



International Organization for Migration (IOM)

The UN Migration Agency

Component 4 of the Nagaad Project (SURP-II)

UPDATED ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

CONSTRUCTION OF 438 GENDER-DISAGGREGATED AND LOCKABLE SINGLE LATRINES

AT ADC IDP SITE

BAIDOA SOUTHWEST STATE SOMALIA

FINAL

Updated 24 March 2024 for additional activities
Prepared by IOM

Table of Contents

LIST OF TABLES.....	3
LIST OF FIGURES	3
ABBREVIATIONS AND ACRONYMS.....	4
1. INTRODUCTION.....	5
2. SUBPROJECT SITE	6
3. SUBPROJECT DESIGN.....	9
4. ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN	13
5. LABOR MANAGEMENT PROCEDURES	25
6. STAKEHOLDER ENGAGEMENT	31
7. MONITORING AND REPORTING	37
8. ROLES AND RESPONSIBILITIES IN IMPLEMENTING & SUPERVISING THE ESMP.....	37
9. INDICATIVE COST OF IMPLEMENTATION OF THE ESMP (OMITTED).....	38
ANNEX 1: STAKEHOLDER CONSULTATIONS (OMITTED)	39
ANNEX 2: LIST OF AVAILABLE GBV SERVICE PROVIDERS	40
ANNEX 3: LOCATIONS OF THE 438 LATRINES TO BE CONSTRUCTED IN ADC, ZONE 7	42
ANNEX 4: SCREENING RESULTS OF IOM GRM	45
ANNEX 5: SAMPLE LEASE AGREEMENT (OMITTED).....	47
ANNEX 6: E&S SCREENING OF SUBPROJECT SITE	55

List of Tables

Table 1 Overview of ADC site.....	9
Table 2 Equipment used during construction.....	12
Table 3 Workers required for construction	12
Table 4 Environmental and Social Management Plan for general construction works	14
Table 5 ESMP for Latrines	22
Table 7 Stakeholder Consultations Comments and Responses.....	31
Table 8 Steps and timelines for grievance redress	35
Table 6 E&S Monitoring and Compliance Report	37

List of Figures

Figure 1 Baidoa's administrative zones with their respective IDPs' number.	6
Figure 2 Photo of camp site	8
Figure 3 Photo of campsite	9
Figure 4 Design of latrines	10
Figure 4 Design of latrines	12
Figure 5 GRM organigram.....	36

Abbreviations and Acronyms

AAP	Accountability to Affected Persons
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
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 Drought in Somalia. 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.¹ 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 drought² 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 that will likely 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 first phase of additional financing 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), and the implementation of the second additional financing (AF2) is also led by the International Organization for Migration (IOM) in partnership with partners from BRCiS consortium (Norwegian Refugee Council (NRC), Save the Children international (SCI), Concern worldwide (CWW) and action contre la faim (ACF). 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. Since Additional Financing was provided in 2022, the CERC-financed activities have been included in the SURP-II Component 4.

ESMP for ADC IDP site. The Environmental and Social Management Framework (ESMF) specific to CERC activities ("CERC- ESMF³") was prepared to address E&S risks and impacts of CERC activities⁴. 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. While 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 emergencies**, 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 ADC IDP site has been prepared to cover activities involving civil works: the construction of 438 gender-disaggregated and lockable latrines.

¹ Drought Response Plan Somalia 2022, p. 3.

² IOM (2022). DTM

³ 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>

⁴ The Second Additional Financing to SURP II is under preparation as of November 2022, for which the CERC-ESMF will be renamed as "the ESMF for Component 4: Response to Urban Forced Displacement" and updated to incorporate the proposed Second AF.

2. Subproject Site

ADC IDP Site in Isha Village: Administratively, Baidoa town is divided into 4 villages: Berdale (east); Horseed (northeast); Howl-Wadaag (northwest); and Isha (southeast).

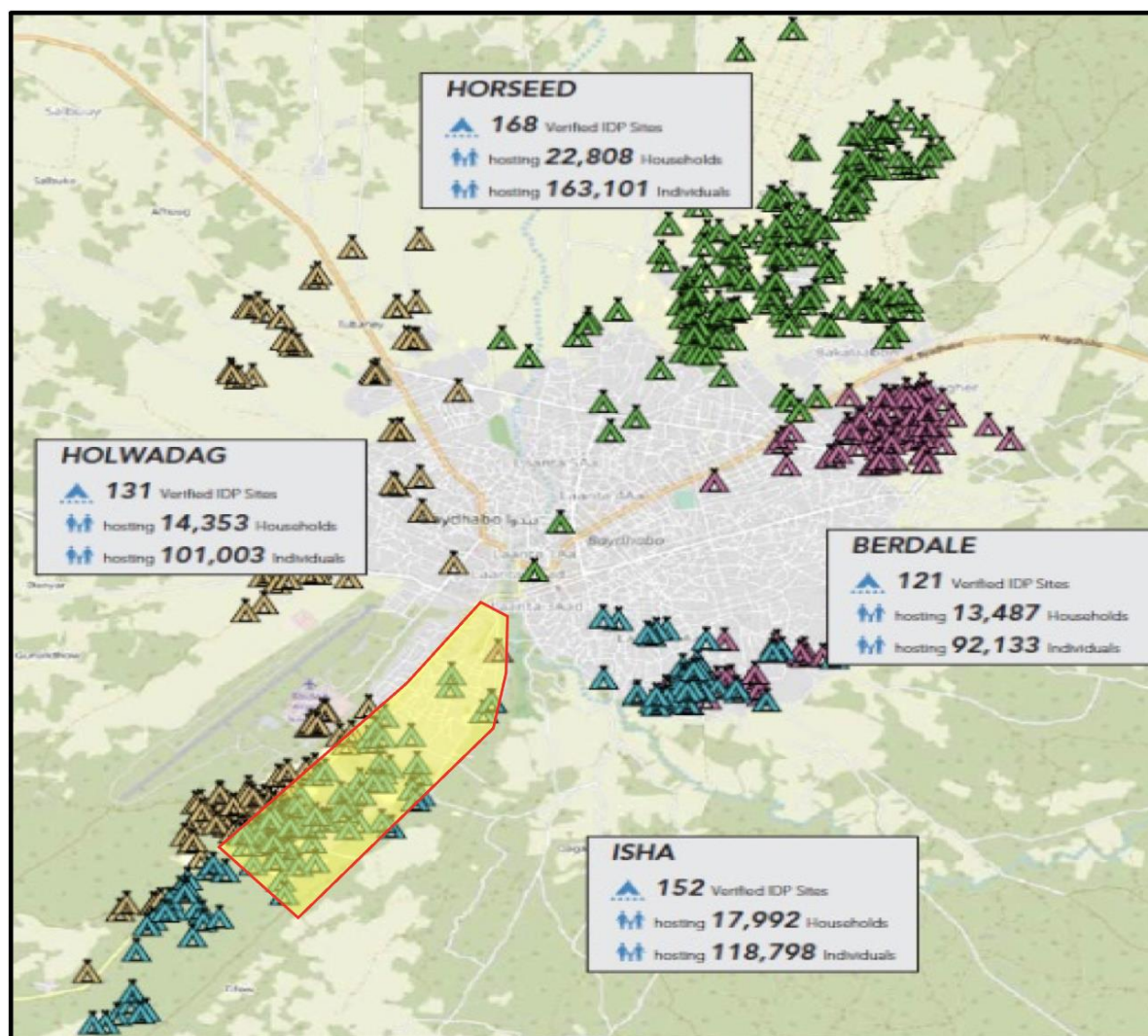


Figure 1 Baidoa's administrative zones with their respective IDPs' number.

The project area is located in Isha village, ADC Zone-7, with an area of 370 hectares where 1,826 HH (12,058 individuals) are currently living on private lands. The zones were created through analyzing the built environment within Baidoa closely viewing the locations of IDP sites that have acute humanitarian needs (through use of the site prioritization matrix); IDP sites that have received new drought displacement and also the natural geographic demarcations such as streets and sector boundaries.



Figure 2 ADC site in Zone 7

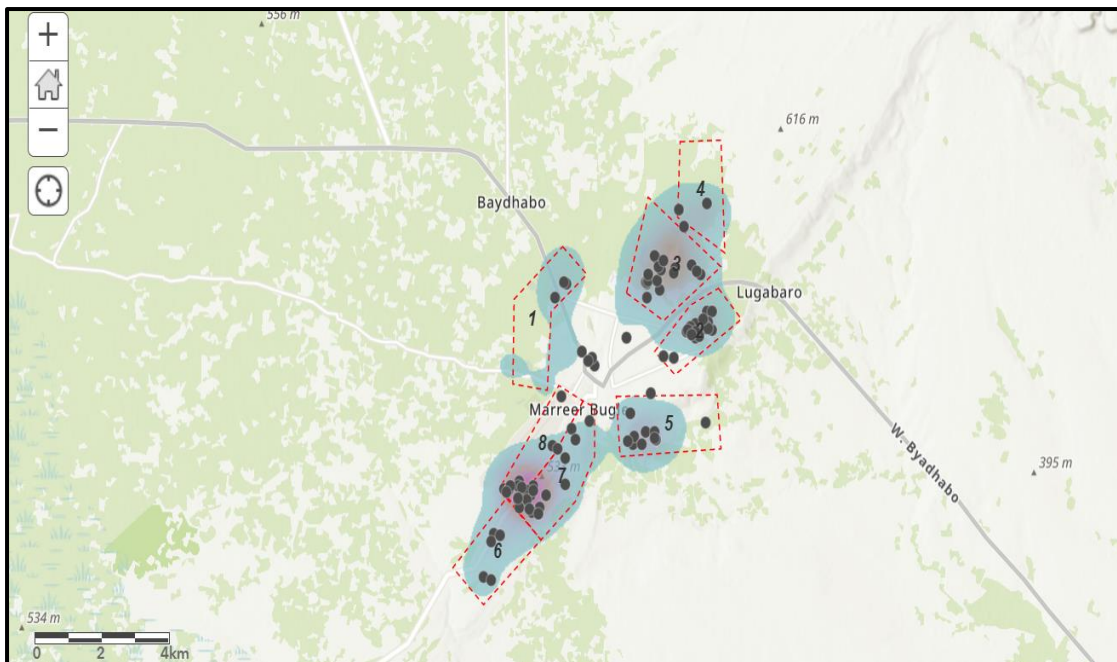


Figure 3 ADC site in Zone 7

Humanitarian relief activities in ADC IDP site. Some services are available in the ADC zone though they are under stress due to the arrival of new IDPs due to the current drought. To complement the existing service delivery, this subproject proposes to construct 438 gender-disaggregated and lockable twin latrines in ADC, Zone-7 of ISHA village; the provision of health services through 2 health clinics and trained Community Health Workers; and legal support for land titles⁵.

