



**SOMALIA ENHANCING PUBLIC RESOURCE MANAGEMENT PROJECT-
(P177298)**

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

**FOR
SOUTH WEST STATE CIVIL SERVICE COMMISSION**

OFFICE CONSTRUCTION



Figure 1 Ariel view of Baidoa City

PREPARED BY: PROJECT COORDINATION UNIT (PCU)

FINAL

NOVEMBER 2025

Acronym	Full Form
AMISOM	African Union Mission in Somalia
CFC	Chlorofluorocarbon
CITES	Convention on International Trade in Endangered Species
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CoCs	Codes of Conduct
C-ESMP	Construction Environmental and Social Management Plan
CIP	Capital Injection Project
CSSP	Civil Service Strengthening Project
DRM	Domestic Revenue Mobilization
DSA	Detailed Site Assessment
DSI	Durable Solutions Intervention
DMP	Dust Management Plan
EHS	Environment, Health and Safety
ESCP	Environmental and Social Commitment Plan
EWARN	Early Warning and Response Network
E&S	Environmental and Social
ESF	Environmental and Social Framework
ESSs	Environmental and Social Standards
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
FGS	Federal Government of Somalia
FGM	Female Genital Mutilation
FMS	Federal Member States
FRS	Federal Republic of Somalia
GBV	Gender-Based Violence
GRM	Grievance Redress Mechanism
GIIP	Good International Industry Practice
GDP	Gross Domestic Product
HIPC	Heavily Indebted Poor Countries
HSMP	Health and Safety Management Plan
HRM	Human Resource Management
HRMIS	Human Resource Management Information System
IDP	Internally Displaced Persons
ICR	Implementation Completion Report
IGFF	Intergovernmental Fiscal Forum
ILO	International Labour Organization
INDC	Intended Nationally Determined Contribution
IUCN	International Union for Conservation of Nature
IT	Information Technology
ITAS	Integrated Tax Administration System
IVA	Independent Verification Agent
JSS	Jubaland State of Somalia
HSS	Hirshabelle State of Somalia
GSS	Galmudug State of Somalia

LMP	Labor Management Procedures
LTO	Large Taxpayer Office
VMG	Vulnerable and Marginalized Groups
MDA	Ministries, Departments and Agencies
MoERD	Ministry of Environment and Rural Development
MoF	Ministry of Finance
MoECC	Ministry of Environment and Climate Change
MoCI	Ministry of Commerce and Investment
NREN	National Research and Education Network
NTCs	National Technical Committees
OHS	Occupational Health and Safety
PAD	Project Appraisal Document
PCU	Project Coordination Unit
PFM	Public Financial Management
PFMRAP	Public Financial Management Reform Action Plan
PDO	Project Development Objective
PIM	Project Implementation Manual
PLWD	Persons Living with Disabilities
PPE	Personal Protective Equipment
PSM	Public Sector Management
PSC	Project Steering Committee
PSS	Puntland State of Somalia
PREMIS	Public Resource Management Information System
RCRF	Somalia Recurrent Cost and Reform Financing Project
SEA	Sexual Exploitation and Abuse
SERP	Somalia Enhancing Public Resource Management Project
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
SL	Somaliland
TA	Technical Assistance
TPMA	Third-Party Monitoring Agent
NPARF	National Public Administration Reform Strategy Framework
UNFCCC	United Nations Framework Convention on Climate Change
UNICEF	United Nations Children's Fund
UNHCR	United Nations High Commissioner for Refugees
VAC	Violence Against Children
WASH	Water, Sanitation and Hygiene

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I. EXECUTIVE SUMMARY

This Environmental and Social Management Plan (ESMP) has been prepared for the construction of the Civil Service Commission (CSC) office in Baidoa, South West State of Somalia, under the World Bank-funded Somalia Enhancing Public Resource Management Project (SERP), specifically within Subcomponent 3.1. This subcomponent supports the establishment and rehabilitation of CSC offices in targeted Federal Member States (FMS), aiming to enhance public sector transparency, efficiency, and accountability through improved administrative infrastructure.

The Baidoa sub-project involves new construction on a greenfield site allocated by the local authorities. Unlike other FMS locations where expansion or renovation may occur, the Baidoa intervention is limited to the full construction of a new CSC office. This includes associated civil works such as foundation laying, masonry, roofing, plumbing, electrical installation, and interior finishes. The site is publicly owned, with no risk of displacement, and is located within an urban administrative zone.

Upon completion, the CSC office will serve as a centralized and functional public administration facility, improving the work environment for civil servants, enhancing service delivery, and contributing to broader governance and institutional reform goals. The infrastructure is expected to catalyze improved human resource management, merit-based recruitment, and transparency in public service delivery at the state level.

The decision to prepare this ESMP followed an Environmental and Social (E&S) screening process, conducted in accordance with the World Bank Environmental and Social Framework (ESF) and Somalia's national laws. The screening confirmed that while the anticipated environmental and social risks are low to moderate, a focused and site-specific ESMP is required to guide mitigation during the construction phase. The activity does not trigger the need for a full Environmental and Social Impact Assessment (ESIA), but due to its potential localized impacts, this ESMP was deemed necessary.

The ESMP serves as a risk management tool to:

- Identify potential adverse environmental and social impacts;
- Propose practical and site-specific mitigation measures;
- Define roles and responsibilities for implementation;
- Establish procedures for monitoring, reporting, and compliance;
- Guide contractors, engineers, and local stakeholders in fulfilling the safeguards requirements under both World Bank and Somali regulatory frameworks.

It also ensures that the project aligns with relevant Environmental and Social Standards (ESS1, ESS2, ESS4, ESS10), particularly regarding labor and working conditions, stakeholder engagement, and occupational health and safety.

The construction activities may pose several potential risks and impacts if not properly managed. These include:

- Dust, noise, and minor air pollution during excavation and building works;
- Waste generation and improper disposal of construction materials;
- Labor-related risks, including Occupational Health and Safety (OHS) concerns;

- Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) risks, especially for female workers and community members;
- Community safety risks, including traffic disruptions or unauthorized site access;
- Inclusion risks, where vulnerable groups such as Internally Displaced Persons (IDPs) or persons with disabilities might be excluded from employment or decision-making processes.

To mitigate these, the ESMP includes a detailed mitigation matrix, clearly defining risks, actions, responsible parties, timelines, and monitoring indicators. It also mandates contractor compliance with labor management procedures (LMP), GRM operation, SEA/SH code of conduct enforcement, and adherence to OHS standards.

Stakeholder consultations were central to the preparation of this ESMP. A total of 182 stakeholders (**27 women, 155 men**) participated across two phases (May 2024 and January–March 2025). Stakeholders included government officials, local authorities, youth and women groups, and vulnerable populations. Discussions focused on project awareness, GRM mechanisms, labor inclusion, and environmental safeguards. The feedback directly shaped the ESMP's mitigation and monitoring measures. Importantly, all stakeholders appearing in photographic documentation gave verbal consent, and all images have been intentionally blurred to ensure privacy and data protection.

1.0 INTRODUCTION

1.2 PROJECT BACKGROUND

According to its international partners, despite experiencing civil unrest, Somalia has maintained a healthy informal economy, based mainly on livestock, remittance and money transfer companies and telecommunications. Owing to a dearth of formal government statistics and the recent civil war, it is difficult to gauge the size or growth of the economy. Somalia reached the Heavily Indebted Poor Countries (HIPC) Initiative Completion Point in December 2023, following its re-engagement with the International Development Association (IDA) and clearance of arrears to international financial institutions.

Somalia reached the HIPC Completion Point in December 2023, following the successful implementation of key legislative and institutional reforms. While the majority of debt relief agreements with creditors have been concluded, some bilateral negotiations continue to be finalized.

Despite this rosy outlook, the long-term growth of the Somali economy continues to be held back by various shocks. Upon reaching the Heavily Indebted Poor Countries (HIPC) Initiative Decision Point milestone in 2020, economic growth was projected at 3.2 percent. Amid repeated shocks, growth in GDP averaged only 2% from 2013 to 2020. Owing to the multiple crises, GDP contracted by 0.2% in 2020. GDP growth recovered to 2.9% in 2021 but is projected to have fallen to 1.7% in 2022 under the regional drought and worsening global economic conditions. GDP growth is forecast to rebound to 2.8% in 2023 and 3.7% in 2024.⁸ The numerous shocks on Somali economy include the Corona Virus Disease (COVID-19), floods, and a desert locust infestation, which combined, caused an economic contraction of 0.2 percent in 2020.

Successive Somali governments have embarked on a broad reform agenda in the areas of public finances and public sector management. Several successes in this reform agenda, such as an updated legal and policy framework, automation, large and medium taxpayer offices and taxpayer identification in operation, and functional reviews completed in selected ministries, departments and agencies, have laid a solid foundation and set the stage for the next phase. Reform priorities have been identified in government's strategy documents such as Federal Government of Somalia's (FGS's) Public Financial Management Reform Action Plan (PFMRAP), the Somaliland Strategy for Public Finance Management Reform 2020–2024, and the National Public Administration Reform Strategy Framework (NPARSF), as well as in World Bank diagnostics such as the Domestic Revenue Mobilization (DRM) and Public Finance Management (PFM) diagnostics carried out under the DRM and PFM modules of the programmatic Public Expenditure Review (P160458) and the Somalia Customs Support ASA (P172650) .

The proposed **Somalia Enhancing Public Resource Management Project (SERP)** rests on the premise that synergies and sustainable improvements can be achieved by taking a comprehensive approach to governance reforms. In this regard, the project design aims to explore in detail the interlink between Public Financial Management (PFM), Domestic Revenue Mobilization (DRM), and the public sector. The project has four 4 components as indicated in table 1 below.

Table 1 The project components and subcomponents are summarized

Table 1: SERP Components	Subcomponents
1) Public Financial Management	1.1 Support essential budget execution functions

	1.2 Strengthen PFM for service delivery in the health and education sectors 1.3 Support capacity building of PFM staff 1.4 Facilitate the harmonization of PFM systems between FGS and FMS 1.5 Improve budget preparation and transparency 1.6 Strengthening Public Investment Management
2) Domestic Revenue Mobilization	2.1 Strengthening and harmonizing tax policy capacity 2.2 Strengthening and harmonizing inland revenue and selected customs administration systems and capacity 2.3 Strengthening and harmonizing taxpayer education and facilitation
3) Public Sector Institutions Management and Performance	3.1 Strengthening the Capacity and Performance of Central and Line Ministries, Departments, and Agencies building on the work of the PREMIS-PFM Project, CIP, and CSSP. 3.2 Strengthening the implementation of workforce management policies. 3.3 Expansion of key government services to local governments in Somaliland.
4) Project Management, Coordination, and Support in Delivery	4.1 Project management 4.2 Results monitoring, which along with conducting day to day M&E and supporting government capacity will include a survey-based impact assessment.

