are also considered as land owners when leases are signed</li> <li>• Stringent methods of shelter beneficiary selection will be developed and applied in a participatory, inclusive and transparent manner.</li> </ul>	<p># of sites with evidence of recycling of materials</p> <p># of sites with evidence of a Decommissioning Plan</p> <p># of sites with evidence of application of soil conservation measures</p> <p># of grievances addressed</p>

## 5. Labor Management Procedures

The Labor Management Procedures (LMP) for SURP II (updated in April 2022) is applicable to CERC activities. This section summarizes key labor requirements of the LMP, highlighting key labor risk mitigations relevant to subproject activities.

**Labor use under this subproject.** Key project workers under this subproject include the following. The workforce is required for the duration of relevant activities:

- **Direct workers:** Baidoa PIU and PCU staff
- **Contracted workers:** (i) the permanent and program staff of IOM (24), who fully or partially support the subproject; (ii) approx. 170 workers engaged by their contractors (e.g. construction companies for civil works); and (iii) 250 workers recruited from local communities to work for manual drainage excavation (36km).
- **Primary supply workers:** Workers engaged by primary suppliers who provide goods and materials essential for the subproject on an ongoing basis (e.g. construction materials, materials for latrines).
- **Community Workers.** Local IDP community members may support beneficiaries/IDPs who will receive building materials and labor cost from IOM in setting up transitional shelters with ‘owner driven approach’. This type of informal community workforce is categorized under ‘community workers’ where only relevant and appropriate labor requirements are applied. App. 170 unskilled workers will be required for 150 days. **Government civil servants** (e.g. federal, state and municipal, including police officers).

**Key labor risks and mitigations.** Key labor risks under this subproject are similar to those listed in the SURP-II LMP, except where the LMP specifically defines risks in relation to road construction. This subproject activities also entail risks of OHS, child labor, labor disputes, GBV/SEA/SH risks, discrimination and exclusion of vulnerable groups, and security risks. Labor influx risks and impacts are less expected, since most works will be implemented by local workforce. The summary of the policies and procedures to address such key labor risks is presented in the table below.

Table 6 key labor risks

Key labor risks	Policies to address risks	Procedures to back up the policy
1. OHS risks	<ul style="list-style-type: none"> <li>• Abide by OHS requirements as set out in Labor Code (Articles 101-104), ESS2 (including general WBG EHSs), the SURP II LMP and the CERC ESMF.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement an approved site-specific ESMP, including OHS measures.</li> <li>• Select legitimate and reliable contractor through screening OHS records.</li> <li>• Address adequately OHS risks with non-compliance remedies in procurement documents.</li> <li>• Require the contractor to engage qualified ESHS staffing</li> <li>• Enhance workplace OHS awareness and training.</li> <li>• Conduct routine monitoring and reporting.</li> <li>• Implement COVID-19 mitigation measures as provided in Bank and FGS guidelines</li> <li>• Raise awareness on STDs/HIV</li> </ul>
2. Child labor	<ul style="list-style-type: none"> <li>• Set the minimum age of project workers</li> </ul>	<ul style="list-style-type: none"> <li>• Include minimum age in procurement documents.</li> </ul>

Key labor risks	Policies to address risks	Procedures to back up the policy
	eligible for any type for work (including construction work) at 18 years.	<ul style="list-style-type: none"> <li>• Raise awareness on child protection with contractors and in the communities.</li> <li>• Maintain labor registry of all contracted workers with age verification.</li> <li>• Develop remedial procedures to deal with child labor incidents.</li> </ul>
<b>3. Labor influx</b>	<ul style="list-style-type: none"> <li>• Minimize labor influx through tapping the local workforce.</li> <li>• Minimize labor-related risks on the community through the code of conduct, including GBV.</li> </ul>	<ul style="list-style-type: none"> <li>• Require the contractor to preferentially engage unskilled local workforce from the local communities.</li> <li>• Make all contracted workers sign code of conduct, including prevention of GBV.</li> <li>• Conduct induction and toolbox talks outlining expected conduct and local community values.</li> <li>• Introduce disciplinary measures for violations and misbehaviors.</li> </ul>
<b>4. Labor disputes</b>	<ul style="list-style-type: none"> <li>• Respect the national Labor Code and promptly address workplace grievances to minimize the risk of labor disputes.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide workers with contracts with fair terms and conditions.</li> <li>• Have grievance mechanisms in place to promptly address workplace concerns.</li> <li>• Respect the national Labor Code on workers' right of labor unions and freedom of association.</li> </ul>
<b>5. GBV/SEA/SH</b>	<ul style="list-style-type: none"> <li>• Implement SEA/SH prevention and response</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct awareness raising</li> <li>• Enforce signing of code of conduct by all project workers.</li> <li>• Train GRC GBV focal point on handling related complaints and also on GBV service providers referral mechanism</li> <li>• Require the contractor to address potential sexual exploitation or harassment in recruitment or retention of skilled or unskilled female workers.</li> </ul>
<b>6. Discrimination and exclusion of vulnerable or disadvantaged groups</b>	<ul style="list-style-type: none"> <li>• Promote no discrimination and equal opportunity with respect to any aspects of the employment relationship.</li> </ul>	<ul style="list-style-type: none"> <li>• Require the contractor to employ vulnerable groups as part of unskilled workforce.</li> <li>• Provide maternity leave and nursing breaks where relevant.</li> <li>• Arrange sufficient and suitable toilet and washing facilities, separate for men and women workers.</li> </ul>
<b>7. Security risks</b>	<ul style="list-style-type: none"> <li>• Take appropriate and proportionate security measures to minimize the potential risk to the workers.</li> </ul>	<ul style="list-style-type: none"> <li>• Security protection to be determined by security authorities to address external security risks (such as terrorism and armed insurgency).</li> <li>• 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".</li> </ul>

**Minimum age for project workers.** The activities will engage IDP community members as project workers to provide them with short-term employment opportunities and support their livelihood, the following policies and procedures will be applied to manage the risk of child labor.

**Hazardous work:** Considering national and WB requirements, the minimum age for hazardous work under the activities is set at 18.

- **Age verification protocol:** In order to prevent engagement of under-aged labor, all contracts with work contractors shall have contractual provisions to comply with the minimum age requirements including penalties for non-compliance, and it will be well communicated to all potential stakeholders including the local community where the unskilled workforce will be sourced. The contractor is required to maintain a labor registry of all contracted workers with age information. Verification of the age shall be undertaken prior to the engagement of labor and be documented. Age verification should be done by: checking the birthday on official documents such as birth certificate, national ID or other credible records, where available; obtain written confirmation from the medical practitioner; obtain written and signed declaration from the worker and his/her parents or guardian; or Inquire with the local community leader, community action group or with other credible community sources.
- **Responsible remedial measures.** In case a project worker who does not satisfy the age limit is identified working on the project (i.e., under 18 years old for hazardous work; and over 15 years for nonhazardous work), the employer (contractor, subcontractor or primary supplier) shall be required to terminate the engagement of such a project worker in a responsible manner. Indicative responsible 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, 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).

**Terms and conditions for IOM own staff and consultants.** The terms and conditions for direct staff and consultants of IOM will be governed by its own labor standards, World Bank's Environmental and Social Standard 2 (ESS 2): Labor and Working Condition, and the national labor code, whichever is more stringent.

**Terms and conditions for contracted workers engaged by IOM and contractors and service providers as well as IDP workers engaged under 'cash for work' program.** Key components of the terms and conditions that should be applied to contracted workers under these categories:

- **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.
- **For 'cash for work',** all the beneficiaries will sign an MOU/CFW agreement with the IP, witnessed by the CDC representative. The MOU will stipulate the scope of work, output per

day, working hours, daily CFW rate, conflict resolution among others. This MOU will formalize engagement of the CFW beneficiaries in the rehabilitation of the selected projects.

- **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.
- **Minimum Wages.** The fair market rate will be identified and applied for project workers. For 'Cash for work', in recognition that CfW primarily aims to provide instant, temporary jobs for unskilled labour while rehabilitating community facilities and basic community services, skilled labour is also needed to lead, technically supervise, and ensure the quality of work being done. This means that skilled labour should not receive the minimum wage that the unskilled CfW beneficiaries receive, but rather a fair rate for their daily work. However, at minimum, the minimum wages have to be paid. There is an added benefit when unskilled labourers gaining vocational skills by apprenticeship when they are teamed up with skilled labourers. However, setting wages for CFW projects should take into account: beneficiary needs (i.e. what is the wage intended to cover), objective of the program, wage standards in the project location based on prevailing market rate or government set rate, other NGOs or local actors conducting CFW projects in the same intervention area/cluster recommended rate.
- **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, which shall in no case be less than 25 per cent of the normal remuneration.
- Working hours for the 'cash for work' activities are defined as 6-8 hours per day.
- **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 Federal and State governments.
- **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.
- **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.
- **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.
- **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.