The land for the construction of latrines: The exact locations of the 438 latrines to be constructed have been finalized in close coordination with the local authorities and communities (Annex 3). Before commencing the construction, a due diligence and prior screening is conducted by NRC (the HLP partner) and land tenure security is guaranteed in consultation with the private landowners accompanied by a written agreement for a certain period of years (most of the sites have 5 years land tenure security, but some have 2,3,7 and 8 years). Annex 5 is the sample agreement. As of March

⁵ As per the CERC-ESMF, the activities not involving civil works (such as provision of health services and legal support to IDPs) will directly apply the relevant E&S measures specified in the CERC-ESMF, which will be implemented, monitored and reported upon.

2024, the land tenure for the 438 latrines is secured (refer Annex 3). HLP support to secure land titles and long-term lease agreement with private landowners is done. As indicated in the CERC-ESMF, this arrangement aims to prevent tensions, eviction and land dispute over the site between and inside the host and IDP communities. The municipality has copies of all land tenure agreements and confirms them to avoid any potential future disputes. No land acquisition, neither physical nor economical displacement will occur for this subproject. Such sites will be excluded from CERC activities, as per the CERC-ESMF.

E&S Baseline at ADC IDP Site. 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).⁶ The site is an urban settlement to the South of Baidoa Airport, which is broadly characterized by a strong existing anthropogenic imprint typical for intra-urban areas with highly altered biodiversity and land cover. There is no significant vegetation at the site. No impacts on habitats and fauna are anticipated as each latrine does not encroach on more than 12m² of land per latrine. Currently, there are barely any functional latrines for 3000 IDPs at this site, which is causing significant community health and safety risks and environmental pollution, for which urgent support by this subproject is critical (see site pictures below)



Figure 2 Photo of camp site

⁶ See SURP-II Environmental and Social Management Framework (ESMF), Annex 2, accessed at: <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099905106202230917/p1709220447cc30750845e0a3887e0e0eca>



Figure 3 Photo of campsite

3. Subproject Design

Table 1 Overview of ADC site

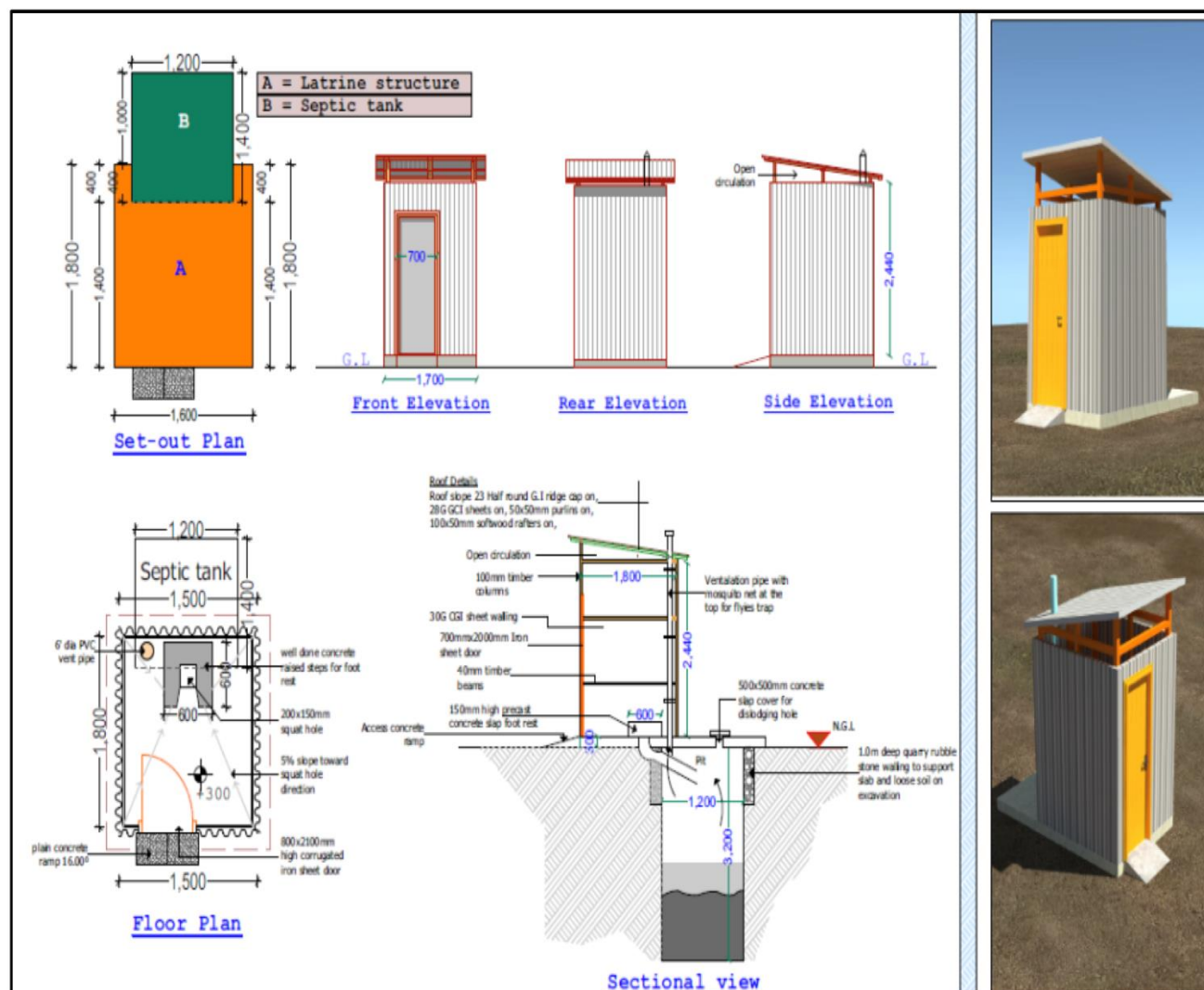
ADC site, Zone-7	
Size	370 hectares
No of IDPs targeted	3,000 (1 latrine per 2 HHS. Therefore, 3000 Individuals shall use the 275 latrines)
GPS	Lat: 3.09299°; Long: 43.63995°
Land Status	Privately owned by different landlords

Project Activities

The design phase will include the following activities:

Design of Latrines: Depicted below is the design of the 438 gender-disaggregated and lockable twin latrines to be constructed in the project 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.

Figure 4 Design of latrines



Construction Phase for Latrines: The works for the latrine construction comprise mainly of manual labors, except the trucks bringing the cement, the Corrugated Iron Sheets (CGI), timbers etc. All of the 438 latrines will be constructed via contractors, who in turn bring their own work force. They will also engage workers from the ADC area for the pits excavation etc.

The following equipment and work force shall be used during the construction:

Table 2 Equipment used during construction

No.	Equipment Type and Characteristics	Minimum Number Required
1.	Trucks for overhauling construction materials to the ADC site.	Maximum of 10 trucks per day.
2.	Hand tools & Digging tools for the pit excavation (Hammer, Pickaxe, shovel, wheelbarrow, spade, 5k.g Stone breaker)	To be determined by the selected contractor

All materials are locally available. The trucks will take the gravel road on the western side of the UNSOS compound. Furthermore, water is needed for the floor slab, construction of the stone masonry etc. Approximately 50 m³ of water are required to finalize 438 latrines.

The following number and types of workers are expected to be engaged:

- **Workers under the contractor:** The combined work force will not exceed 52. They will be recruited from the local communities for a duration of about 60 days by the contractor. 1 or 2 engineers and 10 foremen will also be part of the work force. No significant influx of workers is therefore expected. The works will stretch over an estimated period of 3 months for both the pit excavation and super structure construction.

The contractor will recruit/provide the following workers:

Table 3 Workers required for construction

Item No.	Activity	No.	Skilled / Unskilled
1.	Latrine construction	52	1 or 2 field engineers, 10 foremen, 40 manual diggers.

Workers Accommodation: The site is within one of the administrative zones of Baidoa city, namely the ISHA village. It is expected that most of the specialized and non-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:

- 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.

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 latrine 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 Management Plan for general construction works