1.3 THE PURPOSE OF THE ESMP

An ESMP is an instrument that details the (a) measures to be taken during subproject implementation and operation to eliminate or offset adverse environmental and social impacts, or to reduce them to acceptable levels; and (b) actions needed to implement these measures. It consists of a set of mitigation and monitoring measures to be taken during implementation and operation, as well as key institutional and project management arrangements to be put in place for successful implementation of the ESMP. According to the requirements of the World Bank's ESF, the project ESCP and other relevant instruments for the Project, the Project is required to prepare an Environmental and Social Management Plan (ESMP) for the construction of the CSC in the four(4) Federal Member States namely South West, Galmudug, Jubaland and Hirshabelle States of Somalia, which is based on the overall Project's Environmental and Social Management Framework (ESMF). **This ESMP is therefore prepared for South West State**, the ESMP for Galmadug, Jubaland and Hishabele States have been prepared separately. The ESMP is required to be prepared prior to the initiation of the bidding processes to procure the construction contract and should incorporate specific environmental and social measures where applicable to address any site-specific problems and outline measures to mitigate the potential negative environmental and social impacts relating to the construction of the CSC office construction buildings. The ESMP covers the key ESMP elements capturing the typical Environmental and Social (E&S) risks and impacts and associated mitigation measures that need to be considered at minimum in the context of construction activities in the FMSs. The measures focus on environmental aspects such as air emissions, noise release, environmental

contamination, and social aspects such as efficient communication with local stakeholders and safety of workers and communities, etcetera.

The objective of this ESMP is therefore to provide management actions to mitigate negative risks and impacts in consistence with national framework and/or and relevant WB's ESSs & WBG General EHSs. As noted above, the requirements of the ESF will prevail, and will be applied for this Project, as being the most stringent.

Additionally, the ESMP will guide the selected contractor to prepare and implement a Contractor Environmental and Social Management Plan (C-ESMP). The C-ESMP will have to identify measures to be implemented by the Contractor to mitigate potential environmental and social impacts during construction.

1.4 THE ESMP METHODOLOGY

Environmental and Social Management Plan is prepared based on World Bank Environmental and Social Standards (ESS). It includes a community lead participatory approach and high-level stakeholders' engagement approaches. The methodology adopted consisted of desk review of project ESF documents, physical assessment and consultation with local communities, local authorities, and interviewing key individuals in the project areas. The approach also involved identifying the scope of work (construction) which clearly stipulates the nature and magnitude of anticipated environmental and social risks. The risks were determined during environmental and social screening process. During the fieldwork phase for Baidoa, the PCU E&S Team conducted an integrated environmental and social screening assessment aligned with the World Bank **ESF (ESS1–ESS10)** and the project ESMF. The work combined screening-level assessments, holistic stakeholder engagement (including community consultations). The environmental and social screening for the Baidoa CSC office site identified no adverse environmental or social impacts, as the plot lies within government-owned open land and does not involve land acquisition or displacement. Minor, construction-phase nuisances (e.g., dust, noise, traffic interface) will be managed through standard ESF-aligned mitigation and monitoring measures.

In particular, the ESMP has been prepared through the following key stages:

1. Reviewing preliminary designs for the proposed subprojects to screen environmental and social issues in the sub projects' vicinities, using the screening form;
2. Coordinating the implementation schedule of the E&S measures to be undertaken for the subprojects within the engineering and procurement processes;
3. Ensuring adequate functionality and effectiveness of the Grievance Redress Mechanism (GRM) in districts where subprojects will take place;
4. Visiting the subprojects' sites, and consulting with relevant key stakeholders, including the local communities, local leaders and vulnerable groups;
5. Carrying out an assessment ensuring that all key E&S concerns and views of all parties/persons likely to be affected by the subproject are taken into consideration; and
6. Developing E&S mitigation measures along with mechanisms needed for monitoring and evaluating the compliance and environmental and social performance

2.0 LEGAL AND INSTITUTIONAL FRAMEWORK

This section provides a brief summary of the applicable national laws, International Covenants and Agreements and World Bank Environmental and Social Standards fully captured in the E&S instruments for SERP Project: ESMF, SEP, and LMP¹.

National-level environmental and social regulations and guidelines: The constitution of the Federal Republic of Somalia is the fundamental legal instrument for management of environmental affairs in Somalia, especially Article 25 (“Environment”), Article 43 (“Land”), Article 44 (“Natural Resources”) and Article 45 (“Environment”). Article 12 of the Constitution addresses issues of application of fundamental rights. Article 15 (1,2,4) together with Article 24(5) of the Constitution provides for the protection of women against all forms of violence and provides for protection from sexual abuse, segregation and discrimination.² Article 11 (1) together with sub-article 3 respectively provides that all citizens have equal rights regardless of sex, religion, social or economic status, political opinion, clan, disability, occupation, birth or dialect shall have equal rights and duties before the law, and that the State must not discriminate against any person on the basis of age, race, color, tribe, ethnicity, culture, dialect, gender, birth, disability, religion, political opinion, occupation, or wealth. Article 14 stipulates that a person may not be subjected to slavery, servitude, trafficking, or forced labor for any purpose, while Article 24 (5) prohibits sexual abuse in the workplace. Currently Somalia has key national environmental legislation in force—notably the Environmental Protection and Management Act (EPMA, April 2024) **and the** Environmental and Social Impact Assessment & Audit Regulations (2024)³. The Environmental Management Act (2020); National Environmental Policy; Environmental Impact Assessment Bill; Environmental and Social Impact Assessment Regulations of 2021; and Somalia’s Labour Code (2025) is in force and governs employment relations nationwide. In line with this Code and WB ESS2 the project will: (i) use written contracts for all project workers (direct, contracted, and primary supply), (ii) ensure fair terms and working hours, wages and payslips, and non-discrimination/equal opportunity, (iii) prohibit child labour **and** forced labour, (iv) implement robust Occupational Health & Safety measures, worker training, and incident reporting, (v) respect freedom of **association** and collective bargaining, (vi) operate a worker GRM (confidential, non-

¹ <https://mof.gov.so/publications/environmental-and-social-management-framework-esmf>.

³ <https://moecc.gov.so/policies-and-strategies/>

retaliatory), (vii) enable maternity/paternity protections and safeguards against harassment/SEA-SH through Codes of Conduct, and (viii) cooperate with labour inspection authorities. Contractor C-ESMPs and contracts will explicitly reference the 2025 Labour Code and be monitored through regular E&S supervision and MoLSA engagement.

Within SWS, environmental oversight is led by the Ministry of Environment and Climate Change, which exercises regulatory and coordination functions for screening, permitting, compliance monitoring, and enforcement. Projects are processed in alignment with Somalia's national environmental policy and WB ESMF requirements, with state-level directives and clearances applied locally.

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

- Tripartite Consultation (International Labor Standards) Convention 1976 (No 144),
- Occupational Safety and health Convention (1981) No 155,
- Promotional Framework for Occupational Safety and Health Convention (2006) (No. 187),
- Violence and Harassment Convention 2019 (No 190),
- Convention, Migration for Employment Convention (1949) (No. 97), and
- Private Employment Agencies Convention 1997 (No 181) migration for Employment Convention (Revision) 1949 (No. 97).

World Bank Environmental and Social Standards: The SERP project are subject to the requirements of the World Bank's ESF. The ESF includes 10 Environmental and Social Standards that seek to avoid, minimize, else mitigate the adverse effects of development projects financed by the Bank's Investment Project Financing (IPF). Out of ten ESSs, eight ESSs are relevant to SERP project activities:

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

3.0 PROJECT DESCRIPTION

Following the screening of the sub-project, in accordance with the Project Environmental and Social Management Framework (ESMF), it was deemed necessary to prepare this Environmental and Social Management Plan (ESMP) to mitigate the identified potential adverse environmental and social impacts that could result from the construction of the Civil Service Commissioners' office in t**South West, State of Somalia**.

The ESMP lists the specific environmental and social risks and impacts associated with the construction of the CSC office along with the mitigation measures. The ESMP also lays out institutional arrangements for the implementation and monitoring of the risk mitigation measures and proposes monitoring indicators for measuring E&S performance. The proposed site for the CSC office construction is as follows:

3.1 SUB-PROJECT DESCRIPTION

Under the Somalia Enhancing Public Resource Management Project (SERP), Component 3 – Public Sector Institutions Management and Performance will finance the construction of the **South West State Civil Service Commission (SWS CSC) Office**. This intervention aims to strengthen the institutional capacity, efficiency, and service delivery of the Civil Service Commission at Federal Member State (FMS) level by providing a dedicated, functional, and accessible administrative facility. The construction site was selected through a project needs assessment in coordination with the SWS authorities and is fully consistent with the objective of improving public administration infrastructure.

The designated plot for the SWS CSC office is a vacant, government-owned public land parcel measuring approximately **50 m × 50 m (2,500 m²)**. Official documentation confirming land ownership and allocation by the South West State authorities has been provided and is attached in the annexes. The site is free of private structures, residences, or economic activities and is not subject to any competing land claims.

A formal environmental and social screening assessment was conducted by the PCU E&S Team for the selected site to verify baseline conditions, confirm land tenure, review surrounding land use, and identify any potential environmental and social risks. The screening did not identify any significant adverse environmental or social impacts, given that the intervention is confined to an existing public plot; minor, routine construction-phase impacts (e.g. dust, noise, traffic interface) will be addressed through standard ESMP measures.

In addition, a **geotechnical engineering investigation** was undertaken by the appointed engineering consultant to assess soil conditions, bearing capacity, groundwater considerations, and other parameters necessary for safe and durable structural design. The findings inform the foundation design, platform levels, drainage layout, and pavement specifications and are integrated into the detailed design and construction methodology.

The proposed works will comprise: (i) **Design stage** preparation and approval of architectural, structural, electrical, mechanical, water supply, sanitation, drainage, accessibility, and landscaping designs in line with national codes, the World Bank ESF, universal access principles, and climate-resilient/site-appropriate solutions; (ii) **Construction stage** site demarcation and setting out, limited excavation and foundation works, structural frame and building envelope, internal partitions and finishes, installation of electrical systems, water supply and sanitation facilities, and access control, and (iii) **Operational stage**

use of the facility as the SWS CSC administrative office, providing civil service management and citizen-facing services.



Figure 1 Baidoa CSC office site photo during engineering assessment



Figure 2 Baidoa CSC site overview with corners benchmarks points

3.2 SOUTH WEST STATE CIVIL SERVICE COMMISSION OFFICE

The South West office will be constructed in the southern part of Baidoa city, located Next of Ministry of Information and Social Awareness of South West State of Somalia, and it is bordered by East: Airport Road, North: Vacant land with an existing old structure South: Ministry of Information and Social Awareness, and West: Vacant land which is public land.

The designated land size is 50m x 50m (2,500 square meters)

Coordinates: 3°6'52.11"N, 43°38'32.12"E. The proof of land ownership is attached in appendix three.