- **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.
- **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.
- **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.

**Grievance Redress Mechanisms for Project Workers.** While a general GRM will be established for general stakeholders (see below), a separate grievance mechanism will be established for project workers. Handling of grievances should be objective, prompt and responsive to the needs and concerns of the aggrieved workers. Different ways in which workers can submit their grievances should be allowed, such as submissions in person, by phone, text message, mail, email and grievance box. The grievance raised should be recorded and acknowledged within one day. While the timeframe for redress will depend on the nature of the grievance, health and safety concerns in work environment or any other urgent issues should be addressed immediately. Where the grievance cannot be addressed within a reasonable timeframe, the aggrieved worker should be informed appropriately, so that the worker can consider proceeding to the national appeal process. The mechanism will also allow for anonymous complaints to be raised and addressed. Individuals who submit their comments or grievances may request that their name be kept confidential. SEA/SH grievances from project workers can be reported through any available mechanism and will be handled in a survivor-based manner, as explained in the general Project GRM section.

**IOM staff and consultants.** IOM will apply its own internal grievance redress system.

**Contracted workers engaged by IOM and contractors and service providers under 'cash for work' program.** The project site manager and the ESHS officer (or any other appropriate officers such as E&S focal points) of the contractor and service provider (or IOM and IPs in case of cash for work program) will hold a daily team meeting with all present contracted workers at site at the end of the daily work to discuss any workplace grievances. The grievance raised will be recorded with the actions taken by the contractor and service provider (or IOM and IPs in case of cash for work program). The summary of grievance cases will be reported as part of periodic report. Where appropriate and available, the contracted workers should be allowed to utilize an existing grievance mechanism within the contractor or service provider (or IOM in case of cash for work program). 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/PCU and/or the municipality. 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/PCU and/or the municipality 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.

### **Contractor management**

- Selection of Contractors. IOM shall make reasonable efforts to ascertain that the contractor or service provider who will engage contracted workers is legitimate and reliable entities and able to comply with the relevant requirements under the LMP. Such requirements shall be included in the procurement documents. As part of the process to select the contractors or service providers who will engage contracted workers, IOM may review the following information:
  - Business licenses, registrations, permits, and approvals
  - Public records, for example, corporate registers and public documents relating to violations of applicable labor law; accident and fatality records and notifications to authorities; labor-related litigations Documents relating to the contractor’s labor management system and OHS system (e.g., HR manuals, safety program); ESHS personnel and their qualification
  - Previous contracts with contractors and suppliers (showing inclusion of provisions and terms reflecting requirements on labor and working conditions).
- Contractual Provisions and Non-Compliance Remedies. IOM shall incorporate the relevant labor management requirements into contractual agreements with the contractor or service provider, 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 IOM and IPs will require the contractor or service provider to include equivalent requirements and non-compliance remedies in their contractual agreements with subcontractors.
- Performance Monitoring. IOM shall establish resources and procedures for managing and monitoring the performance of the contractor in relation to the CERC ESMF. IOM will ensure that the contract with the contractor or service provider 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 or service provider. Contractors or service providers’ labor management records and reports that should be reviewed would typically include the following:
  - Representative samples of employment contracts and signed code of conduct;
  - Grievances received from the community and workers and their resolution;
  - Reports relating to fatalities and incidents and implementation of corrective actions;
  - Records relating to incidents of non-compliance with national Labour Code and the provisions of
  - the LMP; and
  - Records of training provided for contracted workers to explain occupational health and safety risks and preventive measures.

**Community Workers.** Local IDP community members may support beneficiaries IDPs who will receive building materials (US\$ 700 in kind) and labor cost (US\$ 300 in cash) from IOM in setting up transitional

shelters with ‘owner driven transitional shelter approach’. Following a self-help method, households will be provided with e-cash to purchase materials to build robust, flood resistant shelters that would be able to withstand future recurrences of flooding and provide longer term security to IDPs. The shelters will be built on a government provided plot of land with the help of the affected families. This type of informal community workforce is categorized under ‘community workers’ where only relevant and appropriate labor requirements are applied. IOM will ensure that the following measures are taken (relevant measures have been already taken by some IPs, as indicated below): community workers are engaged only on a voluntary basis; the age of community workers should be over 18 as the work entails construction; the OHS training, PPEs and first aid kit are made available to community workers; appropriate wages are paid in timely manner to community workers; GBV risk mitigations are taken for all stakeholders involved in this arrangement (beneficiaries, community workers, and project management staff); GRM is available for community workers.

**Primary Supply Workers.** When sourcing goods and materials essential for the activities from primary suppliers, the contractor will require such suppliers to identify the risk of (i) child labor/forced labor and (ii) serious safety risks in producing the goods and materials. IOM will review and approve the purchase of primary supplies from the suppliers following such risk identification/assessment and any other relevant due diligence (such as the review of license for quarries). Where appropriate, the contractor will be required to include specific requirements on child labor/forced labor and work safety issues in all purchase orders and contracts with primary suppliers. If child labor/forced labor and/or serious safety incidents are identified in relation to primary supply workers, IOM will immediately inform the PIU, require the primary supplier to take appropriate steps to remedy them. Such mitigation measures will be monitored periodically to ascertain their effectiveness. Where the mitigation measures are found to be ineffective, IOM will, within reasonable period, shift the project’s primary suppliers to suppliers that can demonstrate that they are meeting the relevant requirements.

## 6. Stakeholder Engagement

**Stakeholder identification.** As per the CERC-ESMF, key stakeholders in this subproject include the following:

- **Project affected parties:** Beneficiary IDPs who will benefit from public works; other community members (IDPs or non-IDPs) who will be subject to potential E&S risks induced by subproject activities.
- **Other interested parties:** Community/clan leaders/members, religious leaders, landowners, municipalities of Baidoa, federal and state ministries, Project implementing institutions (IOM and IPs), other UN/bilateral donors, international/national NGOs, private sector (water and power utilities), contractors (construction companies) and service providers (health care professionals, lawyers and paralegals) engaged in CERC activities.
- **Disadvantaged/vulnerable groups:** IDPs in general, but in particular those with disabilities, female-headed households, widows, elderly, orphans, illiterate persons, minority clans, persons living with severe illness.

**Stakeholder Consultations for Barwaaqo site:** Stakeholder consultations in regards to the planned activities were conducted with a variety of stakeholders. Currently there are no IDPs on the extension site yet, so stakeholders considered were local authorities, NGOs/CSOs, as well as host community members and IDPs from neighboring communities. In view of the latter, IOM divided the communities in different groups and interviewed elders and men, women and youth separately. Consultations were held on 6 July 2022 in Barwaaqo. The below table presents the outcomes of the consultations with IOM’s responses.



Table 7 Consultation Outcomes and Responses

Consulted individual or group	Comment	Response
Local NGOs	The majority of IDPs that have arrived in the past and that are likely to arrive base their subsistence on agro-pastoralism. Any programming for IDPs should take this into account, as activities that deviate too far from agro-pastoralism may contribute to a lack of success of the interventions	IOM takes note of this where relevant for the design of the construction activities. The PIU and local authorities will take note in view of future livelihoods interventions
	It is important to identify funding for long-term capacity building and economic activities of IDP in order to make the settlement sustainable	The PIU and local authorities will take note in view of future livelihoods interventions
	With a particular view to the respective extension site and its surrounding communities, no particular conflicts have occurred and no issues in regards to land and resettlement are anticipated.  Also, no access issues to existing businesses or services or blockage of any access through the planned activities is anticipated.	IOM takes note of this for the preparation of this ESMP
Elders and male members of the host communities and the surrounding IDP communities	Soil erosion may take place during the clearing of the bushes for the construction activities, dust emissions may be anticipated.	Soil erosion and dust emission have been anticipated as risks in this ESMP and mitigation measures are listed
	Respondents are worried about the quality of construction and shelter material. In the past, in their experience, a lack of funding has led to a lack of quality in construction and the shelter housing.	IOM has taken note of this and will ensure high quality materials for shelter
	Respondents suggested to avoid the clearing of vegetation where possible during the land development and to ensure a good design of the activities.	This suggestion has been included in the ESMP
	Respondents emphasized that any potential borrow pits should be filled again after construction.	This suggestion has been included in the ESMP
	In general, funds should be sufficient to ensure durable solutions and long-term stability of the settlement.	The PIU and local authorities will take note in view of future livelihoods interventions
	Conflicts can arise where resources have to be shared by IDPs and host communities, or where people face livelihood-related challenges coupled with a lack of opportunities to make a living. It is therefore important that resources are shared equally between host	The PIU and local authorities will take note in view of future livelihoods interventions