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
Noise pollution	<ul style="list-style-type: none"> • Restrict construction working hours between 7am to 5pm • Educate workers on noise reduction measures • Ensure an effective routine maintenance for construction vehicles and machinery • Consideration of specific noise control measures for works near sensitive receptors (e.g., schools, health clinics and hospitals, etc.) • Select equipment with lower noise levels, e.g., the use of hand drilling machines • Install suitable mufflers on engine exhausts and compressor components in cases where the service provider uses generators. • Provide fit for work PPE (ear plug/earmuffs) for all workers involved in the areas with elevated noise levels. • The contractor should use equipment that is/are in good working condition and are periodically serviced. 	Recorded cases of complaints by the project workers and community members
Fire hazards	<ul style="list-style-type: none"> • Provide fire hazard training to construction workers. • Provide fire extinguishers. • Designate areas as “assembly points”. • Establish, where possible, live fire breaks in form of appropriate vegetation. 	<ul style="list-style-type: none"> - # of fire extinguishers installed - # of fire hydrants installed - # of assembly points designated
Air pollution	<ul style="list-style-type: none"> • Educate workers about air pollution impacts from construction activities on human health, and good practices to avoid, reduce and mitigate • As feasible, minimize the amount of time of areas of exposed soil (source of particulate material) • Sprinkle water on exposed road surfaces as appropriate • Proper storage of road base materials (e.g., soil, gravel, etc.) • Covering road base material and construction waste soil/material transport trucks with tarpaulin or other heavy material to control dust emission and spillage hazards • No unnecessary idling during operation of vehicles and machines • Regular and effective maintenance of construction vehicles and machineries to ensure that they are in good working condition • No unauthorized slash-and-burn activity 	# 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"> • Educate workers about chemical hazards and safety • Proper handling and storage of contaminants • Proper waste management • Proper soil erosion controls and management • Emergency procedure to control storm water and soil erosion during significant rain fall events or flooding • Careful measures taken not to pollute boreholes, stream and other water sources • Maintain register of any significant releases into surface or ground water 	# of complaints or incidents recorded
Soil pollution	<ul style="list-style-type: none"> • Educate workers about chemical hazards • Proper chemical, material and waste handling and storage, including prevention measures of oil/ fuel spillage (use of second containment tanks for instance) • Effective vehicular and machinery maintenance • Maintain a register of any chemical or petroleum spills • Ensure proper site clean-up and closure upon completion of construction 	# of incidents recorded # of grievances registered
Loss of flora and fauna	<ul style="list-style-type: none"> • Minimize unnecessary vegetation clearance • Where vegetation/trees cut down, plant replacement • Sensitize workers about fauna conservation • Discourage fauna killings and set penalties for killing them • Promote protection of modified, natural and critical habitats where found, and put penalties against violation 	# of trees cut and planted # of grievances recorded -Record of sensitization workshops
Generation of solid waste	<ul style="list-style-type: none"> • Educate workers about proper waste collection, storage and disposal • Prohibit burning solid waste in the open air, or accumulate next to shelters • Only treat medical/nonmedical waste according to local regulations/ waste management plans • Preparation of waste management plan for each waste stream and implementation of the waste hierarchy • Disposal of project-generated wastes at municipal approved sites only • The contractors shall ensure provision of waste bin at the project sites to handle waste generated. • Efficient use of materials to as much as possible avoid and minimize waste production and purchase of the right quantities to avoid waste. 	-# 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"> • Ensure waste is recycled/reused before opting to dispose. • Use of durable, long-lasting materials that shall not need to be replaced often. • Ensure waste is collected and disposed in accordance with Somalia Government regulations. 	
Occupational health and safety	<ul style="list-style-type: none"> • Select legitimate and reliable contractors through screening OHS records • Address OHS risks with non-compliance remedies in procurement documents. • Proper and effective Contractor OHS plan to be in place that meets applicable Somalia requirements and World Bank ESS2 and World Bank Environmental and Health and Safety General Guideline requirements • The contractor shall always provide the workers with the required PPE and enforce their use while at the work sites. • Provide drinking water and designate suitable and safe resting areas • The equipment used in the works should be routinely serviced to ensure proper and safe equipment functionality. • Use of safety signage “MEN/WOMEN AT WORK” to warn contractor workers and visitors to worksites. • Provision of adequate signage and communication of risk to workers and communities. • Training and use of temporary fall prevention devices, such as rails, full body harnesses and energy absorbing lanyards, where possible. • Electrical works should be performed by trained and qualified experts. • Ensure that electrical equipment is properly connected before switching on sockets. • 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. • Insurance coverage for all project workers • Site construction layout and planning to help minimize potential project OHS risks • Safety induction for workers during induction process 	<p>Availability of accident logs</p> <p># of first Aid Kits</p> <p># of fire extinguishers</p> <p>Availability of insurance policy</p> <p>% of workers using PPE</p> <p># of trainings conducted</p> <p># of HH that have drinking water supply</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> • Ongoing OHS training for workers and specialized OHS training for workers with specific risks (e.g., heavy equipment operators, welding, hazardous materials, etc.) • OHS Officer should be on site to implement OHS requirements Proper PPE provided for workers • Provision of sanitary facilities for workers • Separate toilets and change rooms for male and female employees • Worker health screening and monitoring where appropriate • Maintain onsite appropriate first aid and other equipment associated with the level of worker OHS risk, and establish procedure to transport of injured worker to nearby hospital • Ongoing monitoring and reporting of OHS performance • Proper investigation of all worker accidents or project-related health issues, including documentation of investigation results and as needed implementation of corrective measures • Establish emergency plan/procedure in case of emergencies such as chemical spills, fires, explosions, flooding. 	
Spread of infectious diseases	<ul style="list-style-type: none"> • Train all staff on the signs and symptoms of communicable diseases endemic in the area, how these diseases spread, how to protect themselves, and the need to be tested if they have symptoms. • 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. • Regular tests of other communicable diseases should also be arranged for workers and people in the camps • Mandatory provision and use of appropriate PPE such as masks shall be required for all project personnel including workers and visitors. • Provide hand wash facilities, water and soap, alcohol-based hand sanitizer and mandate their use on entry and exit of the project site and during breaks. • Avoid congregation of more than 15 workers at one location. Where more than one person gathered, maintain social distancing of at least 2 meters. • Restrict the number of people accessing the work areas. • Fumigate offices and work areas • Train all workers in respiratory hygiene, cough etiquette and hand hygiene. • Train cleaning staff in effective use of PPE, cleaning arrangement and procedures and disposal of waste generated from the work. 	<p>-# of reported cases at site</p> <p># of training undertaken</p>

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

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> Remove hazardous conditions on construction sites that cannot be controlled affectively with site access restrictions, ensuring means of escape for larger openings such as trenches or excavations, or blocked storage of hazardous materials 	
Management of chemicals and hazardous Materials	<ul style="list-style-type: none"> Educate workers about proper management of chemicals, hazardous materials and waste management (use, storage, and waste collection, storage and disposal). Waste separation and segregation to be undertaken by competent and well-trained staff only. Provide necessary PPE to workers and other equipment for chemical hazardous material use. Provide proper storage area for temporary storage of chemicals and hazardous materials. If pesticides are used, for example for pest control at construction storage area or work camp, ensure not to use any pesticide products that contain active ingredients that are restricted under applicable international conventions or their protocols. Provide waste bins and procedure for collection, temporary storage and disposal of chemical and hazardous wastes including waste oils and petroleum products, batteries, contaminated soil, empty chemical or hazardous material containers, etc. Disposal of project-generated hazardous wastes at Municipal approved sites only. Ensure proper clean-up and closure upon completion of work. 	<p># of waste management plans</p> <p>Volume of total waste generated</p> <p>% of waste collected</p> <p># of trainings records</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)	<ul style="list-style-type: none"> Implement the LMP including the following (See LMP section for detailed procedures): Ensure contract has provisions to comply with the minimum age requirements including penalties for non-compliance. The contractor is required to maintain labor registry of all contracted workers with age verification. Verification of the age shall be undertaken prior to the engagement of labor and documented. The employment of project workers will be based on the principle of equal opportunity and fair treatment, and there will be no discrimination with respect to any aspects of the employment relationship. 	<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
Discrimination and exclusion of disadvantaged /vulnerable groups	<ul style="list-style-type: none"> Contractually require the contractor to preferentially recruit unskilled labor from the local communities and nearby areas with priority given to hiring of qualified members of project affected households, female community members, local residents and IDPs. Ensure fair terms and employment conditions consistent with national Labor Code in contracts. Develop and operationalize grievance redress mechanisms (GRMs) for project workers (direct workers and contracted workers) to promptly address their workplace grievance. Relevant trainings provided to workers, such as induction and daily toolbox talks outlining expected conduct and local community values, customs and traditions. 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). 	
SEA/ SH and other forms of GBV	<ul style="list-style-type: none"> Implement the SEA/SH Action Plan including the following: Hiring/assigning of a GBV Specialist in each implementing. agencies for the project implementation and monitoring; Codes of conduct (CoC) for project workers; and plan for sensitization/awareness raising for the community and intended training activities for workers on CoC and SEA/SH provisions, GRM and services available. Mapping and partnership with identified GBV service providers and development of referral pathways. A Reporting and Response protocol that outlines key requirements for reporting cases if they arise and measures to enable safe, ethical, survivor-centered response. An Accountability Framework that outlines how the PIU/contractor will handle SEA/SH allegations, including related to investigation (in alignment with national processes) and sanctions for potential perpetrators. Establishment of special channel/procedures for safe, confidential reporting of GBV incidence that connect to the project GRM and enable training of GRM operators on how to respond to cases that come forward. Development of additional protection measures to address potential sexual harassment in recruitment practices and in the workplace. 	<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>Number of GBV/SEA/SH cases reported to the GRM (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 type of services)</p>

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> • 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. • Engagement of female workers in project civil work. • Arrange enough and suitable toilet and washing facilities, separate from men and women workers. 	
Security risks	<ul style="list-style-type: none"> • 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. • Close coordination with security authorities and local communities. • Deploy police officers to provide site security for the workers where appropriate. • 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. • Carry out consultations in small numbers and also through the telephone when necessary. • Minimize the time spent collecting project-related data and avoiding predictability in the sequencing of data collection locations. 	# of reported insecurity incidents
Damage or disruption to tangible and intangible cultural heritage	<ul style="list-style-type: none"> • Chance find procedures will be used as follows: • Stop the construction activities in the area of the chance find. • Delineate the discovered site or area. • 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. • Notify the supervisory Engineer who in turn will notify the responsible local authorities and the Ministry of Culture immediately (within 24 hours or less). • Avoid disturbance to local religious and cultural activities. 	# number of chance-find reports
Lack of inclusive stakeholder engagement	<ul style="list-style-type: none"> • Implement the stakeholder engagement activities, including the following: • Identify disadvantage groups in each subproject. • Establish and maintain continuous liaison with the communities including disadvantaged groups. • Facilitate the participation of vulnerable groups to consultations (such as provision of transportation and accessible venues) • Establish GRCs involving vulnerable groups. • Inform and sensitize all stakeholders on accessible GRM. 	<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 Latrines