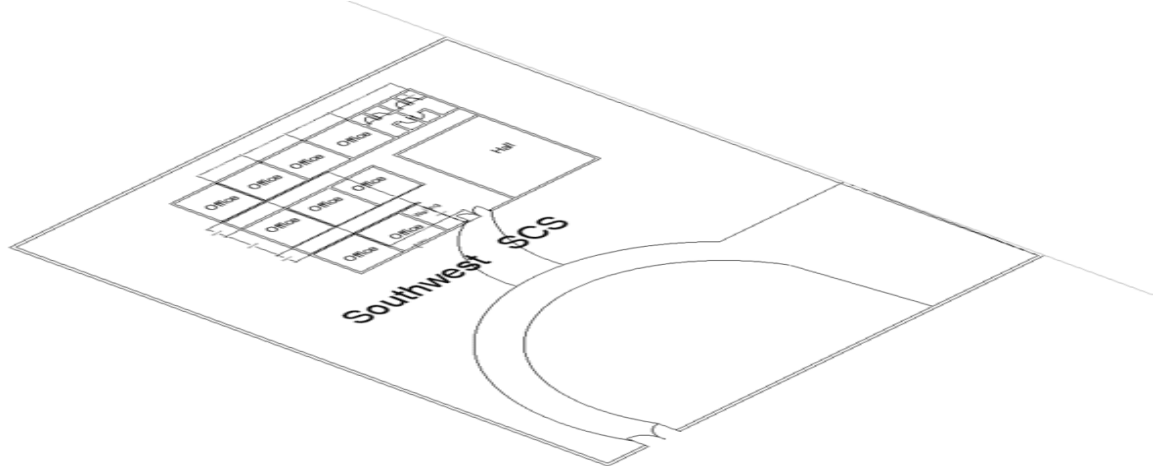


Figure 3 The proposed Civil Service Commission land

3.3 PROPOSED OFFICE LAYOUT AND FACILITIES

The proposed Civil Service Commission (CSC) Headquarters for South West State, located in Baidoa, has been carefully planned and designed to meet the functional, operational, and administrative requirements of the Commission, while ensuring a modern, inclusive, and climate-resilient public facility. The building layout incorporates efficient office space, meeting and training areas, secure records management, and public service counters, and integrates principles of accessibility, safety, gender sensitivity, and user comfort providing barrier-free access for persons with disabilities, adequate natural lighting and ventilation, compliant WASH facilities, and safe circulation for staff and visitors in line with national standards and the World Bank ESF.

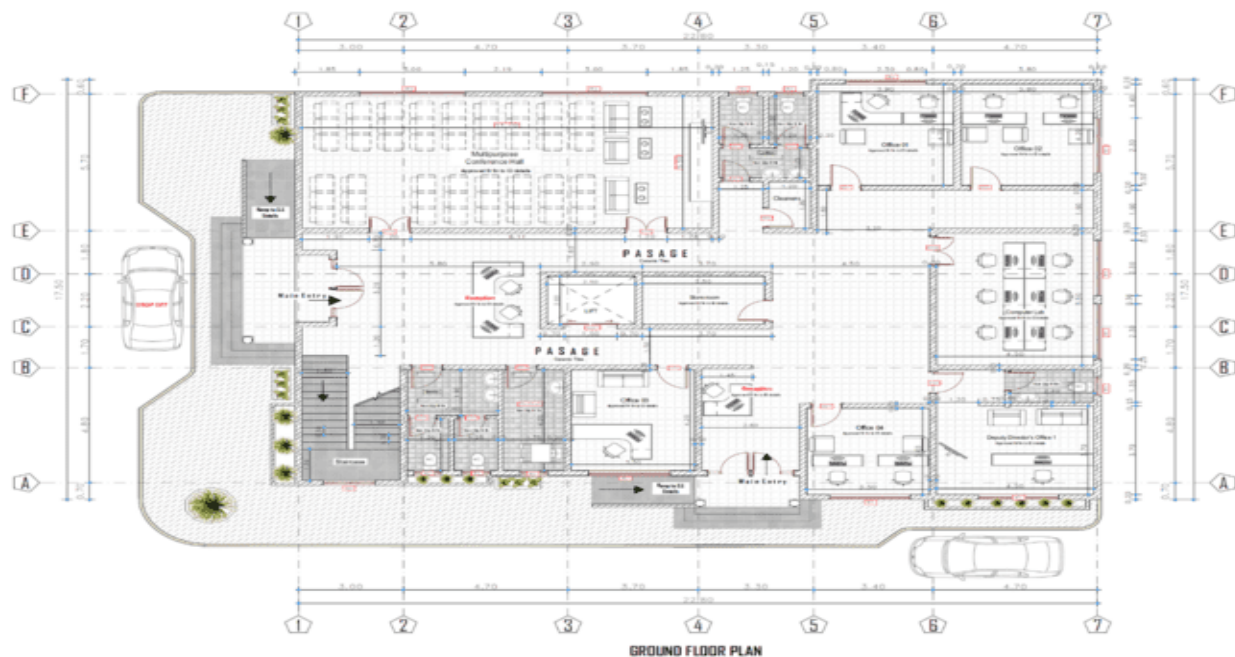


Figure 4 The CSC office layout plan with all features of barrier-free access for persons with disabilities

4.0 BASELINE ENVIRONMENTAL AND SOCIAL CONDITIONS FOR SWS-CSC OFFICE SITE

As part of the preparatory process for the proposed Civil Service Commission (CSC) office constructions in South West, environmental and social (E&S) screening assessments were undertaken to characterize baseline conditions, identify potential risks, and inform mitigation and management measures in line with the World Bank ESF and national regulations. The screening missions were carried out between May–June 2024 for South West. The assessments combined desk review, site visits, photographic documentation, stakeholder engagement, and consultations with relevant authorities at FMS levels.

Physical Environment: The SWS proposed site is located within urban centers of Baidoa capital and characterized by a predominantly arid to semi-arid climate, with high temperatures, low to moderate annual rainfall, and seasonal variability influenced by the Gu and Deyr rainy seasons.

Air Quality & Noise Levels: Baseline air quality at all sites is generally acceptable, typical of urban Somali settings with low industrialization. Existing noise levels reflect urban background conditions, with intermittent traffic, commercial activity, and public/government operations. There are no high-noise industrial or airport facilities directly adjoining the plots.

Topography, Geology & Soils: The site are generally flat to gently sloping, suitable for low to mid-rise public buildings. Soils typically consist of sandy-clayey formations common in the region. No steep slopes or erosion prone escarpments were observed during the screening assessment and engineering investigation within the proposed construction site.

Water & Soil Quality: No known contamination sources (e.g. fuel depots, industrial effluents) were recorded within the project footprints during screening.

Biological Environment, Ecosystems & Land Cover: The SWS proposed CSC site is located on disturbed, human-modified urban land (government designated public plots). Natural habitats within the footprints is absent, and land cover consists mainly of bare ground, sparse grasses, shrubs.

Flora & Fauna: No critical habitats, protected areas, or known habitats of species of special conservation concern were identified within the proposed site during screening.

Socio-Economic Environment and Demographics & Population Context: The CSC office site is situated within or near the administrative cores of South West State capital city of Biadoa.

Cultural Heritage & Community Values: No known tangible or intangible cultural heritage sites were identified within the proposed footprints during screening and consultations.

Land Use & Ownership: All selected plots are confirmed as government-owned public land, formally allocated for CSC buildings by the respective FMS authorities.

- There are no residential structures, formal businesses, or productive assets within the demarcated proposed site.
- No physical or economic displacement is anticipated; ESS5 is not triggered for these site and proof of land ownership and allocation letters are attached in the appendix two.

4.1 BAIDOA CIVIL SERVICE COMMISSION (CSC) OFFICE CONSTRUCTION SITE STATEMENT

The proposed construction site for the Baidoa Civil Service Commission (CSC) office is situated on a vacant, government-owned plot located within the administrative zone of Baidoa city, South West State of Somalia. The land is positioned in a secure and accessible area on the northern side of the city, adjacent to several key public institutions, making it a suitable location for government office development.

Site Boundaries and Landmarks:

- **East:** Airport Road
- **West:** Vacant land which is public land
- **North:** Vacant land with an existing old structure
- **South:** Ministry of Information and Social Awareness

Land Size: The total area of the plot measures approximately **50 meters by 50 meters**, equating to **(2,500 square meters)**.

Coordinates: *3°07'59"N 43°38'54"E*

The land is free from encumbrances and has been designated by the South West State government for institutional development. The site is well-suited for the establishment of a modern office facility to enhance the administrative capacity of the Civil Service Commission in Baidoa.



Figure 5 During the screening assessment of South West State CSC office construction site

4.2 METHODOLOGY

The Environmental and Social Screening Assessment for the proposed **Civil Service Commission (CSC) office construction site in Baidoa, South West State of Somalia**, was conducted in accordance with the World Bank's Environmental and Social Framework (ESF). The assessment followed the standard World Bank Environmental and Social Screening Checklist to identify potential environmental and social risks and impacts associated with the proposed infrastructure development.

The methodology adopted for the screening process involved the following key steps:

1. **Site Visit and Observation:** A physical inspection of the proposed CSC office site in Baidoa was undertaken to assess baseline environmental and social conditions, identify any environmentally sensitive features, and determine the proximity to households, public facilities, or vulnerable groups.
2. **Stakeholder Consultations:** Consultations were held with relevant local stakeholders, including representatives of the South West State Civil Service Commission, local government officials, community leaders, and nearby residents, to gather views on the proposed construction and identify any potential concerns or risks.
3. **Use of Screening Checklist:** The World Bank's standard Environmental and Social Screening Checklist was systematically applied to evaluate potential risks related to land acquisition, labor influx, occupational health and safety (OHS), community health and safety, gender-based violence (GBV), solid waste management, and other relevant environmental and social aspects.
4. **Documentation and Risk Categorization:** Findings from the screening were documented and used to determine the environmental and social risk level of the subproject, and to guide the preparation of an Environmental and Social Management Plan (ESMP) tailored to the context of Baidoa.

4.3 SITE-SPECIFIC FIELD VISITS

Physical visits were undertaken to each proposed CSC construction site to observe and document the surrounding physical, biological, and socio-economic conditions. The assessments focused on:

- **Land use** and topographical features

- **Proximity to sensitive receptors** (e.g., schools, hospitals, government institutions)
- **Presence of vegetation**, wildlife, or ecologically sensitive areas
- **Accessibility and safety** of the site for construction

Application of the World Bank E&S Screening Checklist

Each site was assessed using the standardized screening template, which includes indicators on:

- Physical environment (topography, drainage, soil stability, flood risk)
- Biological environment (natural habitat, flora, fauna)
- Social environment (land ownership, displacement risk, cultural heritage, community access)
- Land acquisition and legal status (public land, dispute risk)

4.4 STAKEHOLDER CONSULTATIONS

Targeted consultations were held with key local stakeholders in each location to ensure transparency and community awareness. Participants included:

- Municipal officials and local government representatives
- Nearby public institution representatives
- Community leaders and residents
- Civil Service Commission staff (where applicable)

These consultations provided valuable insights into local concerns, land ownership validation, site suitability, and potential environmental or social impacts. They also served as an entry point for future engagement under the project's Stakeholder Engagement Plan (SEP).