	communities and IDPs and to ensure that sufficient livelihood support is provided.	
	Training on community integration and peace building can be provided for a peaceful co-existence. Local authorities should promote integration.	The PIU and local authorities will take note in view of future interventions
	Labor-related conflicts could take place, for example over the competition of employment.	In the implementation of works, IOM will comply with the LMP listed in this ESMP
	In view of land and resettlement issues, the respondents assured that there were no existing conflicts over the land that is planned to be developed, and there are no access issues to any services or businesses.	This has been noted, and the ESMP has been prepared accordingly
Women IDPs and host community members	Respondents suggested that the drainage system should be equipped with a separator for oil and water.	IOM shall limit the number of heavy duty machineries to operate at one time. On top of this, all machineries should be well serviced before commencing the activity to avoid any oil spillage.
	The new site should include a waste pit for all solid waste and with regular waste collection guaranteed	This has been noted, and the ESMP has been prepared accordingly.
	Respondents further indicated that if there are no sufficient livelihood opportunities in the IDP settlement, IDPs are likely to move to other areas.	The PIU and local authorities will take note in view of future interventions
	For women, insufficient livelihoods can mean that they will have to walk far for activities like firewood collection. Firewood collection is the only income source, if nothing else is provided.	The PIU and local authorities will take note in view of future interventions
	The digging of any water ponds with no fencing can pose risks of drowning.	Any water ponds or other open water sources will be protected by a fence
	Apart from this, the group of women suggested additional awareness raising on environmental issues and water and sanitation, training of beneficiaries on water management, the establishment of a farm specifically for women, and awareness creation on natural resource management	IOM has taken note of this and will include it on the operational phase of the project.
	Latrines and bathing facilities will be very beneficial for women, but it needs to be ensured that they have locks.	IOM has taken note of this and will design the latrines accordingly.
	Sanitation facilities should further be gender-disaggregated with clear signage	IOM has taken note of this and will design the latrines accordingly.
	In terms of water management, women are the ones usually fetching water and they are part of water management committees. However,	IOM has taken note of this and affordability shall be the main criteria during the handing over

	they don't benefit from private water supply, as the costs are usually too high.	of the water supply system to the private operators after IOM supervision of the system for 12 months after construction.
	Communal spaces should benefit from sufficient lightening, this would contribute to women's security	The intervention is planning to provide solar street lights
Youth groups from neighbouring IDP camps and host communities	The youth groups of the IDP and host communities added that competition between IDPs and host communities over available resources should be avoided.	This is well noted by IOM and will be paid attention to during the hiring processes
	They further added that literacy training to both communities would be of great benefit.	The PIU and local authorities will take note in view of future interventions

**Stakeholder engagement programs for this subproject:** Throughout the preparation and implementation of activities, the project team of IOM has been and will continue to conduct inclusive stakeholder engagement in project sites. Stakeholder consultations allow community members and other stakeholders to assess and identify additional risks and impacts, as well as risk mitigation measures. As per the CERC-ESMF, inclusive consultations will be conducted during all phases of activities (preparation, construction/operation and maintenance phases). The above consultations were conducted during the planning and design phase. Further consultations with different stakeholders will be undertaken during implementation. These will include awareness on the Grievance Redress Mechanisms, consultations on project environmental and social risks and impacts and mitigation measures, dissemination of this ESMP and other project related documentation. All stakeholder engagements will follow the guidelines provided by the World Health Organization (WHO), the Ministry of Health of the Federal Republic of Somalia (FRS) and the WB to mitigate the risk of COVID-19 transmission during stakeholder engagement activities.

**Strategy to incorporate the view of vulnerable groups.** All views expressed by stakeholders have been and will be carefully noted, documented in the consultation summary and considered, including those of disadvantaged or vulnerable groups. To support this, such groups have been identified during project preparation and appropriate measures have been considered through close consultation with such groups and support groups in order to incorporate their views into the project. These mainly included women IDPs, youth IDPs and elders. Like under the SURP II, IOM and IPs provide vulnerable groups with appropriate incentives and accommodation, such as accessible venues and transport and sitting allowance, to participate in stakeholder consultations to be carried out in culturally appropriate manner. Vulnerable community members are also provided with the opportunity to express their views privately, such as in separate focus group discussions or phone interviews for female stakeholders and other vulnerable IDP members. Easy-to-understand, non-technical language and materials is used during the consultations with illiterate stakeholders. The targets and indicators for inclusion of vulnerable groups indicated in the ESMP tables of this ESMP is monitored and its effectiveness reviewed as part of periodic monitoring and reporting processes.

**Disclosure:** Meaningful stakeholder engagement depends on timely, accessible, and comprehensible information. All relevant documents, including this ESMP, are being fully disclosed in local language in areas accessible to project-affected parties and on the website of IOM, IPs and WB. Formats to provide information may include presentation printouts, non-technical summaries, project leaflets, and pamphlets, depending on stakeholder needs.

## 7. Grievance Redress Mechanisms

IDPs and host communities will be informed about the grievance redress process in the course of community engagement activities. The summary of registered grievances and actions will also be made public. Handling of grievances is discreet, objective, sensitive and responsive to the needs and concerns of the beneficiaries. The mechanism also allows for anonymous complaints to be raised and addressed. The aggrieved person also has the option to resort to the formal judicial system. Individuals who submit their grievances may request that their name be kept confidential.

The SURP-II GRM is already in place in Baidoa. However, the current GRM with its GRM committees does not specifically cover the new relocation site and its surrounding communities. The current SURP-II GRM will be available and open for case registration for the CERC-activities on the Barwaaqo relocation site. At the same time, however, IOM will implement its own GRM, which specifically targets aggrieved individuals in and around the Barwaaqo site. This section describes both GRM.

**SURP-II GRM:** The current Project GRM consists of a three-tier grievance system. Other than in person reporting, available channels are: Telephone number: +252611435080 and email: [bmsurp2grc@gmail.com](mailto:bmsurp2grc@gmail.com)

- **Site-level GRM (Tier 1 GRM):** A grievance redress committee (GRC) has been established in Baidoa and consists of representatives from women and youth groups, elders, religious leaders, representatives from the PAPs, and representatives of the municipality. The mechanism takes into consideration the existing local practices.
- **Municipality-level GRM (Tier 2 GRM):** The municipal-level GRM already exists under the SURP-II. It addresses unsolved grievances at the site-level GRM. The municipal-level GRC is comprised of the representatives of each municipality and the PIU and the representatives of the aggrieved persons/communities.
- **Federal-level GRM (Tier 3 GRM):** The existing federal-level GRM addresses unsolved grievances at the municipality level, which may require higher-level solution or common issues across municipalities participating in CERC activities. The federal-level GRC is formed by the Project Coordination Unit (PCU) at the Ministry of Public Works, representatives of relevant municipalities, and other relevant federal ministries and agencies.

**IOM's GRM.** IOM has been applying an 'Accountability to Affected Persons (AAP)' mechanism. The AAP is based on a) participation, b) complaints and feedback mechanism (CFM), and c) Information sharing and transparency. AAP contains GRM, but also the involvement of the community in the design and implementation of activities and feeding back information and learning to the communities. Where the use of the existing GRM under SURP II is not optimum (in particular Tier-1 GRM), the CERC allows the continuation of IOM's GRM as Tier 1 mechanism. However, IOM will form a new GRC, consisting of IDPs local administration representatives, and the CFM Focal Points to ensure that IOM grievance redress is inclusive. The steps of IOM's GRM, otherwise, are being maintained:

- Operation through two CFM focal points. These individuals have been trained on how to record complaints and provide information request response, in addition to referral pathways and specialized trainings from GBV partners on sensitive case referrals. These individuals will ensure the provision of information on the GRM (including written pamphlets), focusing on vulnerable groups as well, and record complaints using the standardized intake form which is

provided by the CCCM cluster. Grievances can be recorded anonymously. Once this form is complete, it can either be photocopied for referral purposes to service providers or filed safely in IOM’s office. One of the CFM focal points should be a female staff member to encourage participation from female beneficiaries. Aggrieved parties can address the two focal points directly.