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
Latrines 1) 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 2) 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. 3) Contamination of water may lead to outbreak of diseases e.g. cholera, dysentery, typhoid, diarrhea etc. 4) Pit latrines can be breeding grounds for flies and mosquitoes, which are disease vectors 5) Final disposal of sludge (if removed) from latrines 6) Attraction of common pests/disease vectors due to dirty environments, including rats, cockroaches, flies. 7) Exclusion/discrimination of vulnerable groups from accessing WASH facilities, including for persons with disabilities	<ul style="list-style-type: none"> • 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 (<i>see proposed latrine design above, which is in accordance with the MoH guidelines and incorporates roofing with 28-gauge CGI, ventilation pipe with mosquito net, watertight septic tank with no leakage etc</i>) • Promotion of appropriate latrine design (i.e., above ground, not pit latrines) in areas of high-water table (<i>The bottom of the septic tank shall be placed at a depth of 3.2 meters below ground. The ADC area is one of the driest and rockiest area where the water table is hundreds of meters below the ground. Interference with the ground water is highly unlikely.</i>) • Ensure proper maintenance of sanitation facilities including cleaning and hygiene training. • Provide hand washing facilities and water in all the sanitation infrastructures (<i>See the washing facility provided as an integral part of each latrine design above</i>) • Ensure and provide training on cleaning of toilet for communities. • Use biopesticides to manage pests. • Precede borehole drilling with proper assessment on location and sustainable yield potential of water in the area (<i>The appropriate vertical and lateral distance shall be maintained for any water sources in the vicinity of the latrines. However, so far, no shallow well / borehole exists in the vicinity of the planned 275 latrines</i>) • Assess horizontal and vertical distance between latrines and drinking water source. • Ensure good siting of latrines so as to not pollute groundwater (<i>this shall be considered. However, The ADC area is one of the driest and rockiest area where the water table is hundreds of meters below the ground.</i>) • Design treatment technology to reduce pathogen hazard within the sludge by removal to a level appropriate for the intended end use or disposal practice 	# of sites where construction of septic tanks consistent with MOH guidelines # of checklists developed and used to indicate status of WASH facilities # of hand washing facilities provided # of checklists developed and utilized to record hygiene status of toilets # of trainings on cleaning toilets # of sites in which appropriate sludge treatment technologies are used # of site in which disposed sludge is dewatered and dried % of workers that have signed a CoC

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
<p>8) Increased community safety and GBV risks if the latrines are not gender-sensitive, especially for women, such as lack of functional locks and night-time lighting.</p>	<ul style="list-style-type: none"> • Dewater and dry sludge disposal at location approved by the municipality • Consider siting and design of WASH facilities to ensure accessibility for all users <i>(The selection of the 275 latrines' locations has taken into consideration of this.)</i> • Define GBV requirements and expectations included in the contractual obligations as well as re-enforce CoCs that addresses GBV in the project locations. • Ensure regular consultation with women and key stakeholders including vulnerable groups, persons with disability to facilitate safe access to WASH facilities. • Ensure well-lit, safe and separate WASH facilities for males and females <i>(The twin latrines are disaggregated into female and male with a clear visibility for the sake of privacy and GBV point of view. However, for the lighting, it is not included in the current budget, and IOM will continue to advocate for other agencies with resources to give priority for these amenities should they have a budget for solar powered streetlights.)</i> • Put in place lockable WASH facilities to guarantee privacy and safety for the users <i>(all the latrines shall be equipped with a padlock both from the outside and inside.)</i> • 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. • Develop and deliver information, education, and communication materials for stakeholders to indicate that the project and/area is a GBV/SEA/SH free zone. • 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. • Sensitize communities on SEA/SH, services available, GRM including reporting channels. • Put in place a GBV sensitive GRM for project workers and for communities. • Conduct GBV service mapping and establish referral pathways. 	

Potential E&S risks and impacts	Proposed mitigation measures	Indicators for monitoring
	<ul style="list-style-type: none"> Establish a partnership with existing GBV service providers to facilitate safe referrals to services and/or project GRM. 	

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 (60), who fully or partially support the subproject; and (ii) approx. 52 workers engaged by their contractors (e.g. construction companies for civil works).
- **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).
- **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 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"> 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. 	<ul style="list-style-type: none"> Develop and implement an approved site-specific ESMP, including OHS measures. Select legitimate and reliable contractor through screening OHS records. Address adequately OHS risks with non-compliance remedies in procurement documents. Require the contractor to engage qualified ESHS staffing Enhance workplace OHS awareness and training. Conduct routine monitoring and reporting. Raise awareness on STDs/HIV
2. Child labor	<ul style="list-style-type: none"> Set the minimum age of project workers eligible for any type for work (including construction work) at 18 years. 	<ul style="list-style-type: none"> Include minimum age in procurement documents. Raise awareness on child protection with contractors and in the communities. Maintain labor registry of all contracted workers with age verification. Develop remedial procedures to deal with child labor incidents.
3. Labor influx	<ul style="list-style-type: none"> Minimize labor influx through tapping the local workforce. Minimize labor-related risks on the community through the code of conduct, including GBV. 	<ul style="list-style-type: none"> Require the contractor to preferentially engage unskilled local workforce from the local communities. Make all contracted workers sign code of conduct, including prevention of GBV. Conduct induction and toolbox talks outlining expected conduct and local community values. Introduce disciplinary measures for violations and misbehaviors.
4. Labor disputes	<ul style="list-style-type: none"> Respect the national Labor Code and promptly address workplace grievances to minimize the risk of labor disputes. 	<ul style="list-style-type: none"> Provide workers with contracts with fair terms and conditions. Have grievance mechanisms in place to promptly address workplace concerns. Respect the national Labor Code on workers' right of labor unions and freedom of association.
5. GBV/SEA/SH	<ul style="list-style-type: none"> Implement SEA/SH prevention and response 	<ul style="list-style-type: none"> Conduct awareness raising Enforce signing of code of conduct by all project workers. Train GRC GBV focal point on handling related complaints and also on GBV service providers referral mechanism Require the contractor to address potential sexual exploitation or harassment in recruitment or retention of skilled or unskilled female workers.
6. Discrimination and exclusion of vulnerable or	<ul style="list-style-type: none"> Promote no discrimination and equal opportunity with respect to any aspects 	<ul style="list-style-type: none"> Require the contractor to employ vulnerable groups as part of unskilled workforce.

Key labor risks	Policies to address risks	Procedures to back up the policy
disadvantaged groups	of the employment relationship.	<ul style="list-style-type: none"> • Provide maternity leave and nursing breaks where relevant. • Arrange sufficient and suitable toilet and washing facilities, separate for men and women workers.
7. Security risks	<ul style="list-style-type: none"> • Take appropriate and proportionate security measures to minimize the potential risk to the workers. 	<ul style="list-style-type: none"> • Security protection to be determined by security authorities to address external security risks (such as terrorism and armed insurgency). • 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”.

Minimum age for project workers. While the activities will engage IDP and host community members as project workers for construction activities, 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 (construction) under the subproject 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, 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. The terms and conditions for direct staff and consultants of IOM will be governed by 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. 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.
- **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.
- **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.
- **Rest per week.** Every worker shall be entitled to one day's rest each week, which should normally fall on Friday. It shall consist of at least 24 consecutive hours each week. Workers shall also be entitled to a rest day on public holidays recognized as such by the State 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 and 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 will apply their own internal grievance redress systems.

Contracted workers engaged by IOM and contractors. 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 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. 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. 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, IOM 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 this ESMP. 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.

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/force 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 latrines; 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 ADC IDP site: Stakeholder consultations in regard to the planned activities were conducted with a variety of stakeholders. The communities were divided into different groups and interviewed elders and men, women and youth separately. Consultations were held on 8 September 2022 at the ADC site. The below table presents the outcomes of the consultations with responses provided.

Table 6.7 Stakeholder Consultations Comments and Responses

Consulted individual or group	Comment	Response
Local Authorities and NGOs	As the majority of IDPs are primarily agro-pastoralists and rely on this as a source of livelihood, the IDPs would need to adapt and live on the site; the adaptation process may take longer and require careful planning for their livelihood activities to provide a durable solution for the affected communities. If this is not considered, there are potential and markedly adverse impacts on program success.	This well noted, but likely beyond the scope of this project
	Environmental pollutants can cause health problems.	This ESMP stipulates risk mitigation measures to handle environmental pollutants
	The government owns the land and no conflicts are therefore anticipated. The construction work will also not block any access	This is noted
Elders and male members of	No challenges are anticipated for the health care provision	This is noted

the host communities and the surrounding IDP communities	Latrine designs need to consider Households to ensure usability	This will be considered in the design of latrines
	Health care services coverage needs to ensure equity in service	Health care will ensure a broad coverage
	Impact of health care providers could be pollution if waste from health care centers is not managed correctly.	The CERC-ESMF includes health care waste management
	Social issues may be Shortage of health care services, considering the large number of IDPs.	The project will aim to cater for as many IDPs as possible
	Limited access to latrine construction.	The latrines will be made as accessible as possible
	Recommended: Integration of the host and the IDPs, joint collaboration by leaders to enhance cooperation and trust.	This will be encouraged as much as possible.
	Environment training and avoiding damage to the environment.	Environmental training may be provided to the constructor if necessary
	Create disposal sites for the waste products	Waste will only be disposed at authorized disposal sites
	There will be no problems with land or access	This is noted
Women IDPs and host community members	Pollution if waste from health care centers not adequately managed	The CERC-ESMF includes health care waste management
	Latrine designs without proper waste management structures.	Waste management will be included as part of the latrine design/operation
	Disposing waste from the health care centre to a designated place.	The CERC-ESMF includes health care waste management
	Construct ventilated pit latrines.	This is noted and will be considered in the latrine design
	Competition for available local resources between IDPs and host communities.	The project aims to include both communities in order to minimize competition
	There will be no land or access issues	This is noted
	Currently, women are benefitting from latrines; we require to provide locks in bathing and sanitation facilities. Locks should be installed from the inside to ensure privacy.	Latrines will be designed so they are lockable
	Sanitation facilities must be gender-segregated	Latrines will be gender-disaggregated
	Women are the most vulnerable as they feel less safe than men and need protection and water points near them not more than 500 meters from their homes.	This distance will be considered in the planning of the latrine locations
	Provide enough access to health care services to both women and children.	Coverage will be as broad as possible within the confines of the project
	Consider gender-segregated ventilated pit latrine	This will be considered in the design of the latrines

Youth groups from neighbouring IDP camps and host communities	Pollution from health care centre if not managed correctly.	Medical waste management is included in the CERC-ESMF
	Latrine pit width is important	This is noted and the design of the latrines will account for that
	Pollution during construction	This ESMP includes a waste management plan for the construction period
	The new site must have a garbage bin in which all solid waste will be deposited Collection of solid waste for disposal must be done regularly	This is noted and will be passed on to the responsible authorities
	Youth should be prioritized to working at the construction sites as a source of livelihood. Many youths have no activities.	This is noted and the contractor will be called upon to employ youth as unskilled workers where feasible

Stakeholder engagement programs for this subproject: Throughout the preparation and implementation of activities, the project team of IOM and IPs 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).