4.5 VERIFICATION OF LAND OWNERSHIP

The SWS-CSC land ownership status was confirmed through:

- Review of land documents or municipal allocation letters
- Verification from local authorities
- Observation of land use patterns and absence of current occupants

4.6 DOCUMENTATION AND REPORTING

A site-specific Environmental and Social Screening Form was completed for each location, accompanied by:

- Photographic evidence
- GPS coordinates
- Summary of stakeholder consultations
- Risk classification (Low/Moderate/Substantial) and recommendations for further action if needed

Screening Findings

Table 2 The summary of findings is provided in this table

Federal Member State	Screening Date	Location	Land Ownership	E&S Risks	Recommendation
South West	May 22, 2024	Baidoa	Public land Next to Ministry of Information and Social Awareness	None identified	Prepare simple ESMP

4.7 CONCLUSION

No significant environmental or social risks were identified on the proposed CSC office construction site for SWS. The site is located on public land allocated by the respective Civil Service Commission and is free from physical or economic displacement concerns. However, the preparation and implementation of site-specific **Environmental and Social Management Plan (ESMP)** is recommended to ensure adherence to mitigation and monitoring measures in line with the World Bank's Environmental and Social Framework (ESF).

5.0 SOCIO-ECONOMIC PROFILE

Baidoa, the capital of South West State (SWS) in southwestern Somalia, is located approximately 250 km northwest of Mogadishu. The state comprises three main regions: **Bay, Bakool, and Lower Shabelle**. Baidoa lies on an inland plateau and serves as both the administrative and commercial center of the Bay region. The city is divided into several neighborhoods including Isha, Towfiq, Horseed, and Buulo Jawan, with an estimated population of **189,820** inhabitants.

The city experiences a **semi-arid climate**, with four defined seasons:

- **Gu' (main rainy season):** April–June
- **Xagaa (dry season):** July–September
- **Deyr (short rainy season):** October–December
- **Jilaal (long dry season):** January–March

Temperatures typically range from **32°C to 38°C**, with the hottest months from **February to May**.

5.1 ADMINISTRATIVE AND GOVERNANCE CONTEXT

Baidoa is the seat of the **South West State Government**, hosting key administrative institutions including the **Office of the President of SWS**, various ministries, and independent commissions such as the **Civil Service Commission (CSC)**. It also has an active municipal government under **the Baidoa District Administration**, which oversees local governance, basic services, and urban planning.

5.2 POPULATION PROFILE

The population of Baidoa is a mix of **host communities, internally displaced persons (IDPs)**, and returnees from rural and conflict-affected areas. IDP settlements are prominent in the city's outskirts, with many displaced due to drought, conflict, or food insecurity. The demographic profile includes:

- A youthful population (over 60% under the age of 25)
- High levels of poverty and unemployment, particularly among youth and women
- Limited access to basic services, including water, sanitation, health, and education

5.3 LAND AND LAND USE

Land in Baidoa is used for:

- Public infrastructure (offices, markets, schools, etc.)
- Residential settlements (both formal and informal)
- Agricultural activities, especially in peri-urban zones
- IDP camps and temporary shelters on public or communal land

5.4 ECONOMIC ACTIVITIES

The city functions as a commercial hub for the Bay region. Common economic activities include: (I) Retail trade and market-based commerce (II) Small-scale agriculture and livestock trade (III) Casual labor and Humanitarian aid dependency particularly in construction and transportation.

5.5 SECURITY SITUATION

Baidoa remains relatively secure compared to other urban centers in the region, though it has experienced sporadic security threats. The **Somali Police Force**, **South West State Police**, and **AMISOM/ATMIS** provide security in coordination with **community policing** mechanisms. The **Baidoa Stabilization Committee**, local elders, and civil society organizations also contribute to peacebuilding and conflict mediation.

5.5 VULNERABLE GROUPS

Vulnerable groups in Baidoa include: (I) **Internally Displaced Persons (IDPs)** living in overcrowded and underserved camps. (II) **Women and girls**, especially female-headed households and (III) **People with disabilities**, often excluded from services and infrastructure. The proposed project must ensure inclusive consultations and access to benefits and opportunities for these groups, particularly during construction (e.g., job opportunities, public facility access).

Environmental challenges in Baidoa include deforestation, overgrazing, and soil erosion, which contribute to land degradation and heightened risk of desertification. The surrounding areas are largely composed of dry rangelands and degraded agricultural land. The city and its peripheries are also prone to seasonal flash floods, particularly during heavy rainfall, due to poor drainage systems and unchecked settlement expansion.⁴

⁴ <https://worldpopulationreview.com/cities/somalia>

6.0 ENVIRONMENTAL AND SOCIAL IMPACTS ASSESSMENT AND MITIGATION

6.1 ENVIRONMENT AND SOCIAL RISKS

The project risk rating is assessed as “Moderate” for environmental and “Substantial” for social considerations. While project activities are designed to have significant positive impacts through the transformation of the civil service and overall service delivery to citizens, the likelihood of project activities leading to adverse social risks and impacts is considered Substantial.

6.2 ENVIRONMENTAL RISKS

Civil works related to the proposed construction of public building will likely generate adverse site-specific risks and impacts such as air pollution and soil erosion during the construction phase, noise pollution and increased levels of dust and vibration from heavy construction machinery. There are concerns about appropriate sourcing of construction materials, as well as risks to community health and safety from possible structural deficiencies. Other environmental risks envisaged include occupational health and safety risks for workers, as well as risks related to improper disposal of solid waste. The new public buildings to be constructed for the government institutions may pose structural safety risks on account of improper supervision or use of poor-quality construction materials.

There are also risks associated with ensuring universal access for all persons, including persons with disabilities. Other risks include improper disposal and management of large amounts of excavated material and other construction debris generated from construction activities. Potential exposure of workers to COVID-19 and other communicable diseases is another environmental risk. The capacity of the governmental agencies to manage these risks is low at present. The environmental risks will be mitigated by way of procedures to be enumerated in this ESMF as well as this Environmental and Social Management Plan (ESMP) which ensure management of environment and social impacts during implementation phase.

6.3 SOCIAL RISKS

Security risks for project operations include the protection of project workers, beneficiaries, and affected persons. **Other social risks** related to civil works involving rehabilitation and construction of office blocks

- Child labor/Forced labor risks
- Labor influx risks
- labor disputes over terms and conditions of employment
- Community and workers’ health and safety
- Risks associated with construction/rehabilitation work and operation.
- SEA/SH and other forms of GBV
- Lack of inclusive and meaningful consultations
- Insecurity and Armed Group Activity

6.4 BIODIVERSITY AND VEGETATION

The construction of the Civil Service Commission (CSC) office in Baidoa is expected to involve site clearing, excavation, and removal of topsoil, which may result in the loss of native vegetation and associated biodiversity **within** the immediate project footprint. Although the site is within an urban or peri-urban area, the vegetation covers such as shrubs, grasses, and isolated trees provides habitat for small fauna, supports soil stability, and contributes to microclimatic regulation. The removal of vegetation can lead to habitat fragmentation, soil erosion, and reduction in local species richness, especially in ecologically sensitive zones that may border degraded rangelands or flood-prone areas.

6.5 NOISE AND EXCESSIVE VIBRATION

The use of heavy machinery, concrete mixers, and transportation trucks during the construction of the CSC office will not be expected to generate noticeable noise and vibration, because the site is not located within a residential area, but rather within a public institutional zone surrounded by government offices and administrative buildings. As such, no significant disturbance to households, children, the elderly, or hospitals is anticipated. However, to maintain good construction practices and minimize disruption to nearby administrative operations, the contractor will still ensure that high-noise activities are limited to **daytime hours (7:00 AM to 6:00 PM)**, equipment is regularly maintained and fitted with silencers.

6.6 AIR POLLUTION (DUST AND VEHICLE EMISSIONS)

Dust emissions from excavation, material handling, and movement of vehicles are likely to deteriorate ambient air quality during construction, particularly during dry and windy conditions. To manage this, the site will implement dust suppression measures such as regular water spraying, cover stockpiles and trucks transporting loose materials, and **enforce** low-speed limits.

6.7 SOIL AND WATER POLLUTION

Construction activities can lead to soil contamination and water pollution, particularly from accidental fuel or oil spills, improper storage of chemicals, or uncontrolled surface runoff during rainfall. To minimize this risk, the project will establish designated fuel and chemical storage areas with impermeable flooring and containment bunds.

6.8 WASTE GENERATION

The project will generate considerable quantities of solid waste, including construction debris (cement bags, packaging, timber offcuts, metal scrap), as well as domestic waste from the workforce. To address this, a site-specific Waste Management Plan will be developed and this will include in the contractor plans.

6.9 HAZARDOUS WASTE MANAGEMENT

Hazardous waste may be generated in small quantities during construction, including paint residues, and empty chemical containers. To mitigate this, hazardous waste will be clearly labeled, stored in secure, leak-proof containers, and kept in a designated area with restricted access.

6.10 OCCUPATIONAL HEALTH AND SAFETY (OHS) RISKS AND IMPACTS

The construction of the CSC office in Baidoa will involve various high-risk activities such as excavation, concrete mixing, scaffolding, welding, lifting of heavy materials, and operation of machinery. These activities expose workers to a range of occupational health and safety (OHS) risks, including falls from height, injuries from equipment or sharp objects, exposure to dust and noise, electrical hazards, and potential accidents involving construction vehicles. Inadequate use of personal protective equipment (PPE), lack of safety signage, and limited first aid preparedness may exacerbate these risks.

To minimize OHS risks, the contractor will be required to implement a comprehensive Occupational Health and Safety Management Plan (OHSMP). All workers will receive pre-employment OHS orientation and regular toolbox trainings, particularly on safe equipment handling, working at heights, and emergency

response. The site will be equipped with clearly marked safety zones, first aid kits, fire extinguishers, and visible warning signage. Use of PPE (helmets, gloves, boots, reflective vests, etc.) will be strictly enforced, and a designated OHS officer will be present on-site to ensure daily compliance and reporting.

7.0 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN(ESMP)

The purpose of this Environmental and Social Management Plan (ESMP) is to ensure that all identified environmental and social risks and impacts related to the construction of the Civil Service Commission (CSC) office in Baidoa, South West State, are effectively managed throughout the project lifecycle from construction to completion.

The ESMP outlines the mitigation, adaptation, prevention, and enhancement measures that contractors, supervisors, and stakeholders must adopt in line with the World Bank Environmental and Social Framework (ESF) and relevant national policies.

7.1 KEY OBJECTIVES OF THE ESMP:

- To identify and mitigate environmental and social risks and impacts.
- To enhance the positive impacts of the project (e.g., employment creation, local procurement).
- To propose mechanisms for monitoring and compliance.
- To assign clear roles and responsibilities to implementing partners.
- To ensure inclusive participation of stakeholders, including vulnerable groups.
- To estimate costs for safeguards implementation.

7.2 POSITIVE ENVIRONMENTAL AND SOCIAL IMPACTS

- Job creation for both skilled and unskilled labor within Baidoa.
- Improved local economic activity, especially for construction-related suppliers and service providers.
- Income-generating opportunities for vulnerable groups, including youth and IDPs.
- Climate adaptation features, such as rainwater harvesting and planting of indigenous vegetation around the facility.

7.3 NEGATIVE ENVIRONMENTAL AND SOCIAL IMPACTS

While the project is considered moderate in scale, the following negative impacts are expected:

- Air, noise, and water pollution during construction.
- Generation of solid and hazardous waste.
- Occupational health and safety (OHS) risks to workers and community members.
- Disturbance of local biodiversity and vegetation clearance.
- Community access restrictions during construction.
- Potential risks of SEA/SH and GBV.
- Possible non-compliance with labor laws or exclusion of vulnerable groups.