- CFM desks are set up for a day, where construction is taking place. The desks are easily visible and are located centrally near the construction site. It is important that half of the day is located at a fixed desk, with the other half of the day desk operators are mobile inside of the site. This allows the focal point to deliver complaints information to individuals who have recently filed complaints, as well as allowing for access to individuals who may not be able to reach the fixed desk. Lastly, this person wears designated CFM visibility which also displays the logo of the CCCM partner. This CFM logo should be circulated with the community so that they are able to associate that logo with the CCCM partners CFM system. In addition to the desk, a hotline number is available: 461.
- Once a complaint has been filed, data is compiled using an intake form with informed consent being obtained from the individual making the complaint. The CFM focal point and/or other members of staff should now work on contacting service providers according to the complaints that have been registered. A referral form/or copy of intake form/detailed email with necessary data should be filled out for each complaint and sent via email to the respective focal point with follow up done via mobile phone. IOM CFM staff should obtain a response from the service provider about how they are going to rectify a raised complaint within 14 days. Indicative timeline for the escalation process is provided in Table 12 below. Where inclusive decision making should be applied the newly formed GRC will be consulted.
- Information related to how a service provider is going to remedy a complaint will be provided to the individual who has made a complaint based on how they’d like to best receive feedback. When submitting a complaint, individuals have the option of stating how they want to be informed by the CCCM partner on the overall response to the complaint (mobile phone or home visit). Staff has capacity to take remedial actions.
- Once a service provider has fully addressed a specific complaint, details regarding the action should be provided to the community member who originally raised the said complaint. If not satisfied with the outcome, the aggrieved party can appeal directly to the IOM Office. If satisfied with the outcome, the case will be changed from pending to close. Once this has been done, the CFM staff member uploads the complaints data using the cluster’s standard kobo form. CFM data is linked directly to the CCCM cluster via the use of a central CFM database/ODK account. This data is displayed using power bi on a separate CCCM website which allows for stakeholders to disaggregate data and information related to particular sectors, geographic location and demographic making complaints. This data is also showcased within the CFM database that is created through the kobo data that has been submitted. IOM to upload complaints data using the cluster provided Kobo form for all cases that are closed, or cases that have been open for more than 14 days. IOM will have the ability of accessing their uploaded complaints data via Kobo and will have the ability to alter the status of a complaint in addition to the satisfaction of the complainant.

The PIU project team and IOM aim to address grievances with the following steps and indicative timelines:

*Table 8 Steps and timelines for grievance redress*

Number	Steps to Address Grievance	Indicative Timeline	Responsibility
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1.	Receive, register and acknowledge complaint in writing	Within 1 day	IDP site-specific GRC <sup>6</sup> supported by IOM
2.	Screen and establish the basis of the grievance; where the complaint cannot be accepted (e.g. complaints that are not related to the project, the reason for the rejection should be clearly explained to the complainant)	Within 3 days	IDP site-specific GRC supported by IOM
3.	GRC to consider ways to address the complaint	Within 3 days	IDP site-specific GRC supported by IOM
4.	Implement the case resolution or the unsatisfied complainant can seek redress through the appeals process	Within 3 days	IDP site-specific GRC/ Municipal GRC/Federal GRC in case of appeal
5.	Document the grievance and actions taken and submit the report to PIU/PCU	Within 3 days	IDP site-specific GRC supported by IOM
6.	Elevation of the case to a national judiciary system, if complainant wishes to do so	anytime	IDP site-specific GRC supported by IOM



Figure 9 GRM organigram

**Grievances related to Gender Based Violence (GBV).** To avoid the risk of stigmatization, exacerbation of the mental/psychological harm and potential reprisal, the grievance mechanism has a different and sensitive approach to GBV cases. The GRCs will have a female member trained in dealing with GBV grievances. The member will be supported by GBV specialists/focal points engaged by IOM. The female community engagement office in Baidoa will also coordinate with those responsible for the implementation of the SURP II’s SEA/SH Prevention and Response Action Plan, who is also experienced in dealing with GBV issues. The PCU has a GBV specialist who will also closely work with GBV specialists/focal points of IOM.

Where a case is reported, actions taken will ensure confidentiality, safety and survivor-centered care for survivors. Any survivors reporting through the GRM, should be offered immediate referral to appropriate service providers based on their preference and with informed consent, such as medical and psychological support, emergency accommodation, and any other necessary services. In SURP-II, appropriate GBV service providers mapping has been conducted and working relationships established. In Baidoa, GBV service providers have been mapped by the PIU. Details are attached in Annex 3.

<sup>6</sup> IOM CCCM has a conflict resolution committee which is part of the CMCs (Camp Management Committee).

The GBV service providers are expected to refer project related survivors of GBV to the project GRM according to their wishes. GRM operators will be trained on the empathetic, non-judgmental and confidential collection of these complaints. Project workers will also have the right to lodge complaints related to SEA/SH through the GRM, with any supervisor at any level or directly with the PCU (GBV Specialist). Only the nature of the complaint (what the complainant says in her/his own words), whether the complainant believes the perpetrator was related to the project and additional demographic data, such as age and gender, will be collected and reported with informed consent from the survivor. If the survivor does not wish to file a formal complaint, referral to available services will still be offered. The preference of the survivor will be recorded and the case will be considered closed. Recorded GBV/SEA/SH cases should be reported to the World Bank project team within 24 hours.

**IOM** will recruit an additional GBV Specialist consultant for the implementation of the CERC. IOM will identify and seek to address GBV through deliberative dialogue sessions that will be facilitated during community-based planning to ensure that the safety, dignity, well-being and equitable access to services, especially women and girls, is prioritized, integrated and coordinated across all partners. This will create safe spaces for: (a) mitigating risks: by mitigating the risk of GBV in activity planning and doing no harm; (b) supporting survivors: by facilitating access to survivor-centered, multisectoral services; and (c) addressing the root causes: by contributing towards progressively transforming the conditions that perpetuate GBV.

## 8. Monitoring and Reporting

The PIU will conduct monitoring of the activities, including environmental and social risk mitigation measures and compliance with this ESMP and its indicators. Review of documentation and field monitoring will be undertaken on a monthly basis. The PIU will report monitoring observations and results to the PCU. In cases of non-compliance, the PIU will require IOM to take corrective measures to bring activities back to compliance. The IOM may consider engagement of third-party monitoring (TPM) to supplement its monitoring activities. The lessons learned from the findings of TPM for the parent project to date will be also considered in the implementation of this subproject, which includes contractor management, OHS, labor and working conditions, inclusion of vulnerable groups, GBV and functionality of the GRM.

IOM will prepare monthly reports, including inputs from the Contractor on the status of implementation of the ESMP to the PIU. Details of these reports and their content are given in the Table below.

*Table 9E&S Monitoring and Compliance Report*

#	Title of the Report	Contents of the Report	Frequency of Report Preparation	Report to be prepared by
1.	E&S Progress Reports, including status on design phase	Compliance status of the sub-project with the environmental and social mitigation and monitoring measures laid out in this ESMP.	Monthly	Contractors to IOM

#	Title of the Report	Contents of the Report	Frequency of Report Preparation	Report to be prepared by
2.	E&S Monitoring Report	E&S Updates	Informal meeting / monthly	IOM to PIU/PCU
3.	E&S Progress Report	Contribution in regard to sub-project to compliance status of overall Project with E&S requirements	Quarterly	IOM to PCU
4.	Incident Reports	Incident investigation reports for all major incidents covering details of the incident, root cause analysis, and actions taken to address the future recurrence of this event	Initial investigation report for severe incidents within 24 hours. Detailed Investigation Report within ten days	Contractor/ Service provider/ IOM/IPs with support of PIUs/PCU

## 9. Roles and responsibilities in implementing & supervising the ESMP

**Overall institutional arrangement:** The proposed CERC activities will be implemented under the overarching umbrella of the SURP-II institutional arrangements. The SURP-II PCU, embedded in the Ministry of Public Works Reconstruction and Housing (MoPW) at the federal level has the overall responsibility for the monitoring and supervision of all CERC activities, including environmental and social risk management. The established Project Implementation Unit (PIU) in Baidoa will support the day-to-day supervision and monitoring of compliance with all mitigation measures for this specific subproject. The PCU and the PIU will also coordinate with the Ministry of Humanitarian Affairs and Disaster Management (MoHADM) and Durable Solutions Units within SWS, and the SURP-II Federal Member States (FMS) inter-ministerial committee.

**The Baidoa PIU** will have overall responsibility for the E&S safeguards due diligence, and compliance monitoring of the subproject activities. Based on the IOM reporting, it will prepare regular monthly/quarterly/semi-annual progress reports for the Bank.