Strategy to incorporate the view of vulnerable groups. All views expressed by stakeholders are carefully noted, documented in the consultation summary and considered, including those of disadvantaged or vulnerable groups. To support this, such groups are identified during site-specific project preparation, and appropriate measures are considered through close consultation with such groups and support groups in order to incorporate their views into the project. 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 a culturally appropriate manner. Vulnerable community members will also be provided with the opportunity to express their views privately, such as in separate focus group discussions or phone interviews with female stakeholders and other vulnerable IDP members. Easy-to-understand, non-technical language and materials will be used during the consultations with illiterate stakeholders. The targets and indicators for inclusion of vulnerable groups indicated in the ESMP tables of this ESMP will be 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, will be 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.

Grievance Redress Mechanism (GRM): 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. The current SURP-II GRM will be available and open for case registration for the CERC-activities on the ADC site. At the same time, however, IOM will implement its own GRM, which specifically targets aggrieved individuals in and around the ADC site. This section describes all GRMs.

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

- **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 exiting 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 Work, representatives of relevant municipalities, and other relevel 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 subproject 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, will be maintained. The concrete steps of IOM's GRM are:

- Operation through two CFM focal points. These individuals will be 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 record complaints using the standardized intake form which is provided by the CCCM cluster. 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.
- When setting up a CFM desk for a day, 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 will allow 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 should be wearing 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 should be 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 the Table 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).
- 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 satisfied with the outcome, the case will be changed from pending to close. Once this has been done, the CFM staff member will upload the complaints data using the cluster's standard kobo form. CFM data will be linked directly to the CCCM cluster via the use of a central CFM database/ODK account. This data will be displayed using power bi on a separate CCCM website which will allow for stakeholders to disaggregate data and information related to particular sectors, geographic location and demographic making complaints. This data will also be 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.

Table 78 Steps and timelines for grievance redress

Number	Steps to Address Grievance	Indicative Timeline	Responsibility
1.	Receive, register and acknowledge complaint in writing	Within 1 day	IDP site-specific GRC 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 1 day	IDP site-specific GRC supported by IOM
3.	GRC to consider ways to address the complaint	Within 1 day	IDP site-specific GRC supported by IOM
4.	Implement the case resolution or the unsatisfied complainant can seek redress through the appeals process	Within 1 day	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 65 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 Gender/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 2.

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 has recruited 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.

7. 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 86 E&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	Compliance status of the sub-project with the environmental and social mitigation and monitoring measures laid out in this ESMP.	Monthly	Contractors to IOM
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

8. Roles and responsibilities in implementing & supervising the ESMP

Overall institutional arrangement: The proposed subproject 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 PCU has signed an output agreement with IOM to implement all CERC activities. IOM will be responsible for: Management of the contractor for the construction of latrines 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 a contractor for the latrine construction. The contractor will be responsible for employment of a qualified environmental, social, occupational health and safety expert to manage ESHS issues; 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.

9. Indicative Cost of implementation of the ESMP (omitted)

Estimated Costs of implementation of this ESMP. Below are the estimated costs for the implementation of this ESMP, such as capacity building programs, coordination and public consultation meetings, GRM, planning workshops, monitoring work, and environmental consultancy services. This estimated budget does not include the cost for mitigation measures, which will be borne by the contractor and integrated into the construction cost.

Annex 1: Stakeholder Consultations (omitted)

Annex 2: 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 Tell: 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 Tell: 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	

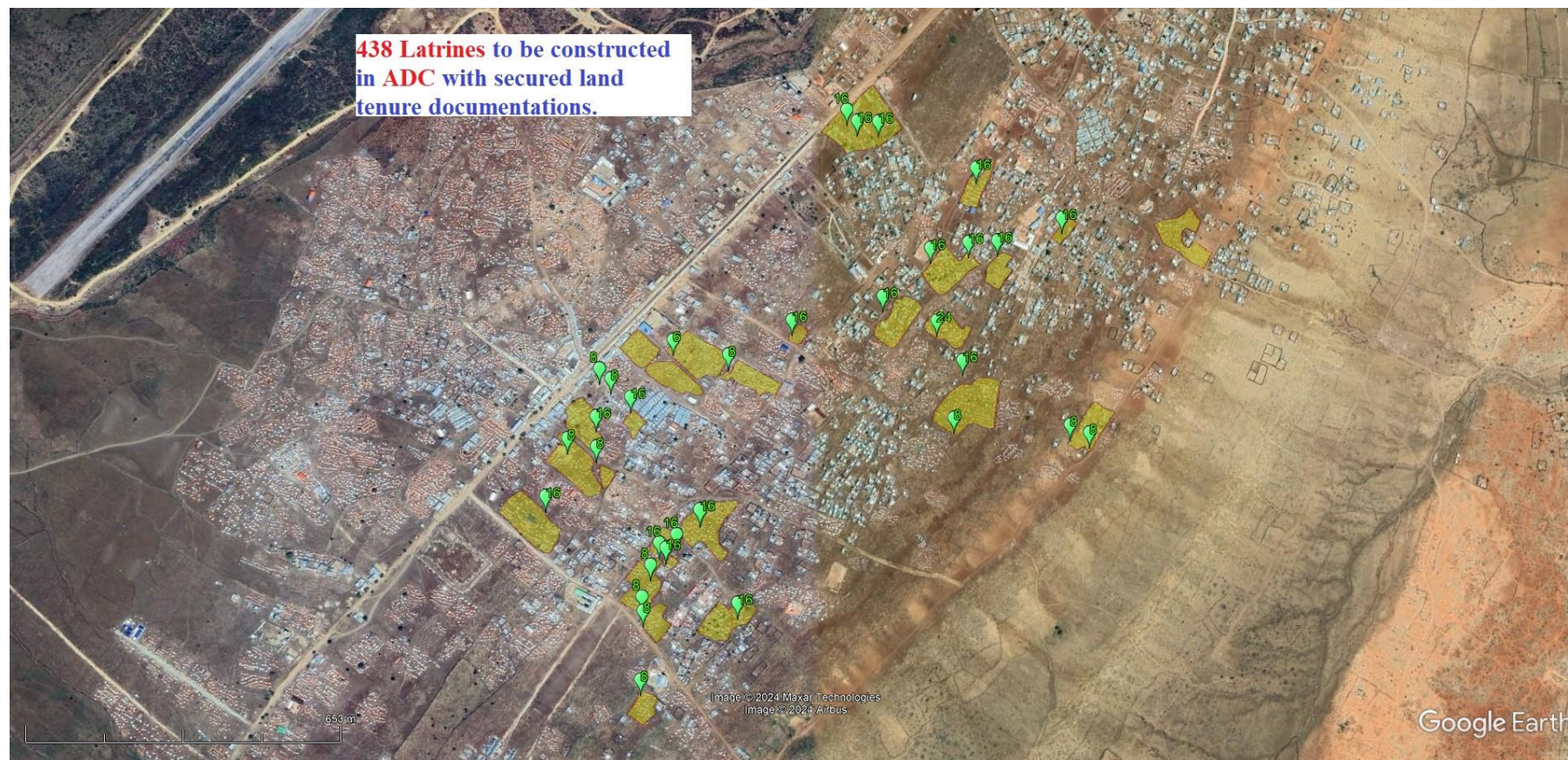
N.B: All the organizations also provides prevention activities include, community awareness, capacity building, forums, radio programs on GBV Prevention and service availability.

Annex 3: Locations of the 438 latrines to be constructed in ADC, Zone 7

No	IDP Site Name	Camp Leader	Contact	Longtude	Latitude	Number of latrines to be constructed (Latrine shall be shared by 15 HHs)	Comment on Land tenure
1	Beedey	Mohamed Ibrahim Aan	616416267	43.63203	3.09139	16	Have valid land tenure Verified by NRC
2	Arahman	Macalin Abdalla Widadow Mursal	615440519	43.63081	3.09072	8	Have valid land tenure Verified by NRC
3	Winle (8 Latrines)	Issack Bare Mohamed	618559431	43.62917	3.08611	8	Have valid land tenure Verified by NRC
3	Winle (8 Latrines)	Issack Bare Mohamed	618559431	43.62933	3.08671	8	Have valid land tenure Verified by NRC
4	Sakow Yarey	Ali Issack Sheikh	612709370	43.62949	3.08713	16	Have valid land tenure Verified by NRC
5	Danoow	Lakow Macalin Bare	615731196	43.62919	3.08584	8	Have valid land tenure Verified by NRC
6	Awjiko	Mohamed Hassan Hussein	617812056	43.62914	3.08453	8	Have valid land tenure Verified by NRC
7	Bardi Goof	Derow Adan Barow	618293499	43.62828	3.08954	16	Have valid land tenure Verified by NRC
8	Goborhoose	Ali Abdi Issack	615187358	43.62829	3.08896	8	Have valid land tenure Verified by NRC
9	Idaale 1	Mustaf Mohamed Abdirahman	615340752	43.63726	3.09338	16	Have valid land tenure Verified by NRC
11	Buulo Barake	Hassan Ali Adan	618293456	43.62982	3.08729	16	Have valid land tenure Verified by NRC
14	Dudumaale	Mohamed Adan Ali	615311206	43.63482	3.09138	24	Have valid land tenure Verified by NRC
15	Elbet-2 (16 latrines)	Nunow Adan Abdi	618874429	43.62894	3.08991	16	Have valid land tenure Verified by NRC
15	Elbet-2 (8 Latrines)	Nunow Adan Abdi	618874429	43.62856	3.09026	8	Have valid land tenure Verified by NRC
16	Hilaac 1	Tahlil Nur yusuf	618986785	43.62962	3.08703	16	Have valid land tenure Verified by NRC
18	Masiirka	Hassan Mohamed Nishow	618096270 (618293456)	43.63027	3.08772	16	Have valid land tenure Verified by NRC
20	Dooy	Mohamed Mukhtaar Idiris	615501356			8	Have valid land tenure Verified by NRC