8.0 ENVIRONMENTAL AND SOCIAL IMPACTS MITIGATION PLAN

Below is a consolidated summary of mitigation measures designed to address the environmental and social (E&S) risks associated with the construction of the Civil Service Commission (CSC) office in Baidoa, South West State of Somalia. These measures are developed in line with the requirements of the Somalia Enhancing Public Resource Management Project (SERP) Environmental and Social Management Framework (ESMF) and aligned with the World Bank's Environmental and Social Framework (ESF), specifically ESS1 through ESS10.

- ✚ Table 3 below presents a detailed Environmental and Social Mitigation Matrix that outlines: The potential environmental and social risks and impacts;
- ✚ The corresponding proposed mitigation measures;
- ✚ Monitoring indicators and frequency to track compliance and effectiveness;
- ✚ Clearly assigned responsibility for implementation and monitoring; and
- ✚ Associated budget estimates or contract inclusions.

This matrix provides a practical and site-specific roadmap to ensure that construction-related impacts in Baidoa are identified, mitigated, monitored, and reported effectively throughout the lifecycle of the subproject. By consolidating mitigation responsibilities across all applicable safeguards standards, the ESMP ensures compliance with both national and World Bank safeguards systems.

Table 3 Environmental and Social Impacts Mitigation Matrix

ESS	Risks and Impacts	Proposed Mitigation Measures	Monitoring Indicators	Monitoring Frequency	Responsible body	Estimated Cost (USD)
ESS1	Poor implementation of mitigation measures and weak monitoring	Assign qualified E&S staff; integrate safeguards in supervision contracts; conduct regular compliance audits; contractor to prepare C-ESMP	Audit reports; safeguard personnel present; presence of C-ESMP	Monthly	PCU, Contractor, Supervising Engineer	Included in supervision
ESS2	Occupational Health and Safety (OHS) risks: injuries, machinery accidents, slips, falls	Provide PPE, safety training, signage, OHS induction; emergency plans; ensure first aid and insurance coverage	Incident reports; training logs; PPE records	Daily	Contractor, OHS Officer	1,200
	Labor influx, disputes, child and forced labour, discrimination, and exclusion of vulnerable groups	Implement LMP; maintain labor registry with age verification; prioritize local hiring; establish and operationalize worker GRM	Worker registry; contracts; grievance logs	Monthly	Contractor, Labor Inspector, PCU	Included in contract

ESS	Risks and Impacts	Proposed Mitigation Measures	Monitoring Indicators	Monitoring Frequency	Responsible body	Estimated Cost (USD)
	Labor law non-compliance	Enforce labor rights; contracts; age verification	Worker records; contract logs	Monthly	Contractor, Labor Inspector	Included in contract
ESS3	Air pollution from dust and vehicle emissions	Water spraying, cover loose materials, maintain vehicles, avoid idling	Dust suppression logs; complaints	Weekly	Contractor, Environmental Officer	Included in BOQ
	Noise pollution and vibration	Provide hearing protection gears for use by workers when exposed to noise levels above 85 dB(A); use modern construction equipment, which produces less noise; use of noise shielding screens.	No. of noise related complaints received; provision of hearing protection for workers	Daily	Contractor, Environmental Officer	Included in BOQ
	Soil and water pollution from chemicals and fuel	Designated storage; spill kits; training; containment areas	Spill records; water/soil quality logs	Biweekly	Contractor, Environmental Officer	800
	Solid and hazardous waste accumulation	Segregate waste; provide bins; dispose via licensed handlers; reuse where possible	Waste volume; bin use; disposal certificates	Weekly	Contractor, Waste Officer	1,000
ESS4	Traffic disruption and pedestrian safety hazards	Implement traffic plan; post signage; use qualified and licensed drivers; train drivers; provide safe walkways	Incident logs; signage in place	Weekly	Contractor, Traffic Liaison Officer	500
	GBV, SEA/SH risks during construction activities	Implement GBV Action Plan; ensure employees sign Codes of Conduct; undertake training on GBV/SEA-SH; set up survivor-centered GRM	Signed CoCs; GBV trainings; GRM use	Monthly	Contractor, Social Safeguard Officer	700
	Security threats to workers or property	Coordination with local security; prepare and implement site-specific SMP; low-visibility signage	Security logs; presence of SMP, presence of trained guards	Monthly	Contractor, Local Police, PCU	300
ESS6	Loss of vegetation or disturbance to local fauna	Limit clearing; replant trees; worker sensitization on environmental conservation.	Vegetation cleared/planted;	Construction phase	Contractor, Environmental Officer	600

ESS	Risks and Impacts	Proposed Mitigation Measures	Monitoring Indicators	Monitoring Frequency	Responsible body	Estimated Cost (USD)
			awareness sessions held			
ESS 8	Risk of Chance Finds	Implement a chance find procedure in case chance find are found during excavation works.	Presence of chance find procedure	Construction phase	Contractor, Environmental Officer	No additional costs.
ESS10	Insufficient engagement of stakeholders and vulnerable groups	Implement SEP; accessible consultations; inclusive GRM	Consultation reports; GRM records	Quarterly	PCU, Community Liaison Officer	500

9.0 GRIEVANCE REDRESS MECHANISM

In line with Environmental and Social Standard 10 (ESS10) of the World Bank's Environmental and Social Framework (ESF), this project has established a structured and accessible Grievance Redress Mechanism (GRM) to enable timely, confidential, and culturally appropriate resolution of concerns arising from the construction of the Civil Service Commission (CSC) Office in **Baidoa**, South West State of Somalia. The GRM provides both project-affected persons and workers including vulnerable groups with the means to raise issues, provide feedback, or report adverse impacts.

Objectives of the GRM

- ✚ Ensure early identification and resolution of concerns;
- ✚ Promote accountability and transparency during project implementation;
- ✚ Provide accessible, confidential, and inclusive channels for grievances;
- ✚ Strengthen community confidence in the project;
- ✚ Support project compliance with ESS2 and ESS10, as well as national labor and environmental laws.

9.1 SCOPE OF THE GRM

The GRM covers:

- ✚ Environmental and social risks associated with civil works;
- ✚ Labor and working conditions;
- ✚ Gender-Based Violence/Sexual Exploitation, Abuse and Harassment (GBV/SEAH);
- ✚ Waste management, safety, and occupational health;
- ✚ Land-related disputes or access issues (if any);
- ✚ Community feedback and suggestions.

Table 4 Grievance Submission Channels

Method of Contact	Details
Email	serpGRM@gmail.com
Toll-free Phone	2494 (national access)
Walk-in	CSC Office / PIU Offices in Baidoa
Letter Submission	To GRM focal points at CSC/health/post sites
Complaint Forms	Available at community centers and project sites
Suggestion Boxes	Installed at site and healthcare facilities
SMS/Hotline (Confidential GBV cases)	Managed by PCU GBV Officer

These channels are managed by the **SERP Project Coordination Unit (PIU)**, **SERP Project Implementation Unit at state level** and Civil Service Commissioners and will be promoted through **public awareness campaigns, community radios, posters, leaflets, and social media** to ensure all community members including women, IDPs, and persons with disabilities are aware of and can access the GRM.

Table 5 Grievance Management Process

Step	Action	Timeline	Responsible Body
1	Register grievance in written or verbal form	Within 1 day	FMS-level Grievance Committee (GRC), supported by PCU
2	Screen and assess the grievance	Within 3 days	FMS-level GRC + PCU
3	GRC meeting and resolution planning	Within 3 days	FMS-level GRC + PCU

Step	Action	Timeline	Responsible Body
4	Implement resolution or initiate appeal process	Within 4 days	FMS-level GRC + PCU
5	Document resolution and submit report to PCU	Within 5 days	FMS-level GRC + PCU
6	Escalate to judiciary system if unresolved	Any time	Complainant

9.2 APPEAL PROCESS AND ANONYMITY

The GRM includes a **three-tier grievance system**:

1. **Zone/Community Level**
2. **FMS Level (Baidoa – South West State)**
3. **Federal PCU Level**

If a complainant is unsatisfied, they may **appeal to higher levels** or choose to access the **national judiciary system**. The GRM allows for **anonymous grievances** and **respects complainant confidentiality** at all stages. **Appeal Process**. In the FMS cities has three-tier grievance systems in place at zone, FMS and FGS levels, as illustrated in the below presented schematic. The aggrieved will always have the option to resort to national judiciary system.

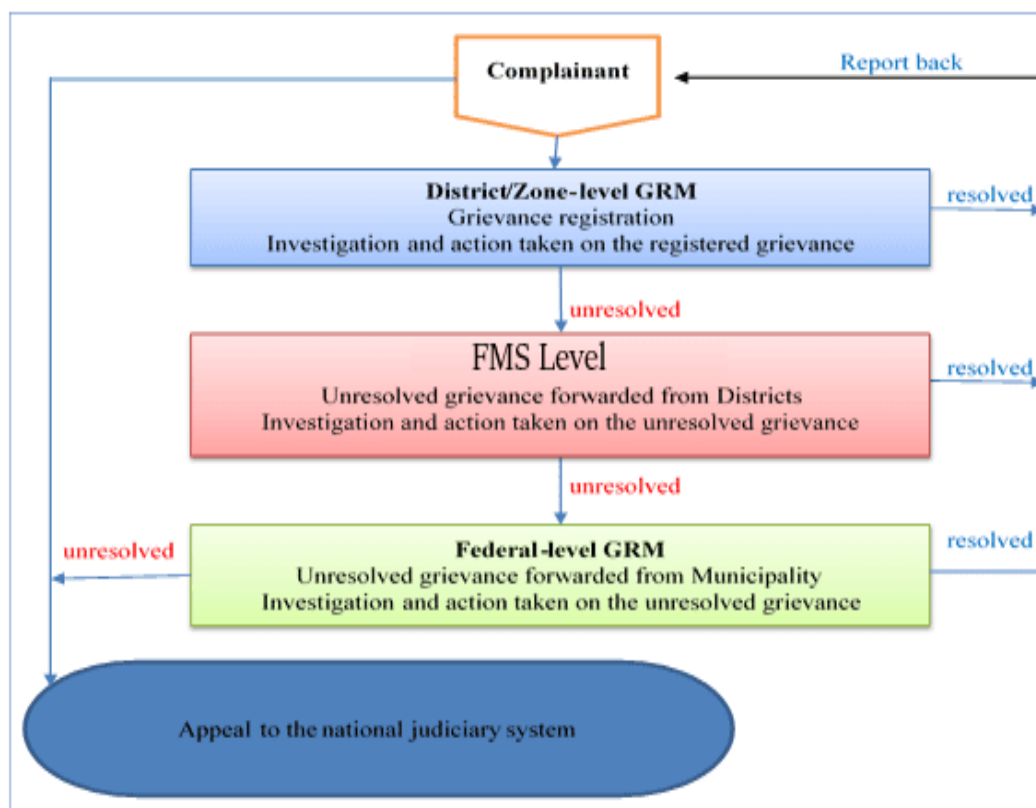


Figure 6 Appeal Process and Anonymity

9.3 GRIEVANCE MANAGEMENT PROCESS

The PCU ensure grievances are addressed through the steps within the indicative timelines presented in the table below.