**IOM:** The activities for the Barwaaqo Relocation Site (Phase III) will be implemented by IOM and a contractor. The PCU has signed an output agreement with IOM to implement all CERC activities. While the drainage excavation will be implemented by IOM directly, with the assistance of local community workers, all other construction activities will be implemented by a local firm contracted by IOM. IOM will be responsible for: Management of the contractor on implementation of this ESMP, management of directly recruited community workers including in regards to EHS responsibilities; liaise with various Government agencies on E&S matters; continuously interact with key stakeholders including IDPs, relevant NGOs and host community groups; establishment of dialogue with affected communities and ensuring that environmental and social concerns and suggestions are incorporated and implemented; ensuring the performance of the project in terms of E&S safeguards; provision of quarterly updates on E&S measures and incidents to the PIU; provision of informal monthly updates to the PIU; reporting on severe incidents within 24 hours to the PIU with copy to the World Bank.




**The Contractors:** IOM will recruit at least 6 contractors for activities like topographic surveying, site preparation, road construction, culvert installation, latrine construction, water supply pipeline installation. The contractors will be responsible for employment of a qualified environmental, social, occupational health and safety expert to manage ESHS issues; preparation and implementation of the labor management procedures; preparation of a contractor's ESMP (including OHS provisions) which will apply to the contracted workers. These procedures and plans will be submitted to IOM for review and approval before the contractors are allowed to mobilize to the field; supervising of subcontractors to ensure adherence to the LMP and ESMP, maintenance of records of recruitment and employment of contracted workers (including subcontractors) with age verification to avoid child labor; provision of 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; requiring potential primary suppliers to identify and address risks of child labor, forced labor and serious safety issues for primary supply workers; developing and implementing grievance mechanism for contracted workers, including ensuring that grievances received from contracted workers are resolved promptly, and report the status of grievances and resolutions; ensuring that all contracted workers understand and sign the Code of Conduct prior to the commencement of works, and all other measures to address risks SEA/SH as specified in the contractor's LMP/ESMP are taken; reporting to IOM on labor and occupational health and safety performance.

10. Indicative Cost of implementation of the ESMP (to be omitted before disclosure)

Annex 1: Stakeholder Consultations(to be omitted before disclosure)

## Annex 2: Allocation of Public Land by the Government for IDPs in Baidoa

**DOWLAD GOBOLEEDKA KOONFUR  
GALBEED SOOMAALIYA  
Maamulka Degmada Baydhabo  
Xafiiska Gudoomiyaha**



**دولة جنوب غرب صوماليا  
ادارة مدينة بيدوا ومكتب رئيس المحافظة  
مكتب عمدة المدينة**

**SOUTHWEST STATE OF SOMALIA  
Baidoa District Administration  
Office of the Mavor**

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Ref: BDA/ODC&M/0818/2018

Date.: 12/04/2018

**TO :** CCCM CLUSTER, UNHABITAT, IOM  
**CC :** UNOCHA  
**CC :** All International and National NGOs  
**CC :** Ministry of Planning, Investment and Economic Development (MOPIED)  
**CC :** Bay Regional Governor  
**CC :** Bay Regional Police Commander

**Subject:** Allocation of Public Land for IDPs in Baidoa

Dear Partners,


Following discussions between Local Authorities and other humanitarian partners operating in Baidoa District, and due to the daily increase of both evictions and displacements in the district, the Baidoa District Administration has allocated public land for IDPs in the Hanaano 2 area, north of Baidoa town. Humanitarian partners have assessed this land and agreed that is accessible and suitable for the relocation of IDPs who are at risk of eviction, exploitation, and poor living conditions in their current sites.

The allocated land occupies an area of 15 square kilometers (3 km x5 km) with an additional area of unspecified size reserved as contingency space for future needs. Preliminary finding during the initial assessment show that the allocated land is near basic services.

The Government through the DC and the Governor's office here by invites the CCCM Cluster, UNHABITAT, and IOM to take the lead in ensuring site planning and site management is done appropriately according to international standards, while considering the local context in collaboration with other actors.

Baidoa District and Bay Regional Governor, Regional Police Unit and Government offices will take the responsibilities to ensure the area is secure and accessible by putting up two police posts and supporting any requests for security. MOPIED and OCHA will mobilize humanitarian service providers and donors to support relocating the IDPs at risk of eviction, and moving towards more organized settlements and eventual durable solutions.

Thanks for your cooperation.  
Abdullahi Ali Watin  
District Commissioner and the Mayor of Baidoa



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Contact: Tell: +252 6 1 5555574 or +252612555574  
Work Email: [baidoa.dc.mavor@gmail.com](mailto:baidoa.dc.mavor@gmail.com) / Private Email: [abdullahi.watin@gmail.com](mailto:abdullahi.watin@gmail.com)

Dowlad Goboleedka Koonfur Galbeed Soomaaliya  
Xafiiska Gudoomiyaha Degmada ahna  
Duqa Magaalada Baydhabo



ولاية جنوب غرب الصومال  
مكتب مفوض المنطقة وعمدة بيداوا

Southwest State Somalia

**Office of the District Commissioner and the Mayor of Baidoa**

Ref: XGD/DMB/80714/3/23

Taariikh: 11/3/2023

**AFFIRMATION AND ENDORSEMENT OF PUBLIC COMMUNAL LAND TO DRILL A RIG BOREHOLE WITH COMPLETE INFRASTRUCTURE IN BERHANOORY AREA BAIDOA**

**Preamble:** I being the District Commissioner and Mayor Baidoa of District administrative town, would like to cordially thank IOM – Somalia office for its immense humanitarian and development support given to government and the people of South West of Somalia. IOM has been closely working with us on different thematic areas for the last seven years which positively contributed to the lives of the multicultural communities living in Baidoa district town.

**Confirmation:** As clearly stated on the subject matter, IOM has been in contact with the office of DC/ Mayor of Baidoa from the onset of the proposed projects implementation which included, the holding of community consultations and mobilization sessions, seconded with the request conduct hydro geophysical assessment before embarking on the drilling of communal boreholes in Baidoa, all this were events were well coordinated with the DCs office in support of the PIU team under the guidance of IOM's technical team in the field. IOM surveyed a vast land within *Berhanoory* area which is public land that can be used for any communal services, in particular the construction of a RIG borehole which will we believe will enable crisis affected communities in Baidoa have access to clean safe water, reducing the drought shocks, worsening climatic change and the prevailing erratic weather conditions in Southwest State of Somalia.

**Endorsement:** Based on the findings of the hydro geophysical assessment we received from IOM, Baidoa DC/ mayor's office stands to herein formally endorses IOM's WASH sector to commence the drilling of the new boreholes in those strategic communal sites jointly evaluated by IOM and Express Engineering Consultancy within *Berhanoory* locations the exact coordinates of the open land (Latitude 43.674810\* Long:3.152758\*) we also recommend the installation and any other supporting infrastructure deemed necessary for the boreholes.

**Assurance:** With this approval and endorsement, should you have any queries related to the public land provided for the implementation of the aforesaid communal activity, please do not hesitate to reach out to Baidoa DC/ Mayor's office.

**Liability:** The accountability and obligation of the proposed land, the safety as well as the future security of this project infrastructure will be under the control and direct regulation of the administration and there will no hiccups or whatsoever anticipated at any given time in the future.

**Indebtedness:** IOM's kind collaboration and support tailored towards the deteriorating humanitarian situation at state level through the provision of emergency lifesaving humanitarian support is much appreciated. Moreso, the dependable support in the developmental sector most importantly enhancing the implementation of mega projects aimed to develop and install sustainable water infrastructure this includes the drilling, rehabilitation and upgrading of both major water resource and small water supply systems with complete infrastructure in Baidoa district has greatly supported the lives of many destitute communities including the vulnerable IDPs and even receiving host.

**In conclusion:** On behalf of the Southwest State Administration, I would like to thank IOM for its committed support to the people Southwest State, appreciating the organization's first line response and the kind efforts of ensuring maximum lifesaving services to the populations savaged by the recurring crisis.



**Abdullahi Ali Waqo**  
District Commissioner and the Mayor of Baidoa

Dowlad Goboleedka Koonfur Galbeed Soomaaliya  
Xafiiska Gudoomiyaha Degmada ahna  
Duqa Magaalada Baydhabo



ولاية جنوب غرب الصومال  
مكتب مفوض المنطقة وعمدة يلدوا

Southwest State Somalia

**Office of the District Commissioner and the Mayor of Baidoa**

Ref: XGD/DMB/80713/31/23

Taariikh: 11/3/2023

**ENDORSEMENT OF PUBLIC COMMUNAL LAND TO DRILL A RIG BOREHOLE WITH COMPLETE INFRASTRUCTURE IN BEER JIROON AREA BAIDOA**

**Preface:** I being the District Commissioner and Mayor Baidoa of District administrative town, would like to cordially thank IOM – Somalia office for its immense humanitarian and development support given to government and the people of South West of Somalia. IOM has been closely working with us on different thematic areas for the last seven years which positively contributed to the lives of the multicultural communities living in Baidoa district town.