21	Baarsaare	Adan Ali Adan	612770213	43.62834	3.09045	8	Have valid land tenure Verified by NRC
22	Badbaado (16 Latrines)	Omar Abdilahi Nur	615920466	43.63544	3.0929	16	Have valid land tenure Verified by NRC
22	Badbaado (16 Latrines)	Omar Abdilahi Nur	615920466	43.636	3.09293	16	Have valid land tenure Verified by NRC
23	Ramadaan 1 (16 Latrines)	Abdinor Mohamed yarow	616803789 (615275774)	43.63532	3.09062	16	Have valid land tenure Verified by NRC
23	Ramadaan 1 (8 Latrines)	Abdinor Mohamed yarow	616803789 (615275774)	43.63515	3.08951	8	Have valid land tenure Verified by NRC
26	Hassan muunin	Adan Abdi Ali	615356136	43.62733	3.08802	16	Have valid land tenure Verified by NRC
27	Salamey Idaale (16 Latrines)	Borow iftin Ali	615558306	43.63329	3.09524	16	Have valid land tenure Verified by NRC
27	Salamey Idaale (16 Latrines)	Borow iftin Ali	615558306	43.63309	3.09545	16	Have valid land tenure Verified by NRC
27	Salamey Idaale (16 Latrines)	Borow iftin Ali	615558306	43.6337	3.09523	16	Have valid land tenure Verified by NRC
28	11-Janaay-1	Ibrahim Hassan Adan	615862467	43.6347	3.09278	16	Have valid land tenure Verified by NRC
29	Adc-3 (8 Latrines)	Hassan Camud Sheikh	615157336	43.63778	3.08923	8	Have valid land tenure Verified by NRC
29	Adc-3 (8 Latrines)	Hassan Camud Sheikh	615157336	43.6374	3.08938	8	Have valid land tenure Verified by NRC
30	Buulo Gumar- 1	Mukhtaar Abdirahman Abdi	615541911	43.6356	3.09435	16	Have valid land tenure Verified by NRC
31	Duurey	Markabo Ibrahim Takaow	615772857	43.62774	3.08912	8	Have valid land tenure Verified by NRC
33	Mogor Iyo Mayow-2	Adan Hassan Idiris	615874322	43.63099	3.08598	16	Have valid land tenure Verified by NRC
34	Tawakal 2 Diinsoor	Haraw Ali Borow	616837858	43.63378	3.09185	16	Have valid land tenure Verified by NRC
35	Alla Amin Indhooliyasha	Siad Osman Gabow	615304179	43.62975	3.091	6	Have valid land tenure Verified by NRC
			Total Latrines to be constructed			438	

Map indicatating locations of the 438 latrines



Annex 4: 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
General GRM				
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 5: Sample Lease Agreement (omitted)

Land tenure agreement for Berdi Goof

Federal Republic of Somalia
Xaqsoor Public Notary
Baidoa - Somalia

جمهورية الصومال الفدرالية
كاتب العدل خقصور
بيدوا - الصومال

REF:11420/22 JAMHUURIYADDA FEDERAALKAA EE SOOMAALIYA
NOOTAAYO XAQSOOR
DR. HUSSEIN IZGOWE HUSSEIN 09/11/2022

UJEEDDO: HESHIIS DHUL (IDP's Community)

Baydhabo, maanta oo taariikhdu tahay **10/11/2022**, Anigoo ah **Dr. Xuseen Isgoowe Xuseen (Xaqsoor)** ahna **Nootaayo Xaqsoor**, waxaa ii yimid iyagoo wada socda oo heshiis ah, xiskooduna taam yahay, cidina aysan qasbin dadka magacyadoodu hoos ku qoran yihiin, kuwaasoo si wadajir ah iga codsaday inaan u qoro Cadeyn heshiis dhul banaan, una qeexan sida soo socda.=====

Heshiiskan waxa uu galay **09/11/2022** ee u dhexeeya **Yusuf Macalin Xuseen Aadan**, ku dhashay **Baydhabo**, sanadkii **1982**, degan **Baydhabo**, Tell: **+252-612560601** ka dibna loo tixraaco **Mulkiilaha**, Sawirkiisuna warqaddan ku dhegan yahay iyo Barakacayaasha Degmada Baydhabo, Gobolka **Baay** ee DGKGS, hadda ka dib waxaa loogu yeeraa **Isticmaalaha Dhulka**, si ay uga faa'iideystaan qaybaha Bulshada Kaamka **Berde Goof**. Mulkiilaha dhulka wuxuu ogalyahay in qof kasta ama hay'ad kasta oo ku tabarucaysa, bixinaysa adeegyo ka faa'iidaystayaasha sida dhismaha hoyga, adeegyada aasaasiga ah sida waxbarashada, fursadaha nololeed, biyaha, fayadhowrka iyo nadaafadda ee laga hirgelin karo dhulkaas.

i. **ISTICMAALAH DHULKA** kuma koobna Barakacayaasha

ii. In mulkiiluhu uu dhul cabirkiiisu yahay **40M x60M** kuna yaala Xaafada Wadajir, Laanta 7aad, Nawaaxiga Dugaandug, ugu deeqay **ISTICMAALAH DHULKA** oo ay marag ka yihiin **MAAMULKA DEEGAANKA** si ay uga faa'iidaystaan barakacayaasha degan meesha sare lagu sheegay.

iii. In mulkiiluhu uu heshiis la galay **WAKIILADA** (hogaamiyayaasha) dhulka

iv. In heshiiskani yahay muddo **5 sano** ah oo ka bilaabmaya **10 ka Nov 22** kuna dhamaanayo **10ka Nov 27** iyada oo ay suurto gal tahay in lagu kordhiyo muddo **1 sano** ah marka ay labada dhinac dib u eegis ku sameeyaan, Haddii ay dhacdo in muddo kordhin la ogolaado ama la diido, dhammaan dhinacyada waa in la siiyaa ogeysiis ku filan sida lagu heshiiyey wakhtiga heshiiska la saxiixayo.

v. In mulkiiluhu aanu ka qaadi karin wax kharash ah oo la xidhiidha dhulka, sidoo kalena aanu mulkiiluhu bixin wax lacag ah ama kharash ah qabsashada dhulka la sheegay inta uu socdo heshiiskan.

vi. **ISTICMAALAH DHULKA** wuxuu xaq u leeyahay isticmaalka guriga, dhulka iyo hantida laga dhisay dhulkan inta lagu jiro heshiiska dhulka wuxuuna xaq u leeyahay inuu raro alaabta dhismaha marka la raro iyo marka heshiiska la joojiyo.

vii. Haddii ay dhacdo in mid ka mid ah dhinacyadii heshiiskan galay uu jebiyo mid ka mid ah qodobbada heshiiska dhulka, dhinacii jebiyey waa in uu ka magdhabaa wixii khasaare iyo dhaawac ah ee ka dhashay jebinta heshiiska.

viii. **WAX KA BEDEL**: heshiiskan waa in wax lagabed delo wakhti kasta inta uu nool yahay Qolo kasta oo u baahan in heshiiskan dib loo eego waa in ay soo saartaa ogaysiis qoraal ah oo ay si cad ugu muujinayso arrinta la doonayo in dib loo eego, Heshiiska la siiyo muddo laba toddobaad ah oo uu dib u eegis kusameeyo oo uu uga jawaabo.

ix. **XALINTA KHILAAFKA**: Dhammaan dhinacyadu waa in ay ku xalliyaan wixii khilaaf ah ee kadhasha heshiiskan **DHULKA** si nabad ah, waxaana lagu dabaqi doonaa

Tell: +252-615330520/+252-615557141/+252-625330520 | Email: Nootaayoxaqsoor@gmail.com
XAQSOOR PUBLIC NOTARY, HQ: NEARBY AFAR IRDOOD SQUARE, BAIDOA DISTRICT, SOMALIA

wadashaqayey noo lagu xallinayo khilaafka, Xalka ugu danbeeyana wuxuu noqoneyaa mid sharci ah.

- x. **JOOJINTA:** Qandaraaskani waxa uu dhamaanayaa marka uu dhamaado HESHIISKA DHULKA iyo in milkiilaha dhulku uu bixindoono ogaysiis kufilan uguy araan **2 bilood** ogaysiis sharci ah labada MAAMULKA DEGAANKA IYO KA FAA'IIIDEYSIYAYADA haddi Milkiiluhu aanu kutalojirin in uukordhiyo mudada dhulka.

SAXIIXA MILKIILAH A DHULKA

SAXIIXA WAKIILKA KAAMKA

Yusuf Moalim Hussein Adan

Deerow Aadan Barrow

SAXIIXA WAKIILKA MAAMULKA DEGAANKA

Abdullahi Bareylsak (Gudoomiya Xaafad Wadajirahna Xubinka mid ah Gudigad hulk Degmada)

SAXIIXA MARKHAATIYAASHA

2. Cali Maxamed Isaaq 2. Saalax Maxamed Salaad 3. Cali Cali Cabdi

615413315

615015313

615770518

4. Ibrahim Deerow Ibraahim 615479829

5. Max'ed Adan Cali 614800206

SAXIIX LA SUGAY

Anigoo ah **Dr. Xuseen Isgoowe Xuseen (Xaqsoor)**, lehna **Nootaayo Xaqsoor**, waxaan halkaan ka sugayaa in saxiixa kor ku qorani uu yahay saxiixyada runta ah ee **labada dhinac** iyo **markhaatiyaasha**, waxayna ku saxiixeen xafiiska dhexdiisa ayagoo raali ah, Caafimaad qaba Xiskooduna taam yahay, cidina qasbin, waxaana ku qoray oo ka saxiixay diiwaanka guud ee nootaayadda, kaddib markaan u akhriyey, kuna qanceen.=====

Dr. Xuseen Isgoowe Xuseen (Xaqsoor)





OBJECTIVE: LAND TENURE AGREEMENT (IDP's Community)

On 10th November 2022, Xaqsoor Public Notary Office in Baidoa, nearby Afar Irdoon Square on its own will with no undue influence and physically and mentally sound was requested to write this declaration for a Land Tenure Agreement by the people mentioned and named therein and pictures attached. =====

This Agreement is entered into this 09/11/2022 Between Mr. Yusuf Moalim Hussein Adan, Resident of Baidoa District with Tell: +252-612560601 here in after referred to as the LANDOWNER and The INTERNALLY DISPLACED PERSONS (IDPs) of Baidoa District, Bay Region, South West State of Somalia, hereinafter referred to as the LANDUSER for their benefit in residing in Berde Goof Camp community

The LAND OWNER allowed any individual, persons, body or authority donating, offering or leasing land to the beneficiaries for the construction of shelters, basic services such as education, health, livelihood opportunities, water, sanitation and hygiene implemented on the said land.