Table 6 Grievance Redress Committee (GRC) Members

No.	Name	Gender	Position	Representation
1	Abdi Salan Fidow	Male	Chairperson	Galmudug PM
2	Mohamed Nor Salah	Male	Deputy Chairperson	Jubaland PM
3	Abdirahman Mowlid	Male	Secretary	South West PM
4	Mohamed Kabah	Male	Member	Hirshabelle PM
5	Mohamed Antooobo	Male	Member	PCU Social Dev. Specialist
6	Raqia Hussein	Female	Member (GBV Focal Point)	PCU GBV Officer

9.4 WORKER GRM AND CONTRACTOR RESPONSIBILITIES

Once the construction contractor is mobilized, they will be required to establish a site-specific GRM for:

- ✚ Worker-related grievances (aligned with ESS2 and Labor Management Procedures (LMP))
- ✚ Community grievances related to project impact or employment;
- ✚ Referrals for cases involving safety, labor violations, or SEA/SH.

All contractor staff and site supervisors must be trained on grievance handling procedures, and grievance logbooks shall be maintained onsite.

9.5 GBV/SEAH GRIEVANCE MECHANISM AND PROTOCOLS

A dedicated GBV/SEAH-sensitive channel is operational, overseen by **RAQIA HUSSEIN**, experienced female SERP Project GBV Officer. The GRM for GBV/SEA cases is:

- ✚ Confidential, survivor-centered, and trauma-informed;
- ✚ Offers referrals to medical, psychological, legal, or protection services with informed consent
- ✚ No formal complaint is required to access services;
- ✚ Only limited information is recorded (survivor's words, age, gender, perpetrator's relation to project) with consent;
- ✚ Cases will be reported to the World Bank within 24 hours.

Awareness campaigns on GBV/SEAH risks, rights, and reporting pathways will be trained and delivered using radio, posters, and trusted local networks.

9.6 MONITORING OF THE GRM

The PIU at FMS level and PCU will monitor:

- Number and nature of complaints;
- Timeliness and satisfaction of responses;
- GRM accessibility by gender and vulnerability;
- Worker and community feedback.

This data is reviewed quarterly and used to improve the project's responsiveness and accountability.

10.0 MONITORING AND REPORTING

Monitoring and reporting are critical to ensuring the effective implementation of this Environmental and Social Management Plan (ESMP) for the Baidoa Civil Service Commission (CSC) office construction. Monitoring activities will assess compliance with the ESMP, track performance against mitigation measures, and ensure alignment with both national legislation and the World Bank Environmental and Social Framework (ESF).

10.1 OBJECTIVES OF MONITORING AND REPORTING

The monitoring and reporting framework aims to:

- ✚ Track implementation of ESMP mitigation measures;
- ✚ Identify non-compliance and areas for improvement;
- ✚ Ensure timely corrective actions;
- ✚ Promote transparency and accountability among implementing parties.

The process includes regular site-level monitoring by the contractor and supervision consultant, quarterly reviews by the PCU, and periodic spot-checks by the PCU Monitoring and Evaluation Specialist. In the event of serious incidents such as fatalities, immediate reporting and root cause analysis are required.

Types of Issues to Be Monitored and Reported

The following environmental and social issues shall be systematically monitored:

- ✚ Implementation of ESMP mitigation measures by ESS category;
- ✚ Environmental Health and Safety (EHS) compliance (use of PPE, first aid, sanitation, safety protocols);
- ✚ Labor and working conditions (worker lists, contract status, grievances);
- ✚ Functionality and trends of the project's GRM (community and worker grievances);
- ✚ Waste and pollution management (solid waste, air, water, noise);
- ✚ SEA/SH prevention, Code of Conduct compliance, and awareness efforts;
- ✚ Biodiversity and vegetation management (e.g., restoration of cleared sites);
- ✚ Security-related incidents around the construction site;
- ✚ Stakeholder engagement activities and community feedback;
- ✚ Any incident, including:
 - A. A. Fatalities or serious injuries
 - B. B. Chemical spills
 - C. C. Structural failures
 - D. D. Accidents involving community members

In case of an occupational fatality or serious injury, the contractor at state level and supervision consultant firm must notify the PCU at FGS level and the World Bank **within 24 hours**, in line with Somalia's Labor Code (Article 102). Appropriate corrective actions and root cause analyses must follow, either by the PCU or the contractor, depending on the case.

Table 7 Timeliness of Reporting

Type of Report	Frequency / Timeline	Recipient(s)
Monthly Contractor E&S Performance Report	By the 5th day of each month	PCU, Engineering Supervision Consultant
Quarterly PCU E&S Report to World Bank	Within 15 days after each quarter ends	World Bank Task Team, Federal-level PCU
GRM Summary Report	Quarterly	PCU, FGS Ministries, World Bank
Incident Report (non-fatal)	Within 72 hours of becoming aware	PCU, Engineering Consultant
Serious Injury or Fatality Notification	Within 24 hours of incident	FGS-level PCU, World Bank, Government Labor Authority (as per Labor Code)
Daily recording with monthly reporting to ESC/PCU	Daily implementation records by ESHS officer and site manager	Contractor
Root Cause Analysis & Corrective Action Plan (post-incident)	Within 7 days after incident investigation	PCU, World Bank
Final Completion Report	Within 30 days of project handover	PCU, World Bank

11.0 STAKEHOLDER ENGAGEMENT PLAN

Meaningful stakeholder engagement, considered as providing stakeholders with detailed information on the project in a manner that is appropriate for the stakeholder and seeking their active participation in order to ensure informed decision making, has been the main principle guiding consultations in Baidoa, South West State of Somalia. The SERP Stakeholder Engagement Plan (SEP)⁵ of February 2022 provides clear guidance and information on who the Project's stakeholders are and the different categories they fall under.

11.1 STAKEHOLDER IDENTIFICATION AND ENGAGEMENT

Different categories of stakeholders comprising individuals, groups, and institutions with varying levels of interest and influence were actively consulted and engaged during the planning and preparation of the Baidoa Civil Service Commission (CSC) office construction. These included representatives from key state institutions such as the Ministries of Finance, Public Works, Labor, and Environment and Climate Change, along with the South West State Civil Service Commission and local government authorities.

Using the Stakeholder Engagement Plan (SEP) as a guiding framework, a detailed stakeholder mapping was conducted in Baidoa, which identified the following stakeholder categories:

1. Project-Affected Parties (PAPs):

- ✚ Individuals who are expected to benefit directly from the project through employment or business opportunities (e.g., local laborers, small suppliers, vendors);
- ✚ Private service providers such as utility companies that may be engaged during the construction phase.

⁵ <https://mof.gov.so/publications/stakeholder-engagement-plan-somalia-enhancing-public-resource-management-serp-p177298>

2. Other Interested Parties (OIPs):

- ✚ The South West State Civil Service Commission and associated technical departments;
- ✚ Line ministries responsible for infrastructure, finance, labor, and environmental oversight;
- ✚ Development partners and international NGOs who may support or collaborate with the project;
- ✚ Organized community-based groups, including youth and women's organizations, who represent local interests.

3. Disadvantaged and Vulnerable Groups:

- ✚ Populations with specific needs and potential barriers to participation, including Internally Displaced Persons (IDPs), female-headed households, widows, elderly persons, orphans, and individuals living with chronic illness or disability.

The engagement approach was designed to be inclusive, culturally appropriate, and responsive to the concerns of all stakeholder categories, ensuring that vulnerable groups were given equal opportunity to participate and provide input throughout the ESMP development process.

11.2 STAKEHOLDER ENGAGEMENT IN BAIDOA, SOUTH WEST STATE OF SOMALIA

Stakeholder engagement was a core element in the preparation and design of the Environmental and Social Management Plan (ESMP) for the Baidoa Civil Service Commission (CSC) office construction. Engagement activities were conducted in two phases: the initial awareness and screening consultations in May–June 2024, and the ESMP preparation consultations from January to March 2025. Together, these phases provided a platform for inclusive participation, knowledge-sharing, and consensus-building among key stakeholders at the state and local levels.

Objectives of the Stakeholder Consultations

Across both phases, the stakeholder consultations in Baidoa aimed to:

- ✚ Raise awareness about the SERP project and the World Bank's Environmental and Social Framework (ESF);
- ✚ Present the project objectives, institutional arrangements, and anticipated impacts;
- ✚ Introduce the Grievance Redress Mechanism (GRM);
- ✚ Validate the initial screening results and proposed mitigation measures;
- ✚ Gather site-specific inputs to tailor the ESMP to the local context;
- ✚ Ensure alignment with national legislation and World Bank ESS requirements (**particularly ESS1, ESS2, ESS4, and ESS10**).

Participants and Institutional Representation

Stakeholders engaged in Baidoa represented a cross-section of institutional and community actors, including:

- ✚ South West State Civil Service Commission;
- ✚ Ministries of Finance, Public Works, Labor, and Environment & Climate Change;
- ✚ Baidoa District Administration and Local Government;
- ✚ Community-based organizations, including youth groups, women's associations, and representatives of vulnerable groups such as IDPs, female-headed households, and persons with disabilities.

Participation Overview Baidoa Total (Both Phases Combined)

Category	Number of Participants
Male	155
Female	27
Total	182

- ✚ Phase One (May 22, 2024): 17 participants (3 Female, 14 Male)
- ✚ Phase Two (March 04 2025): 165 participants (24 Female, 141 Male)

Key Discussion Points and Outcomes

The consultations reaffirmed strong and sustained community and institutional support for the CSC project in Baidoa. Notable outcomes and recommendations included:

- ✚ Broad endorsement of the project's objectives and site selection;
- ✚ Requests for universal accessibility features in the building design to accommodate persons with disabilities;
- ✚ Emphasis on ensuring transparency in contractor recruitment and equitable allocation of employment opportunities;
- ✚ Advocacy for inclusion of vulnerable and marginalized groups, particularly IDPs and female-headed households, in construction-related job opportunities;
- ✚ Community calls for effective waste management, adherence to labor standards, and enforcement of occupational health and safety measures on-site.

The screening conducted in Phase One also confirmed that the site posed a low environmental and social risk, supporting the preparation of a proportional, site-specific ESMP.





Figure 7 phase one: preliminary stakeholder engagement in Biadaya and Kismayo



Figure 8 phase two ESMP Preparation Stakeholder Engagement.

In line with ethical standards, **verbal consent** was obtained from all individuals appearing in documentation photos and all images used have been **intentionally blurred** to maintain privacy and confidentiality.