**Confirmation:** As clearly stated on the subject matter, IOM has been in contact with the office of DC/ Mayor of Baidoa from the onset of the implementation of the proposed project which included, the holding of community consultations and mobilization sessions, seconded with the request conduct hydro geophysical assessment before embarking on the drilling of communal boreholes in Baidoa, all this were events were well coordinated with the DCs office in support of the PIU team under the guidance of IOM's technical team in the field. IOM surveyed a vast land within *Beer Jiroon* area which is public land that can be used for any communal services, in particular the construction of a RIG borehole which will we believe will enable crisis affected communities in Baidoa have access to clean safe water, reducing the drought shocks, worsening climatic change and the prevailing erratic weather conditions in Southwest State of Somalia.

**Endorsement:** Based on the findings of the hydro geophysical assessment we received from IOM, Baidoa DC/ mayor's office stands to herein formally endorses IOM's WASH sector to commence the drilling of the new boreholes in those strategic communal sites jointly evaluated by IOM and Express Engineering Consultancy within *Beer Jiroon* locations the exact coordinates of the open land (Latitude 43.654370\* Long: 3.147928\*) we also recommend the installation and any other supporting infrastructure deemed necessary for the boreholes.

**Assurance:** With this approval and endorsement, should you have any queries related to the public land provided for the implementation of the aforesaid communal activity, please do not hesitate to reach out to Baidoa DC/ Mayor's office.

**Liability:** The accountability and obligation of the proposed land, the safety as well as the future security of this project infrastructure will be under the control and direct regulation of the administration and there will no hiccups or whatsoever anticipated at any given time in the future.

**Indebtedness:** IOM's kind collaboration and support tailored towards the deteriorating humanitarian situation at state level through the provision of emergency lifesaving humanitarian support is much appreciated. Moreso, the dependable support in the developmental sector most importantly enhancing the implementation of mega projects aimed to develop and install sustainable water infrastructure this includes the drilling, rehabilitation and upgrading of both major water resource and small water supply systems with complete infrastructure in Baidoa district has greatly supported the lives of many destitute communities including the vulnerable IDPs and even receiving host.

**In conclusion:** On behalf of the Southwest State Administration, I would like to thank IOM for its committed support to the people Southwest State, appreciating the organization's first line response and the kind efforts of ensuring maximum lifesaving services to the populations savaged by the recurring crisis.


**Abdullahi Ali Wadani**  
District Commissioner and the Mayor of Baidoa

## Annex 3: List of available GBV Service Providers

### GBV Service Providers Baidoa, Southwest State of Somalia

No	GBV Service Provider	Type of Service	Contact address	Location
1.	SWDC	Medical Support (Ceeble One Stop Centre) at Bay Regional Hospital	Email: swdc.org@gmail.com Hotline 2003 Tel: 0615703743/ 0618780813	Baidoa
		Psychosocial Support include dignity Kit	Email: swdc.org@gmail.com Hotline 2003 Tel: 0615551699	Baidoa
		Legal Aid	Email: adam@swdcsom.org Swdc.org@gmail hotline: 2003 Or lawyers: Contacts: 0616540494. 0617645145	Baidoa
		Safehouse	Email: swdc.org@gmail.com Hotline 2003 Tel: 0615551699	Baidoa
		Hotline Service (Operates in all Regions and Districts in Southwest State0	Hotline: 2003	Baidoa
2.	KANAVA	Psychosocial Support	Tell 0615874364	Baidoa
3.	IMC- MCH	Medical Support	Tell: 617410324/619241609	Baidoa
		Psychosocial Support include child friendly space	Tell: 617410324/619241609	Baidoa
4.	SAMA: Bayhaw general hospital	Medical Support includes PEPKIT	Mob No:0615101144	Baidoa
		Material Kit (Clean Delivery kit and Mosquito net)	Mob No:0615101144	Baidoa
5.	SSYO-	Psychosocial Support	Mobile: +252-617753454	Baidoa
		Medical Referrals	Mobile: +252-617753454	Baidoa
6.	IRMAN	Psychosocial support	Mob 0615500445	Baidoa
		Medical Referrals	Mob 0615500445	Baidoa
7.	SSWC	Medical Support	Mob No.18444276	Baidoa
		Psychosocial Support	Mob No.18444276	Baidoa
		Legal Aid (Informal justice system)	Mob No.18444276	Baidoa
		Safe House	Mob No.18444276	Baidoa
8.	WOCCA	Psychosocial Support including material support	0615524585	Baidoa

		Legal Counselling	0615524585	Baidoa
		Medical Referral	0615524585	Baidoa
9.	SCWRW	Psychosocial Support including dignity kit	Mob; 0615110655 Email. Maryan.abdinor@scwrw.so	Baidoa
		Safe House	Mob; 0615110655 Email. Maryan.abdinor@scwrw.so	Baidoa
		Legal Aid (Informal justice system)	Mob; 0615110655 Email. Maryan.abdinor@scwrw.so	Baidoa
10.	World Vision	Medical Support (Medical examination, lap)	Mobile: 615390375	Baidoa
		Psychosocial Support	Mobile: 615390375	Baidoa
11.	Isha Human Right	Psychosocial Support	Mobile: 613845050	Baidoa
		Medical Referral	Mobile: 613845050	Baidoa
12.	DRC	Medical referral	Mobile : 615586499	Baidoa
		Psychosocial support including dignity kit	Mobile : 615586499	Baidoa
		Vocational Skill training	Mobile : 615586499	Baidoa
13.	Women and Child Desk in Police	Safety and Security	Main Police Station	

N.B: All the organizations also provides prevention activities include, community awareness, capacity building, forums, radio programs on GBV Prevention and service availability.

## Annex 4: Coordinates for Latrines



BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-1	1	353854	350876
BLOCK-1	2	353860	350896
BLOCK-1	3	353867	350917
BLOCK-1	4	353874	350938
BLOCK-1	5	353880	350959
BLOCK-1	6	353887	350980
BLOCK-1	7	353894	351001
BLOCK-1	8	353900	351019
BLOCK-1	9	353976	350848
BLOCK-1	10	353983	350869
BLOCK-1	11	353990	350890
BLOCK-1	12	353996	350911
BLOCK-1	13	354003	350932
BLOCK-1	14	354010	350953
BLOCK-1	15	354016	350973
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-2	1	353912	351059
BLOCK-2	2	353919	351080
BLOCK-2	3	353926	351101
BLOCK-2	4	353932	351122
BLOCK-2	5	353939	351143
BLOCK-2	6	353946	351164
BLOCK-2	7	353952	351184
BLOCK-2	8	354028	351012
BLOCK-2	9	354035	351032
BLOCK-2	10	354041	351053
BLOCK-2	11	354048	351074
BLOCK-2	12	354055	351095
BLOCK-2	13	354061	351116
BLOCK-2	14	354068	351137
BLOCK-2	15	354074	351155
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-3	1	353964	351223
BLOCK-3	2	353971	351243
BLOCK-3	3	353977	351264
BLOCK-3	4	353984	351285
BLOCK-3	5	353991	351306
BLOCK-3	6	353997	351327
BLOCK-3	7	354004	351348
BLOCK-3	8	354010	351366
BLOCK-3	9	354086	351195
BLOCK-3	10	354093	351216
BLOCK-3	11	354100	351237
BLOCK-3	12	354106	351258
BLOCK-3	13	354113	351279
BLOCK-3	14	354120	351300
BLOCK-3	15	354126	351320

BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-4	1	354019	351397
BLOCK-4	2	354026	351417
BLOCK-4	3	354032	351438
BLOCK-4	4	354039	351459
BLOCK-4	5	354046	351480
BLOCK-4	6	354052	351498
BLOCK-4	7	354142	351368
BLOCK-4	8	354148	351389
BLOCK-4	9	354155	351410
BLOCK-4	10	354162	351431
BLOCK-4	11	354168	351451
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-5	1	354047	351006
BLOCK-5	2	354054	351026
BLOCK-5	3	354060	351047
BLOCK-5	4	354067	351068
BLOCK-5	5	354074	351089
BLOCK-5	6	354080	351110
BLOCK-5	7	354087	351131
BLOCK-5	8	354093	351149
BLOCK-5	9	354170	350977
BLOCK-5	10	354176	350998
BLOCK-5	11	354183	351019
BLOCK-5	12	354190	351040
BLOCK-5	13	354196	351061
BLOCK-5	14	354203	351082
BLOCK-5	15	354209	351102
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-6	1	354106	351189
BLOCK-6	2	354112	351210
BLOCK-6	3	354119	351231
BLOCK-6	4	354126	351252
BLOCK-6	5	354132	351273
BLOCK-6	6	354139	351294
BLOCK-6	7	354145	351314
BLOCK-6	8	354222	351141
BLOCK-6	9	354228	351161
BLOCK-6	10	354235	351182
BLOCK-6	11	354241	351203
BLOCK-6	12	354248	351224
BLOCK-6	13	354255	351245
BLOCK-6	14	354261	351266
BLOCK-6	15	354267	351284