- i. The term LANDUSER shall refer to displacement affected populations including and not limited to Internally Displaced Persons
- ii. The term LANDOWNER shall refer to any person or entity that has control and transfer rights over private, public or communal land including housing or property constructed thereon.
- iii. That the LANDOWNER has offered the land measuring 40M x 60M in Wadajir Village, section 7, near Dugaandug the LAND USER under the witness of LOCAL AUTHORITIES for the benefit of IDPs residing at the above mentioned location.
- iv. That the LANDOWNER has entered into an agreement with the REPRESENTATIVES (leaders of) the LANDUSER under the WITNESS of the LOCAL AUTHORITIES on behalf of the IDPs hereinafter referred to as LANDUSERS
- v. That this agreement is for a period of five (5) years starting on 10th November 22 and end on 10th November 2027 with the possibility of extension for a period of one (1) year upon review by both parties. In the event that an extension will be allowed or disallowed, all parties shall be provide with sufficient notice as agreed at the time of signing of the agreement.
- vi. That during the subsistence of this LAND AGREEMENT, the LANDUSER shall enjoy quiet possession of the LAND including Housing, land and property allocated by the Representative LANDOWNER without any interference.
- vii. That the LAND OWNER shall not levy any land related fees and neither shall the LANDUSER pay neither monies nor fees for occupying the said land during the subsistence of this agreement.
- viii. The LANDUSER shall have the right of use to the house, land and property erected on this land during the subsistence of the Land Agreement and shall have the right to move the construction materials during relocation and upon termination of the agreement.
- ix. In the event of breach of any of the terms of the land agreement by any of the parties to this agreement, the party in breach shall compensate the aggrieved party for any losses and damages incurred as a result the breach.

x. **AMENDMENT:** this agreement shall be amended at any time during its subsistence. Any party in need of revising this agreement shall do so by issuing a written notice to the other party clearly highlighting the issue to be revised and providing the party with two weeks to review and respond.

xi. **DISPUTE RESOLUTION:** All parties shall resolve any disputes arising out of this LAND AGREEMENT amicably hereto and Collaborative Dispute Resolution mechanisms shall be applied. Legal Action shall be a last resort.

xii. **TERMINATION:** This contract shall terminate upon expiry of the LAND AGREEMENT and that the LAND OWNER shall provide reasonable notice of not less than sixty (60) days to the LOCAL AUTHORITIES and LANDUSERS if he/she does not intend to extend Land tenure agreement.

LAND OWNER SIGNATURE

Yusuf Moalim Hussein Adan _____

IDP REPRESENTATIVE

Deerow Adan Barrow _____

LOCAL AUTHORITY REPRESENTATIVE

Abdullahi Barey Isak (Chairman of Wadajir Villige and Member of Land Committee of Baidoa District)

SIGNATURE OF THE WITNESSES

1. Ali Mohamed Issack 2. Salah Mohamed Salad 3. Ali Ali Abdi

615413315 615015313 615770518

4. Ibrahim Derow Ibrahim 615479829 5. Moha'ed Adan Ali 614800206

NOTARY PUBLIC

Xaqsoor Public Notary verified that Declaration Land agreement in conformity with laws and regulation of Federal Republic of Somalia and was signed in front of me on the date of 10th Nov 2022.

Dr. Hussein Izgowe Hussein (Xaqsoor)



Federal Republic of Somalia
Xaqsoor Public Notary
Baidoa - Somalia



جمهورية الصومال الفدرالية
كاتب العدل حقسور
بيدوا - الصومال

REF:11379/22

JAMHUURIYADDA FEDERAALKAA EE SOOMAALIYA
Nootaayo Xaqsoor
DR. HUSSEIN IZGOWE HUSSEIN

09/11/2022

UJEEDDO: HESHIIS DHUL (IDP's Community)

Baydhabo, maanta oo taariikhdu tahay 09/11/2022, Anigoo ah Dr. Xuseen Isgoowe Xuseen (Xaqsoor) ahna Nootaayo Xaqsoor, waxaa ii yimid iyagoo wada socda oo heshiis ah, xiskooduna taam yahay, cidina aysan qasbin dadka magacyadoodu hoos ku qoran yihiin, kuwaasoo si wadajir ah iga codsaday inaan u qoro Cadeyn heshiis dhul banaan, una qeexan sida soo socda.=====

Heshiiskan waxa uu galay 08/11/2022 ee u dhexeeya Nuur Xasan Xuseen, degan Baydhabo, Tell: +252-612409690 ka dibna loo tixraaco Mulkiilaha, Sawirkisuna warqaddan ku dhegan yahay iyo Barakacayaasha Degmada

Baydhabo, Gobolka Baay ee DGKGS, hadda ka dib waxaa loogu yeeraa Isticmaalaha Dhulka, si ay uga faa'iideystaan qaybaha Bulshada Kaamka Gobor Hoose.

Mulkiilaha dhulka wuxuu ogalyahay in qof kasta ama hay'ad kasta oo ku tabarucaysa, bixinaysa adeegyo ka faa'iidaystayaasha sida dhismaha hoyga, adeegyada aasaasiga ah sida waxbarashada, fursadaha nololeed, biyaha, fayadhowrka iyo nadaafadda ee laga hirgelin karo dhulkaas.

- i. ISTICMAALAH DHULKA kuma koobna Barakacayaasha gudaha.
- ii. In mulkiiluhu uu dhul cabirkiiisu yahay 40M x 20M kuna yaala Xaafada Wadajir, Laanta 7aad, Nawaaxiga Dugaandug, ugu deeqay ISTICMAALAH DHULKA oo ay marag ka yihiin MAAMULKA DEEGAANKA si ay uga faa'iidaystaan barakacayaasha degan meesha sare lagu sheegay.
- iii. In mulkiiluhu uu heshiis la galay WAKIILADA (hogaamiyayaasha) dhulka
- iv. In heshiiskani yahay muddo 5 sano ah oo ka bilaabmaya 09 ka Nov 22 kuna dhamaanayo 09 ka Nov 27 iyada oo ay suurtoagal tahay in lagu kordhiyo muddo 3 sano ah marka ay labada dhinac dib u eegis ku sameeyaan, Haddii ay dhacdo in muddo kordhin la ogolaado ama la diido, dhammaan dhinacyada waa in la siiyaa ogeysiis ku filan sida lagu heshiiyey wakhtiga heshiiska la saxiixayo.
- v. In mulkiiluhu aanu ka qaadi karin wax kharash ah oo la xidhiidha dhulka, sidoo kalena aanu wakiilka mulkiiluhu bixin wax lacag ah ama kharash ah qabsashada dhulka la sheegay inta uu socdo heshiiskan.
- vi. ISTICMAALAH DHULKA wuxuu xaq u leeyahay isticmaalka guriga, dhulka iyo hantida laga dhisay dhulkan inta lagu jiro heshiiska dhulka wuxuuna xaq u leeyahay inuu raro alaabta dhismaha marka la raro iyo marka heshiiska la joojiyo.
- vii. Haddii ay dhacdo in mid ka mid ah dhinacyadii heshiiskan galay uu jebiyo mid ka mid ah qodobbada heshiiska dhulka, dhinacii jebiyey waa in uu ka magdhabaa wixii khasaare iyo dhaawac ah ee ka dhashay jebinta heshiiska.
- viii. **WAX KA BEDEL:** heshiiskan waa in wax laga beddelo wakhti kasta inta uu nool yahay. Qolo kasta oo u baahan in heshiiskan dib loo eego waa in ay soo saartaa ogaysiis qoraal ah oo ay si cad ugu muujinayso arrinta la doonayo in dib loo eego, Heshiiska la siiyo muddo laba toddobaad ah oo dib u eegis ku sameeyo oo uu uga jawaabo.



Tell: +252-615330520/+252-615557141/+252-625330520 | Email: Nootaayoxaqsoor@gmail.com
XAQSOOR PUBLIC NOTARY, HQ: NEARBY AFAR IRDOOD SQUARE, BAIDOA DISTRICT, SOMALIA

ix. **XALINTA KHILAAFKA:** Dhammaan dhinacyadu waa inay ku xalliyaan wixii khilaaf ah ee ka dhasha heshiiskan DHULKA si nabad ah , waxaana lagu dabaqi doonaa wada shaqayeyn oo lagu xallinayo khilaafka, Xalka ugu danbeeyana wuxuu noqoneyaa mid sharci ah

x. **JOOJINTA:** Qandaraaskani waxa uu dhamaanayaa marka uu dhamaado HESHIISKA DHULKA iyo in milkiilaha dhulku uu bixin doono ogaysiis ku filan ugu yaraan **2 bilood** ogaysiis sharci ah labada MAAMULKA DEGAANKA IYO KA FAA'IIDEYSIYAYADA haddi Milkiiluhu aanu ku talo jirin in uu kordhiyo mudada dhulka.