11.3 SUMMARY OF ISSUES RAISED DURING CONSULTATIONS

Table 8 summary of issues raised during consultations & responses provided

Name	Questions/Concerns/Comments	Responses Provided
Mustafa Mohamed Sh Hassan	1. <i>Where is the office located?</i> 2. <i>Is the office design and Bill of Quantities (BoQ) ready?</i> 3. <i>How accessible is the office location?</i>	Commissioner Sharma Arke responded: The office is located next to the Ministry of Posts and Communication . The design and BoQ are currently under preparation . He also emphasized that the location is accessible to the entire community .
Yahya Mohamed	<i>Suggested that the Civil Service Commission (CSC) office should be disability-friendly.</i>	The PCU team committed to ensuring that the building will be designed to be disability-friendly and will include all necessary accessibility features .
Moalim Ibrahim	<i>Suggested: 1. The participation of local laborers during the construction phase. 2. Proper waste management for both construction and general waste to ensure public safety.</i>	The PCU team assured that local laborers will be prioritized for recruitment during construction. Additionally, proper waste management measures and designated disposal areas will be provided to ensure public and occupational health and safety .
Amina Ahmed Mohamed	<i>Commented on the importance of waste management for the entire city and suggested the participation of Internally Displaced Persons (IDPs) during the construction phase.</i>	Commissioner Sharma Arke responded that proper waste management will be ensured, and all waste will be disposed of in designated locations . He also underlined that IDPs will be given priority for job opportunities during construction.
Mohamed Isak Mohamed	<i>Asked: What mitigation measures are in place to ensure workers' rights, fair wages, and appropriate working hours?</i>	The PCU team responded that following this consultation, sub-project instruments will be developed. These instruments will outline all necessary mitigation strategies to ensure workers' rights, fair wages, and proper working hours , in compliance with the Labor Management Plan (LMP) and Somali Labor Law .
Abdullahi Adan Mohamed	<i>Suggested that the CSC building should include accessibility features such as ramps and requested the participation of people with special needs in construction activities where feasible.</i>	Commissioner Sharma Arke responded, assuring that the building will be designed to be fully accessible so that everyone in the community can use it easily. He also emphasized that people with special needs will be prioritized for job opportunities in roles suited to their abilities .

11.4 INFORMATION DISCLOSURE PROGRAM

Multiple channels will be used for in country information disclosure Somali language: i) local radio stations; (ii) publication of posters and public notification in the targeted areas accessible to local

communities, relevant organizations, and other stakeholders; and (iii) stakeholder workshops. Printed copies of the E&S Instruments will be made accessible for the general public at PCU office and government offices such as the Civil Service Commission.

11.5 CONCLUSION

In conclusion, stakeholder engagement in Baidoa, South West State of Somalia played a critical role in informing the design and preparation of this Environmental and Social Management Plan (ESMP). Through a phased and participatory process, a total of 182 stakeholders comprising 27 women and 155 men were engaged between May 2024 and March 2025.

These consultations created space for open dialogue and collaborative planning, helping to:

- ✚ Validate screening findings and proposed mitigation measures;
- ✚ Identify location-specific environmental and social risks;
- ✚ Strengthen alignment with national regulatory frameworks and the World Bank's Environmental and Social Framework (ESF);
- ✚ Ensure that the voices of vulnerable and marginalized groups were meaningfully included.

Participants represented a wide range of stakeholders, including government institutions, local authorities, civil society groups, and members of the affected community. Their feedback directly shaped the ESMP's content, particularly regarding labor inclusion, accessibility, grievance redress, and transparency measures.

12.0 INSTITUTIONAL IMPLEMENTATION ARRANGEMENTS AND RESPONSIBILITIES

12.1 PROJECT COORDINATION UNIT

The PCU has the overall responsibility of implementing the project in Federal Member States. The PCU is comprised of a coordinator, and specialists in the following areas: E&S safeguards, M&E, Finance and Admin, and a GBV officer. The E&S Specialists will have the overall responsibility in carrying out E&S screening, preparing all requisite E&S instruments (such as ESMP, SEP) and seeking the approval of the Bank before in-country disclosure. In this case the PCU Environmental and Social Development Specialist will ensure compliance with all safeguards requirements. Specific responsibilities will include:

- Carry out E&S screening of subprojects; and manage the preparation and implementation of all safeguards instruments;
- Establish and ensure functionality of Grievance Redress Mechanism (GRM);
- Ensure that the SERP subproject design, specifications and budget adequately reflect the recommendations of the ESMP;
- Review and approve the Contractor's ESMP and material measures of the project LMP;
- Prepare regular monthly/quarterly/semi-annual progress reports with statutory requirements;
- Develop, organize, and deliver appropriate environment and social safeguards related training courses for the PCU staff, contractors, local government/community representatives and others involved in the project implementation;
- Liaise with the Contractors and the PCU/MDAs on implementation of the ESMP/SEP and other E&S instruments;
- Establish dialogue with the affected communities and other key stakeholders (such as vulnerable groups, NGOs and community groups) and ensure that the environmental and social concerns and suggestions are incorporated and implemented in the project;

- Review the performance of the project in terms of environment and social safeguards, through an assessment of the periodic internal monthly and quarterly environmental and social monitoring reports; provide summaries of same and initiate necessary follow-up actions;
- Provide support and assistance to the Government MDAs and the World Bank during Project Review Missions; and
- Immediately report to PCU and the Bank any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers.
- Engage and manage contractors/subcontractors in accordance with this LMP, OHS aspects in the ESMP and the applicable Procurement Documents.
- Ensure that contractors prepare C-ESMP that comply with the project SEP, LMP, ESMP (OHS-related provisions) for approval before the contractor is allowed to mobilize to the field.
- Monitor that contractors/subcontractors are meeting obligations towards contracted workers as included in the Contractor's ESMP and the applicable Procurement Documents.
- Monitor the potential risks of child labor, forced labor and serious safety issues in relation to primary supply workers.
- Monitor training of relevant project workers.
- Ensure that the grievance mechanism for project workers is established and effective and that workers are informed of it.
- Monitoring the implementation of the Worker Code of Conduct and any other measures to address risks of sexual exploitation and abuse (SEA)/sexual harassment (SH).
- Report to the World Bank on labor and occupational health and safety performance, including immediate notification of any project-related death or serious accident.
- Support the contractor on OHS management during subproject operational phase once the constructed/rehabilitated facilities are handed over to the municipality.
- Incorporate the relevant aspects of the ESCP, ESMP and the LMP, into the ESHS specifications of the procurement documents (including code of conduct on GBV and OHS measures) with contractors, together with non-compliance remedies.

12.2 CONTRACTOR

The Contractor to be engaged for civil works under the SERP will be responsible for the following:

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

- Require the primary supplier to identify and address risks of child labor, forced labor and serious safety issues for primary supply workers.
- Develop and implement the grievance mechanism for contracted workers, including ensuring that grievances received from their contracted workers are resolved promptly, and reporting the status of grievances and resolutions.
- Maintain records of incidents and accidents on the project site and participate in related incident/accident investigations.
- Warn the workers of any imminent or deteriorating risk situation that could result in an accident and instruct when it is safe to proceed.
- Report to PCU on labor and occupational health and safety performance during subprojects operation.
- Employ or appoint qualified environmental, social, occupational health and safety expert(s) to manage ESHS issues;
- Prepare and implement Contractor's ESMP (including OHS provisions) which will apply to the contracted workers who work on the Projects. These procedures and plans will be submitted to the PCU for review and approval before the contractor is allowed to mobilize to the field;
- Ensure that recruitment of casual workers is done as per the LMP and the C-ESMP.
- Supervise their subcontractors to ensure adherence to C-ESMP.
- Maintain records of recruitment and employment of contracted workers (including subcontractors) with age verification to avoid child labor;
- Provide induction and regular training to contracted workers on environmental, social and occupational health and safety issues, including training to workers exposed to specific risks associated with their work and keep records of these trainings;
- Require the primary supplier to identify and address risks of child labor, forced labor and serious safety issues for primary supply workers;
- Develop and implement the grievance mechanism for contracted workers, including ensuring that grievances received from their contracted workers are resolved promptly, and reporting the status of grievances and resolutions. The Grievance Redress Mechanisms should include channels for safe, confidential reporting of any SEA/SH and GBV cases;
- Ensure that all contractor and subcontractor workers understand and sign the Code of Conduct prior to the commencement of works, take all other measures to address risks of sexual exploitation and abuse SEA/sexual harassment (SH) as specified in the contractor's LMP/ESMP and supervise compliance with such measures;
- Ensure provision of water, sanitation, and hygiene facilities including separate toilets and changing rooms for female workers;
- Ensure first aid facilities and appropriate personal protective equipment (PPE for workers at the sites given the specific worker OHS risks;
- Immediately Report to PCU on labor, OHS accident, or significant environmental event (e.g., spill, release, emergency), any chance finds during subproject implementation;
- Report to PCU on labor and occupational health and safety performance;
- Participate in the induction training on ESMP provisions and requirements delivered by the PCU. Ensure that all workers, including site supervisors and management participate in training sessions delivered by PCU;
- Based on the results of CESMP monitoring, cooperate with the PCU and Supervision Consultant to implement environmental and social corrective actions and plans, as necessary;
- Respond promptly and efficiently to requests and instructions from PCU for environmental corrective actions and implement additional environmental and social mitigation measures, as necessary;

- Coordinate with PCU to deal with any complaints during project implementation;
- Collaborate with the local government to follow project agreements on material sourcing, schedules for utility disruption, work schedules and waste utilization plan; and
- The C-ESMPs will include specific mitigation measures based on the ESMP, the final design, the proposed work method statements, the nature of the project site, etc. They will also be informed by the work risk assessment and impacts identified by the ESMP.

12.3 ENGINEERING AND SUPERVISION CONSULTANT FIRM

The PCU will be supported by engineering and supervision consultants who will be responsible for monitoring the contractors of the civil works as well as monitoring adherence to the safeguard instruments. They will oversee the performance on labor and working conditions on a daily basis on behalf of the PCU, which will be explicitly set out in their contract. The Engineering and Supervision Consultant will employ qualified expert(s) for such oversight and report on performance to the PCU. The PCU will be supported by engineering and supervision consultants who will be responsible for the following:

- Employ or appoint qualified environmental, social, occupational health and safety expert(s) to manage ESHS issues. Have a social /environmental specialist in the team with GBV specific skills to supervise issues related to GBV (e.g., supervise signing of Codes of Conduct (CoCs), verify working GRM for GBV is in place, refer cases where needed) and work with GBV Services Providers as entry points into service provision to raise awareness of the GRM;
- Provide day to day construction supervision for civil works as well as monitoring adherence to the safeguard's instruments related to environmental, occupational health and safety;
- Oversee the performance on labor and working conditions on daily basis on behalf of the PCU, including identification of potential existing significant OHS or environmental risks due to the project that are not adequately mitigated; and
- Submit weekly reports related to project ESHS performance.

12.4 WORLD BANK IMPLEMENTATION SUPPORT

The World Bank will:

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

13.0 BUDGET FOR IMPLEMENTING THE ESMP

An indicative budget of **US\$14,375 (Table 9)** has been provided to cover this ESMP implementation activities such as public consultation, and capacity building programs. This estimated budget does not include the cost for E&S mitigation and enhancement measures, which will be integrated into the construction cost. All administrative costs for the operation of the PCU are included in the overall SERP cost.