<b>BLOCK-NAME</b>	<b>TWIN LATRINES NUMBER</b>	<b>EASTING</b>	<b>NORTHING</b>
BLOCK-7	1	354161	351362
BLOCK-7	2	354167	351383
BLOCK-7	3	354174	351404
BLOCK-7	4	354181	351425
BLOCK-7	5	354187	351445
BLOCK-7	6	354277	351315
BLOCK-7	7	354283	351335
BLOCK-7	8	354290	351356
BLOCK-7	9	354296	351377
BLOCK-7	10	354303	351398
BLOCK-7	11	354309	351416
<b>BLOCK-NAME</b>	<b>TWIN LATRINES NUMBER</b>	<b>EASTING</b>	<b>NORTHING</b>
BLOCK-8	1	354241	351135
BLOCK-8	2	354247	351155
BLOCK-8	3	354254	351176
BLOCK-8	4	354260	351197
BLOCK-8	5	354267	351218
BLOCK-8	6	354274	351239
BLOCK-8	7	354280	351260
BLOCK-8	8	354337	351095
BLOCK-8	9	354346	351124
BLOCK-8	10	354376	351218
BLOCK-8	11	354385	351247
<b>BLOCK-NAME</b>	<b>TWIN LATRINES NUMBER</b>	<b>EASTING</b>	<b>NORTHING</b>
BLOCK-9	1	354359	351098
BLOCK-9	2	354365	351118
BLOCK-9	3	354372	351139
BLOCK-9	4	354379	351160
BLOCK-9	5	354385	351181
BLOCK-9	6	354392	351202
BLOCK-9	7	354399	351223
BLOCK-9	8	354404	351241
BLOCK-9	9	354481	351069
BLOCK-9	10	354488	351090
BLOCK-9	11	354495	351111
BLOCK-9	12	354501	351132
BLOCK-9	13	354508	351153
BLOCK-9	14	354514	351174
BLOCK-9	15	354521	351194

BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-10	1	354414	351271
BLOCK-10	2	354420	351291
BLOCK-10	3	354427	351312
BLOCK-10	4	354434	351332
BLOCK-10	5	354533	351233
BLOCK-10	6	354540	351253
BLOCK-10	7	354546	351274
BLOCK-10	8	354553	351294
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-11	1	354501	351066
BLOCK-11	2	354507	351084
BLOCK-11	3	354514	351105
BLOCK-11	4	354520	351126
BLOCK-11	5	354527	351147
BLOCK-11	6	354534	351168
BLOCK-11	7	354540	351188
BLOCK-11	8	354623	351037
BLOCK-11	9	354629	351057
BLOCK-11	10	354636	351078
BLOCK-11	11	354643	351099
BLOCK-11	12	354649	351120
BLOCK-11	13	354656	351141
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-12	1	354552	351227
BLOCK-12	2	354559	351247
BLOCK-12	3	354565	351268
BLOCK-12	4	354571	351286
BLOCK-12	5	354671	351189
BLOCK-12	6	354678	351209
BLOCK-12	7	354684	351230
BLOCK-12	8	354690	351249
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-13	1	354646	351043
BLOCK-13	2	354655	351072
BLOCK-13	3	354665	351103
BLOCK-13	4	354675	351135
BLOCK-13	5	354781	351055
BLOCK-13	6	354791	351086
BLOCK-13	7	354800	351115

BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-14	1	354065	350656
BLOCK-14	2	354082	350665
BLOCK-14	3	354102	350674
BLOCK-14	4	354122	350684
BLOCK-14	5	354142	350694
BLOCK-14	6	354161	350704
BLOCK-14	7	354181	350714
BLOCK-14	8	354200	350723
BLOCK-14	9	354129	350548
BLOCK-14	10	354148	350558
BLOCK-14	11	354168	350567
BLOCK-14	12	354187	350577
BLOCK-14	13	354207	350587
BLOCK-14	14	354227	350597
BLOCK-14	15	354247	350607
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-15	1	354238	350742
BLOCK-15	2	354257	350751
BLOCK-15	3	354276	350761
BLOCK-15	4	354296	350771
BLOCK-15	5	354316	350781
BLOCK-15	6	354334	350790
BLOCK-15	7	354294	350630
BLOCK-15	8	354312	350640
BLOCK-15	9	354332	350649
BLOCK-15	10	354352	350659
BLOCK-15	11	354371	350669
BLOCK-15	12	354390	350678
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-16	1	354372	350809
BLOCK-16	2	354391	350818
BLOCK-16	3	354410	350828
BLOCK-16	4	354430	350838
BLOCK-16	5	354450	350848
BLOCK-16	6	354469	350857
BLOCK-16	7	354488	350867
BLOCK-16	8	354428	350697
BLOCK-16	9	354446	350706
BLOCK-16	10	354466	350716
BLOCK-16	11	354486	350726
BLOCK-16	12	354505	350736
BLOCK-16	13	354525	350746
BLOCK-16	14	354544	350755

BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-17	1	354526	350886
BLOCK-17	2	354545	350895
BLOCK-17	3	354565	350905
BLOCK-17	4	354585	350915
BLOCK-17	5	354604	350925
BLOCK-17	6	354624	350934
BLOCK-17	7	354641	350943
BLOCK-17	8	354582	350774
BLOCK-17	9	354601	350783
BLOCK-17	10	354621	350793
BLOCK-17	11	354640	350803
BLOCK-17	12	354660	350813
BLOCK-17	13	354680	350823
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-18	1	354138	350530
BLOCK-18	2	354157	350540
BLOCK-18	3	354177	350550
BLOCK-18	4	354196	350559
BLOCK-18	5	354216	350569
BLOCK-18	6	354236	350579
BLOCK-18	7	354255	350589
BLOCK-18	8	354186	350415
BLOCK-18	9	354203	350423
BLOCK-18	10	354223	350433
BLOCK-18	11	354242	350443
BLOCK-18	12	354262	350452
BLOCK-18	13	354282	350462
BLOCK-18	14	354301	350472
BLOCK-18	15	354320	350481
BLOCK-NAME	TWIN LATRINES NUMBER	EASTING	NORTHING
BLOCK-19	1	354302	350612
BLOCK-19	2	354321	350622
BLOCK-19	3	354341	350631
BLOCK-19	4	354361	350641
BLOCK-19	5	354380	350651
BLOCK-19	6	354399	350660
BLOCK-19	7	354358	350500
BLOCK-19	8	354377	350510
BLOCK-19	9	354397	350520
BLOCK-19	10	354416	350529
BLOCK-19	11	354436	350539
BLOCK-19	12	354455	350549

<b>BLOCK-NAME</b>	<b>TWIN LATRINES NUMBER</b>	<b>EASTING</b>	<b>NORTHING</b>
BLOCK-20	1	354437	350679
BLOCK-20	2	354455	350688
BLOCK-20	3	354475	350698
BLOCK-20	4	354495	350708
BLOCK-20	5	354514	350718
BLOCK-20	6	354534	350728
BLOCK-20	7	354553	350737
BLOCK-20	8	354492	350567
BLOCK-20	9	354511	350577
BLOCK-20	10	354531	350586
BLOCK-20	11	354550	350596
BLOCK-20	12	354570	350606
BLOCK-20	13	354590	350616
BLOCK-20	14	354609	350625
<b>BLOCK-NAME</b>	<b>TWIN LATRINES NUMBER</b>	<b>EASTING</b>	<b>NORTHING</b>
BLOCK-21	1	354212	350405
BLOCK-21	2	354251	350425
BLOCK-21	3	354291	350444
BLOCK-21	4	354329	350464
BLOCK-21	5	354241	350347
BLOCK-21	6	354280	350367
BLOCK-21	7	354320	350386
BLOCK-21	8	354358	350405