SAXIIXA WAKIILKA MILKIILAH DHULKA

SAXIIXA WAKIILKA KAAMKA

Nuur Xasan Xuseen

Cali Cabdi Isaaq 0615187358

SAXIIXA WAKIILKA MAAMULKA DEGAANKA

Abdullahi Barey Isak (Gudoomiya Xaafad Wadajir ahna Xubin ka mid ah Gudiga dhulka Degmada)

SAXIIXA MARKHAATIYAASHA

1. Isaaq Khaliif Uuke 2. Max'ed-deq Cabdow Fudud (Gatarow) 3. Maxamed Yuusuf Xasan
0612303086 615811974 618977593

SAXIIX LA SUGAY

Anigoo ah **Dr. Xuseen Isgoowe Xuseen (Xaqsoor)**, lehna **Nootaayo Xaqsoor**, waxaan halkaan ka sugayaa in saxiixa kor ku qorani uu yahay saxiixyada runta ah ee **labada dhinac** iyo **markhaatiyaasha**, waxayna ku saxiixeen xafiiska dhexdiisa ayagoo raali ah, Caafimaad qaba Xiskooduna taam yahay, cidina qasbin, waxaana ku qoray oo ka saxiixay diiwaanka guud ee nootaayadda, kaddib markaan u akhriyey, kuna qanceen.=====

Dr. Xuseen Isgoowe Xuseen (Xaqsoor)





REF:11379/22

JAMHUURIYADDA FEDERAALKA EE SOOMAALIYA

09/11/2022

NOOTAAYO XAQSOOR

DR. HUSSEIN IZGOWE HUSSEIN

OBJECTIVE: LAND AGREEMENT (IDP's Community)

Today on the date 09th November 2022, Xaqsoor Public Notary Office in Baidoa, nearby Afar Irdoos Square came together willingly nobody forced them and physically and mentally fine the people those mentioned their names and attached their pictures below requested to write this declaration Land Agreement (IDP's Community).=====

This Agreement is entered into this 09/11/2022 Between Mr. Nor Hassan Hussein, Resident Baidoa, with Tell: +252-612409690 hereinafter referred to as the **Representative LANDOWNER** & The **INTERNALLY DISPLACED PERSONS (IDPS)** of Baidoa District, Bay Region, South west state of Somalia, hereinafter referred to as the **LANDUSER** for their benefit in the sector of **Gobor Hoose camp community**

The Representative LAND OWNER allowed any individual, persons, body or authority donating, offering or leasing land to the beneficiaries for the construction of shelters, basic services such as education, livelihood opportunities, water, sanitation and hygiene implemented on the said land.

- i. The term LANDUSER shall refer to displacement affected populations including and not limited to Internally Displaced Persons
- ii. The term Representative LANDOWNER shall refer to any person or entity that has control and transfer rights over private, public or communal land including housing or property constructed thereon.
- iii. That the LANDOWNER has offered the land measuring **40M x 20M** in Wadajir Village, section 7, near Dugaandug to the LAND USER under the witness of LOCAL AUTHORITIES for the benefit of IDPs residing at the above mentioned location.
- iv. That the LANDOWNER has entered into an agreement with the REPRESENTATIVES (leaders of) the LANDUSER under the WITNESS of the LOCAL AUTHORITIES on behalf of the IDPs hereinafter referred to as LANDUSERS
- v. That this agreement is for a period of 5 years starting on 09th Nov 22 and end on 09th Nov 27 with the possibility of extension for a period of 1 years upon review by both parties. In the event that an extension will be allowed or disallowed, all parties shall be provide with sufficient notice as agreed at the time of signing of the agreement.
- vi. That during the subsistence of this LAND AGREEMENT, the LANDUSER shall enjoy quiet possession of the LAND including Housing, land and property allocated by the Representative LANDOWNER without any interference.
- vii. That the LAND OWNER shall not levy any land related fees and neither shall the LANDUSER pay neither monies nor fees for occupying the said land during the subsistence of this agreement.
- viii. The LANDUSER shall have the right of use to the house, land and property erected on this land during the subsistence of the Land Agreement and shall have the right to move the construction materials during relocation and upon termination of the agreement.
- ix. In the event of breach of any of the terms of the land agreement by any of the parties to this agreement, the party in breach shall compensate the aggrieved party for any losses and damages incurred as a result the breach.

x. **AMENDMENT:** this agreement shall be amended at any time during its subsistence. Any party in need of revising this agreement shall do so by issuing a written notice to the other party clearly highlighting the issue to be revised and providing the party with two weeks to review and respond.

xi. **DISPUTE RESOLUTION:** All parties shall resolve any disputes arising out of this LAND AGREEMENT amicably hereto and Collaborative Dispute Resolution mechanisms shall be applied. Legal Action shall be a last resort.

xii. **TERMINATION:** This contract shall terminate upon expiry of the LAND AGREEMENT and that the LAND OWNER shall provide sufficient notice of minimum of 2 months of legal notice to both the LOCAL AUTHORITIES and BENEFICIARIES if he/she does not intend to extend Land tenure agreement.

LAND OWNER SIGNATURE

Nor Hassan Hussein

IDP REPRESENTATIVE

Ali Abdi Isak 0615187358

LOCAL AUTHORITY REPRESENTATIVE

Abdullahi Barey Isak (Chairman of Wadajir Village & member of Land Committee of Baidoa District)

SIGNATURE OF THE WITNESSES

1. Isack Kalif Uuke

2. Mohameddek Abdow Fidle

3. Mohamed Yusuf Hassan

0612303086

615811974

618977593

NOTARY PUBLIC

Xaqsoor Public Notary verified that Declaration Land agreement in conformity with laws and regulation of Federal Republic of Somalia and was signed in front of me on the date of 08th Nov 2022.

Dr. Hussein Izgowe Hussein (Xaqsoor)



Annex 6: E&S Screening of Subproject Site

INDICATIVE ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

No	ITEM	DETAILS		
INTRODUCTION				
1	Project Name	SURP-II and SURP-II Additional Financing		
2	Project Location	ADC, Zone-7 of ISHA Village, Baidoa, Somalia (N.B : Zone-7 is one of the 8 drought response zones created by the CCCM cluster together with the Baidoa municipality)		
3	Project Description (brief)	Construction of 250 Gender-disaggregated and lockable twin latrines in ADC, Zone-7 of ISHA village.		
4	Does the Project require any:	yes	no	If yes, extent in ha.
	Reclamation of land, wetlands		No	
	Clearing of grazing lands		No	
	Felling of trees		No	
5	Minimum land area required for the proposed development (ha)	0.15 hectares (Each twin latrine needs roughly 12 m ² with a shared septic tank)		
6	Available total land area within the identified location (ha)	370 hectares where 1,826 HH (12,058 individuals) are currently living on private lands.		
7	Expected construction period	3 months		
8	Responsible contact person, contact Information	David Wanja (dwanja@iom.int) & Fasika Dabesa Diro (fdiro@iom.int)		
9	Present land ownership	State:	Private: <u>Privately owned by different landlords</u>	Other:
10	Source of funding of the borrower	World bank		
11	Total Cost of the Project	\$ 175,000 (700 \$ per latrine)		

No	ITEM	DETAILS	
12	Anticipated Date of Completion	February 2023	
ENVIRONMENTAL IMPACT AND MITIGATION/ENHANCEMENT DURING CONSTRUCTION PERIOD			
	Impacts	Description	Mitigation/Enhancement
13	Soil erosion	The ADC zone is underlain by a calcite bed rock with only a 40 – 50 cm topsoil. So, the excavated material from the latrines is expected to be a mix of hard rocks and some soil.	Past experience shows that the IDPs living on the site desperately need the excavated materials for backfilling the perimeters of their shelters as a protection against flash floods. However, proper removal / reusage of the excavated material shall be ensured.
14	Water pollution	No major water bodies are located in the vicinity of the ADC area except the seasonal ISHA river valley and few shallow wells.	<ul style="list-style-type: none">• The latrines shall be constructed above the 10-year flood line.• The septic tank shall be well sealed with a proper sitting.• Standard distance between latrines and any water source shall be maintained.
15	Noise pollution	No heavy-duty machineries shall be used. All the activity is done via manual labor.	----- (Not applicable)
16	Excessive solid waste generation and inappropriate disposal	The ADC zone is underlain by a calcite bed rock with only a 40 – 50 cm topsoil. So, the excavated material from the latrines is expected to be a mix of hard rocks and some soil.	Past experience shows that the IDPs living on the site desperately need the excavated materials for backfilling the perimeters of their shelters as a protection against flash floods. However, proper removal / reusage of the excavated material shall be ensured.
17	Loss of vegetation cover	No significant loss as each twin latrine does not	----- (Not applicable)

No	ITEM	DETAILS	
		encroach more than 12m ² per latrine.	
18	Habitat loss or fragmentation	No significant alteration on the natural habitat.	----- (Not applicable)
19	General disturbance to animal behavior	No Animal is living on the area as it is a well-developed settlement 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.	No significant alteration is envisaged as each twin latrine does not encroach more than 12m ² per latrine.
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.
22	Enhanced risk of flooding in riparian cities	----- (Not applicable)	----- (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	----- (Not applicable)	----- (Not applicable)
24	Accidental leaks/spills of oil/fuel from on-site construction facilities, equipment, or machinery, and accidental	No heavy-duty machineries shall be used. All the activity is done via manual labor except the trucks bringing	We ensure that the trucks are in good shape and well serviced before commencing the activity.

No	ITEM	DETAILS				
	damage to septic tanks located on the right of way	the materials for the latrine construction.				
COMMUNITY ENGAGEMENT						
21	Number and nature of public consultation meetings conducted so far	Type of Meeting	Number of Meetings	Nature of Participants	Participants	
					Male	Female
		Stakeholder consultation is planned to take place on the second week of September, 2023	-----Not yet (coming soon)	-----Not yet (coming soon)	-----Not yet (coming soon)	-----Not yet (coming soon)
CONTACT DETAILS OF OFFICIALS						
	Name of the person completing form		Fasika Dabesa Diro			
	Designation and contact information		Site development Engineer, fdiro@iom.int ; +251911243261			
	List of team members		Omar Khayre (OKhayre@iom.int); David Wanja (dwanja@iom.int); Abdulkadir Ahmed (ahabdulkadir@iom.int) ; Amina Ibrahim (amrashid@iom.int); Abdow Abdulkadir (AABDOW@iom.int) ; Ahmed Abdi Salah (abdiahmed@iom.int)			
	Signature and date		Fasika Dabesa Diro Digitally signed by Fasika Dabesa Diro Date: 2022.08.23 18:27:51 +03'00'			