Table 9 Civil Service Commission Office Construction ESMP Implementation Budget (Baidoa Site)

No.	Item Description	Quantity/Unit	Estimated Cost (USD)
1	Community consultation meetings and awareness sessions (pre-, during, post-project)	3 × \$1,000	3,000.00
2	Grievance Redress Committee (GRC) meetings, case review, and capacity building	2 × \$1,000	2,000.00
3	ESMP executive summary translation into Somali and public disclosure (posters, leaflets, radio)	Lump Sum	2,000.00
4	GRM awareness campaigns (radio programs, hotline posters, social media)	2 × \$750	1,500.00
5	GBV/SEAH prevention materials and training (Code of Conduct, survivor referral tools)	Lump Sum	1,000.00
6	ESMP monitoring (site visits, data collection, reporting)	4 visits × \$500	2,000.00
7	Production of visual materials (infographics, banners, signage for EHS & GRM)	Lump Sum	500.00
8	Stakeholder engagement tools (complaint forms, registers, feedback boxes)	Lump Sum	500.00
	Sub Total		12,500.00
	Contingency (15%)		1,875.00
	Total		14,375.00

14.0 APPENDICES

APPENDIX ONE – ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

Screening Checklist		
1	Project Name	SERP
2	Project Location	FMS Cities (Baidoa, South West State of Somalia)
3	Sub Project Description (brief)	Construction of Civil Service Commission office
4	Sub-Project Budget	\$200,000.00

#	Indicate if the sub-project has any of the below listed impacts or risks	Tick one		
Environmental Impacts		Yes / No		Remarks
1.	Adversely affect natural habitats nearby, including forests, rivers or wetlands?		✓	
2.	The proposed sub project potentially results in the generation of waste (both hazardous and non-hazardous)?	✓		General; construction waste to be disposed of at municipal approved site.
3.	Use water during or after construction, which will reduce the local availability of groundwater and surface water?		✓	
4.	Affect the quantity or quality of surface waters (e.g. rivers, streams, wetlands), or groundwater (e.g. wells, reservoirs)?		✓	
5.	Be located within or nearby environmentally sensitive areas (e.g. intact natural) or threatened species?		✓	
6.	Are there any areas on or around the location which are occupied by sensitive land uses e.g. hospitals, schools, places of worship, community facilities, which could be affected by the project?		✓	
7.	Will the sub project cause noise and vibration?	✓		Standard construction noise is expected during construction activities. Construction will only occur during working hours, from 7 am to 5 pm,

#	Indicate if the sub-project has any of the below listed impacts or risks	Tick one		
		✓		
8.	Create pools of water that provide breeding grounds for disease vectors (for example malaria or bilharzia)?		✓	
9.	Involve significant excavations, demolition, and movement of earth, flooding, or other environmental changes?		✓	
10.	Affect historically-important or culturally-important site nearby?		✓	
12.	Result in human health or safety risks during construction or later?	✓		The construction works unavoidably expose workers to occupational health and safety risks. Use of manual labor is expected to take place resulting in increased occupational safety risks.
13.	Involve inward migration of people from outside the area for use of services or other purposes?		✓	
14.	Increase tension/ conflict or disputes among or within communities?		✓	
15.	Affect indigenous people, or be located in an area occupied by indigenous people?		✓	
16.	Be located in or near an area where there is an important historical, archaeological or cultural heritage site?		✓	
17.	Disposal of bush clearance residue that may cause spreading of invasive species?		✓	
Social impacts		Yes / No		Remarks
18.	Does the project require land acquisition?		✓	The land belongs to the municipality and currently unoccupied
19.	Does the project require physical displacement of households?		✓	
20.	Does the project require economic displacement of persons (less than 200 persons)?		✓	
21.	Is the project likely to create or exacerbate conflict within communities?		✓	
22.	Is there a possibility that the project would have significant negative impact on vulnerable and/or marginalized and/or indigenous groups?		✓	

#	Indicate if the sub-project has any of the below listed impacts or risks	Tick one		
		✓		
23.	Result in a significant change/loss in livelihood of individuals?		✓	
24	Cause increased settlement or degradation of surrounding areas?		✓	
25	Adversely affect the livelihoods and /or the rights of women?		✓	
36	Does the sub project engage security personnel that may pose a potential risk to health and safety of communities and/or individuals (e.g. due to a lack of adequate training or accountability)?	✓		Preparation of security management plan required to address risks that emanate from the use of armed security officers
Stakeholder Consultation				
Type of Meeting	Number of Meetings	Nature of Participants	# Male	# Female
Stakeholder Engagement	2	Ministries of Finance, Public Works, Labor, Environment and Climate Change, Civil Service Commissions, and local government officials.	193	36

APPENDIX TWO- PROOF OWNERSHIP DOCUMENTS FROM SOUTH WEST STATE GOVERNMENT

DOWLADDA KOONFUR GALBEED
SOOMAALIYA
WASAARADDA HOWLAHA GUUD
DIB-U-DHISKA IYO GURIYEYNTA
XAFIISKA WASIIRKA



ولاية جنوب غرب الصومال
وزارة الأشغال العامة وإعادة
الإعمار والإسكان
مكتب الوزير

SOUTH WEST STATE OF SOMALIA
MINISTRY OF PUBLIC WORKS, RECONSTRUCTION AND HOUSING
Office of the Minister

Ref: XW/WHGD/044/24

Date: 20-Feb-2024

To: World Bank, Somalia
RC: New Construction Office

Dear Sir/Madam

Ministry of Public Works Reconstruction & Housing of South West State Somalia hereby declares and approve that a land space of 50x50 meter square. The land space is next to the Ministry of Information and Social Awareness of South West State Somalia. This belongs to Civil Service Commission of South West State of Somalia, and sharing here as Official permit latter for the construction of this land for CSC.

The mandate of the Ministry is to manage, build and rehabilitate government buildings and infrastructures of the country in an effective and efficient way to undertake and maintain all public land management and collaborate other government authorities to make land available upon the request for construction of new facilities or its extension, as the need may be.

Ministry of Public Works has always been the custodian authority of all but not limited, infrastructures, buildings, bridges, highways and roads, land plots and spaces etc owned by the central and regional governments.

The Ministry of public works, Reconstruction & Housing has a pivotal environment for high performance both for the public and private sectors in the Southwest State of Somalia.

Ministry of Public Works Reconstruction and Housing (MoPWR&H) SWS hereby committed to give any necessities support from your required.

For any further information your office may require, please do not hesitate to contact with the Ministry office.

Best Regards,

Dahir Abdi Abdullahi (Dr Go)
Minister of Public Works, Reconstruction and Housing, SWS



Tel: (+252) 619 100016 | Email: minister@mopw.sw.so / daabdiyow@gmail.com
BAIDOA, SOMALIA

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



ولاية جنوب غرب الصومال
مكتب منوط المنطقة وعمدة بيدا

Southwest State Somalia

Office of the District Commissioner and the Mayor of Baidoa

Ref: XGD/DMB/1596/8/24

Taariikh: 28 / 8 / 2024

To: Whom it may concern

Subject: formal declaration and approval by Baidoa Municipality regarding the allocation of a 50x50 meter land plot to CSC of SWS

Dear Sir/Madam

In accordance with Southwest State urban law number 05 Article 25, 26, and 27, Baidoa Municipality is responsible for providing land and property for both individuals or group of people:-

Therefore Baidoa Municipality of South West State, Somalia, officially declares and approves that a 50x50 meter plot of land, located adjacent to the Ministry of Information and Social Awareness of South West State, Somalia, is designated for the Civil Service Commission of South West State, Somalia.

This document serves as the official authorization for the Civil Service Commission to commence construction on the specified land

For any further information your office may require, please do not hesitate to contact with the Baidoa Mayor's office

Your sincerely



Abdullahi Ali Watiin
District Commissioner and the Mayor of Baidoa

Email: baidoa.dc.mayor@gmail.com, abdullahi.watiin@gmail.com
Mobile: +25261555574
Baidoa - Somalia



South West State of Somalia
Chief of Staff Office of the President

Ref: 0489 KGS-AGM-16-24

Baidoa, 16th February, 2024

TO WHOM IT MAY CONCERN

The Chief of Staff at the office of the President of Southwest State (SWS) of Somalia, would like to announce that the Statehouse handed over a land space of 50x50 meters square to the Southwest State Civil Servant Commission in Baidoa. The land space next to Ministry of Information and Social Awareness Southwest State Somalia.

This land can be used for the Construction of office space for the CSC it can't be used for personal purposes and the land will officially remain Permanent office for the CSC. Somalia.



Latitude: 3° 6'42.80"N

Longitude: 43°38'26.89"E

Range: 121m

Heading: 3.000000°


Abdifatah Mahat Abdirahman
Chief of Staff, Office of the President
South West State of Somalia.

Email: chief.staff@presidency-sw.so
Mobile +252616533333
Baidoa - Somalia

APPENDIX THREE- ATTENDANCE SHEET FOR STAKEHOLDER ENGAGEMENTS



FEDERAL REPUBLIC OF SOMALIA



SOUTHWEST SATATE OF SOMALIA



THE WORLD BANK
IBRD - IDA | WORLD BANK GROUP

Civil Service Commission of Southwest State of Somalia

Attendance Sheet

Stakeholder Engagement and Overview on Training World Bank ESF

Date: 1st February 2025

S/N	Employee Name	Ministry/Agency	Email	Signature
1	yahye mohamed Hassan	ministry of public works	focalpointrips@mpw.som	[Signature]
2	Mustof Mohamed Sheikh	MOECC	Mustofratio@gmail.com	[Signature]
3	Muqalin ibrahim maan	IDPs		[Signature]
4	Faysal Abdiwahab Salaad	Moka	faysalkali@gmail.com	[Signature]
5	Abdirahman Salat Hussein	MOHSA	delbad622@gmail.com	[Signature]
6	Saleman Hassan Ali	Morsa	salemanhassanali761@gmail.com	[Signature]
7	Muhammad Ibrahim Aden	Mof	midalabay@2020@gmail.com	[Signature]
8	Abdinizaf Abdimal Jafa	Office of President	nizaf2023@gmail.com	[Signature]

9	Alsin Abdunabi Ali	MOECC	Calteekoo1@gmail.com	
10	Hor Mohamed Mursal	MOF	Nurseyare1@gmail.com	
11	Mohamed Hassan Shikuu	MOF	shikuuhashi2020@gmail.com	
12	Abdullahi Mohamed Abdeltodir	MOF	AbdullahiMoha754@gmail.com	
13	Aamina Ahmed Mohamed	MOF	Aamina Ahmed Mohamed	
14	Hasteexo Ahmed Nor	MOISA	Hasteexo Ahmed Nor	
15	Ayari Mohamed Adam	MOPIED	cey naamoro@gmail.com	
16	Fatuma Issack Ibrahim	District Baidoa	fatumaissack@gmail.com	
17	Faadhuma Hassan Alshakur	Hafista Hassan Alshakur Degmada Baidoa	faadhuma Hassan Alshakur@gmail.com	
18	Aamina Cali Nur Cusawe	MOF	Aamina Cali Nur Cusawe@gmail.com	
19	Abdirashid Hassan Mohamed	Baidoa Municipality	haasir.suge@gmail.com	
20	Noor Ali Aslikadi	MOPIED	abdouali2018@gmail.com	
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