## Annex 5: Screening Results of IOM GRM

Name of Implementing Partner: IOM				
Date: October 2022				
Name of Respondent:				
No.	Criteria	Yes	No	Comment/ Explanation and Gap-filling measures
<b>General GRM</b>				
1.	Does the IP have clear, formal, and transparent internal mechanisms and rules for addressing grievances?	X		Yes, IOM has a clear mechanism in place
2.	Does IP staff responsible for grievance redress have the authority to take or demand remedial action?	X		Yes, as part of the mechanism staff can take actions
3.	Are IP staff responsible for grievance redress obliged to take action on all grievances?	X		Yes, if they are related to the project
4.	Are beneficiaries allowed to lodge grievances anonymously without fear of retaliation?	X		Yes, that is possible
5.	Are beneficiaries aware of their right to file a grievance and of the grievance redress process in general?	X		Yes, awareness raising of the mechanism is undertaken
6.	Do clear mechanisms of communication exist for potential users of the GRM on the existence and processes of the GRM?	X		Yes, awareness raising and written pamphlets are available
7.	Does communication material exist for the general public (what kind of material is it? How is it disseminated)?	X		Yes, communication material does exist
8.	Are there internal processes in place to record, track, and monitor the grievances and the action taken?	X		Yes, grievance registers exist
9.	Does the GRM provide timely feedback (written or otherwise) to the aggrieved party on actions taken?	X		Yes, timely feedback is provided
10.	Is a system in place to keep complainants informed with status updates?	X		Yes, complainants are kept informed



11.	Is there an appeals process in place that GRM users can access if they are not satisfied with how their grievance has been resolved?	X		An appeals process exist
12.	Do multiple grievance uptake channels and locations exist?	X		Yes, multiple channels exist
13.	Are grievance uptake channels accessible for all stakeholders including vulnerable groups (such as women, persons with disabilities, illiterate persons)?	X		Yes, vulnerable groups are included in the GRM
14.	Is there a fixed service standard for grievance resolution?	X		Yes, there is a procedures in place
15.	Do clear grievance processing guidelines exist?	X		Yes, clear guidance exists
16.	Does the GRM contain the typical GRM value chain (Uptake, sort and process, acknowledge and follow-up; verify, investigate and act; monitor and evaluate; provide feedback)	X		Yes, it follows the GRM value chain
17.	Does a process for periodic evaluation of the GRM logs/data exist that informs proactive actions to stem complaints and grievances?	X		Yes, periodic reviews are undertaken

## Annex 6: E&S Screening of Subproject Site

No	ITEM	DETAILS		
7	Expected construction period	7 months		
8	Responsible contact person, contact Information	Fasika Dabesa Diro fdiro@iom.int		
9	Present land ownership	State: <u>Public land</u>	Private:	Other:
10	Source of funding of the borrower	World bank		
11	Total Cost of the Project	\$ 6.6 Million		
12	Anticipated Date of Completion	April 2023		
ENVIRONMENTAL IMPACT AND MITIGATION/ENHANCEMENT DURING CONSTRUCTION PERIOD				
	Impacts	Description	Mitigation/Enhancement	
13	Soil erosion	Only the road alignments, sanitary corridors and drainage lines shall be bush cleared. This amounts to only 30 – 35 % of the total area. This implies the remaining 60 – 65 % of the area remains in its natural position.	The bush clearance shall involve only scooping out of the top 5 cm topsoil. The sub-base soil shall not be touched and remain intact as we need it to give the necessary strength for the road alignments.	
14	Water pollution	No major water bodies are located in the vicinity of the relocation area except the seasonal ISHA river valley.	The flood water shall be collected and discharged safely via a network of primary and secondary drainages to the ISHA river valley.  The drainages shall follow the natural gradient of the area (as per the findings of the topographic surveying) so that a non-scouring and non-silting velocity shall be used which would decrease the silt	

**INDICATIVE ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST**

No	ITEM	DETAILS		
<b>INTRODUCTION</b>				
1	<b>Project Name</b>	SURP-II and SURP-II Additional Financing		
2	<b>Project Location</b>	Barwaaqo Public Site, Baidoa, Somalia		
3	<b>Project Description (brief)</b>	Relocation of 1,150 vulnerable HHs to the Barwaaqo site with increased access to water, sanitation & Transitional shelters.		
4	<b>Does the Project require any:</b>	<i>yes</i>	<i>no</i>	<i>If yes, extent in ha.</i>
	Reclamation of land, wetlands		No	
	Clearing of grazing lands		No	
	Felling of trees	Yes		<ul style="list-style-type: none"> <li>• Trees with a height of 2 meters and above will not be touched unless they are located on the road alignments, sanitary corridors &amp; drainage alignments.</li> <li>• The exact numbers of trees with a height <math>\geq</math> 2 meters shall be captured by the topographic surveying. Only, those trees located along the above-mentioned infrastructures shall be cut.</li> </ul>
5	<b>Minimum land area required for the proposed development (ha)</b>	138 hectares		
6	<b>Available total land area within the identified location (ha)</b>	458 hectares		

No	ITEM	DETAILS	
			load on the receiving ISHA river valley.
15	Noise pollution	Not more than 2 heavy duty machineries shall be used at a time.	The relocation area is vacant with no inhabitants on it. So, Noise pollution will not be an issue.
16	Excessive solid waste generation and inappropriate disposal	Small shrubs and some trees are expected to be bush cleared and piled on the site while doing the clearance for the roads, sanitary corridors, and drainage lines.	From previous experience, the community generally follow the trails of the bulldozers and immediately collect the fallen shrubs / trees for cooking etc.
17	Loss of vegetation cover	Not that much. Only shrubs and trees along the infrastructure corridors shall be scooped out. The remaining 60- 65 % of the land remains in its natural condition.	Only the road alignments, sanitary corridors and drainage lines shall be bush cleared. This amounts to only 30 – 35 % of the total area.
18	Habitat loss or fragmentation	No significant alteration on the natural habitat.	Only the road alignments, sanitary corridors and drainage lines shall be bush cleared. This amounts to only 30 – 35 % of the total area.
19	General disturbance to animal behaviour	No Animal is living on the area.	------(Not applicable)
20	Interference with normal movement of animals	No mass animal migration is there on the target area.	------(Not applicable)
21	Irreversible/irreparable environmental change	No significant alteration on the natural habitat.	Only the road alignments, sanitary corridors and drainage lines shall be bush cleared. This amounts to only 30 – 35 % of the total area.
21	Possible exposure to COVID-19 transmission	Risk of the spread of Covid-19 is expected	All project personnel and workers, including visitors, shall use PPE such as masks.

No	ITEM	DETAILS				
22	Enhanced risk of flooding in riparian cities	There is nor riparian cities on the downstream side. The excess overland flow joins the ISHA river valley with the help of the drainage networks.			------(Not applicable)	
23	Adverse impacts on river and coastal ecosystem resulting from: (i) alterations of surface runoff through compaction of soils and increase in impermeable surfaces, (ii) changes to flow regimes of ephemeral streams and intermittent rivers (water velocity, depth, depositional patterns, and channel morphology) and, (iii) locating of outfall points at or near the shorelines of Mogadishu and Kismayo	No significant change on the river ecosystem is expected as the 60 – 65 % of the relocation area will remain in its natural condition.  In addition to that the communal green areas between the shelters shall assist in percolating the excess rainwater which eventually joins the ground water.			------(Not applicable)	
24	Accidental leaks/spills of oil/fuel from on-site construction facilities, equipment, or machinery, and accidental damage to septic tanks located on the right of way	The maximum number of heavy-duty machineries to be used at any one time will be 2. For the bush clearance 2 bull dozers / wheel loaders; for the road construction 1 motor grader and 1 compactor shall be used.			We ensure that the equipment is in good shape and well serviced before commencing the activity.	
COMMUNITY ENGAGEMENT						
21	Number and nature of public consultation meetings conducted so far	Type of Meeting	Number of Meetings	Nature of Participants	Participants	
		Stakeholder consultation	1	Local NGO; Women Group; Youth Group; Elderly Group; Host communities;	Male	Female
					26	25

No	ITEM	DETAILS				
				IDP's Communities.		
<b>CONTACT DETAILS OF OFFICIALS</b>						
	Name of the person completing form	Fasika Dabesa Diro				
	Designation and contact information	Site development Engineer, <a href="mailto:fdiro@iom.int">fdiro@iom.int</a> ; +251911243261				
	List of team members	Maxamud Maxaed ( <a href="mailto:mmaxamed@iom.int">mmaxamed@iom.int</a> ) ; David Wanja ( <a href="mailto:dwanja@iom.int">dwanja@iom.int</a> ); Abdi Jama Omar ( <a href="mailto:jabdi@iom.int">jabdi@iom.int</a> ) ; Ali Ahmed ( <a href="mailto:ahmeali@iom.int">ahmeali@iom.int</a> )				
	Signature and date	<b>Fasika</b> <b>Dabesa Diro</b>				

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Fasika Dabesa Diro  
Date: 2022.08.11  
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