

REPUBLIC OF SOMALILAND



Ministry of Agriculture Development

Somaliland-Food Systems Resilience Project (SL-FSRP)

**ESMP for the Rehabilitation of the Gabiley District Office for the Ministry of
Environment and Climate Change (MoECC)**

Project ID: P177816

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Executive Summary

The Somaliland Food Systems Resilience Project (SL-FSRP), financed by the World Bank, aims to strengthen the resilience of food systems and enhance Somaliland's preparedness for food insecurity. The project seeks to improve agricultural and livestock productivity, promote sustainable management of natural resources, and build institutional and community capacity to respond to climate and environmental challenges. Through its six components, the SL-FSRP supports resilient agricultural production, improved natural resource management, stronger market access, and enhanced institutional infrastructure to deliver effective and sustainable services.

The Government of Somaliland (GoSL), through the Ministry of Environment and Climate Change (MoECC) opted to invest in the rehabilitation of the MoECC office and the Nursery of Gabiley. The project will enhance the capacity and functionality of those facilities. This Environmental and Social Management Plan (ESMP) has been developed for the rehabilitation of the Gabiley District Office and Nursery of the Ministry of Environment and Climate Change (MoECC), an activity implemented under **Component 4.3** of the SL-FSRP.

This ESMP was prepared in line with Somaliland's environmental regulations and the World Bank's Environmental and Social Standards (ESS), particularly ESS1, which emphasizes the identification and management of environmental and social risks. The preparation process involved environmental and social screening by the SL-FSRP safeguards team in collaboration with the MoECC engineer, followed by a stakeholder consultation held on 11th August 2025 with MoECC staff and community representatives in Gabiley. The consultation aimed to identify potential risks, discuss mitigation measures, and raise awareness on the project's grievance redress mechanism (GRM) and gender-based violence (GBV) prevention procedures.

The MoECC district office and the nursery in Gabiley are located in separate compounds, but both are under the management of a single district office. Both facilities need rehabilitation and upgrading to improve working conditions and the productivity of the office staff. The nursery has a perimeter fence that is partially incomplete, while the office needs upgrading and improvement. The following rehabilitation work will be carried out for both the office and the nursery:

- **Construction of the fence:** construction of 60-meter wall fence for the Nursery
- **Structural Repairs off all office:** Cracks filling, plastering, and wall repairs.
- **Painting:** Interior and exterior repainting.
- **Carpentry Works:** Replacement of damaged doors, windows, and locks.
- **Roofing & Waterproofing:** Fixing leaks and replacing damaged sheets.
- **Plumbing Works:** Replacement and repairs of water lines, fittings, and drainage systems

There are significant positive impacts that are expected from the rehabilitation of the office and the nursery. This will enhance the capacity of delivering services to local communities on environmental and climate change-related issues. Particularly, the nursery plays a vital role in supplying tree seedlings that

are essential for reforestation and land restoration efforts. On the other hand, adverse risks and impacts are mainly associated with the rehabilitation works and include risks related to removal of indigenous trees, occupational health and safety of workers, increased level of dust, noise and vibration from moving of vehicles and machinery, community health and safety risk, risks associated with labor rights and management, e.g. child labor and/or forced labor and sexual exploitation and abuse/sexual harassment due to increase in labor related population in the project site.

To ensure the above E&S and GBV-related impacts are properly mitigated and managed, the necessary measures will be put in place. For instance, the dust generated during construction will be managed by employing dust suppression techniques such as regular water spraying over debris and work areas, which helps reduce dust dispersion while all workers will be provided with appropriate PPE, including masks, to protect them from inhaling harmful particulates. Noise and excessive vibrations from construction activities present another risk to nearby local residents. This will be mitigated by selecting equipment with lower noise emissions and works will be restricted to daytime hours to minimize disruption during resting periods. Other Occupational Health and Safety (OHS) issues will be managed by ensuring all workers undergo safety training covering international construction best practices and emergency response procedures.

Waste management during construction phase is another major consideration, as the process generates a substantial amount of solid waste. This will be managed through establishing waste collection and management procedures and tools needed to prevent pollution and environmental contamination. Where feasible, materials such as bricks and metals will be sorted for reuse or recycling, minimizing the overall waste footprint of the project. Other impacts related to child labor, and Sexual Exploitation and Abuse (SEA) / Sexual Harassment (SH) will be mitigated by raising awareness and establishing necessary GRM system for workers, nearby residents and users of the facility.

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

The ESMP lists the project-specific risks and impacts and mitigation measures, lays out institutional arrangements for implementing and monitoring the risk mitigation measures and proposes monitoring indicators for measurement and monitoring of E&S performance. It shows what must be done, by whom, when, and to what standard; and shows who will monitor its implementation and when and what the budget implications for mitigation measures and monitoring activities are.

1. Background

The Food Systems Resilience Program (FSRP) is part of an initiative by the World Bank to provide a comprehensive framework to intervene at both the national and regional levels. This Multi-phase Programmatic Approach (MPA) aims to tackle the underlying structural challenges of food insecurity and reduce beneficiaries' vulnerability to unpredictable climate, crisis, and conflict events.

The World Bank is supporting the Government of Somaliland with the Food Systems Resilience Project to increase the resilience of food systems and improve Somaliland's preparedness for food insecurity in the project's target areas. The project will directly benefit an estimated 65,000 small farmers, agro-pastoralists, and nomadic pastoralists, at least 30 percent of whom will be women in eight districts.

The Project Development Objective (PDO) for FSRP will be **'to increase the resilience of food systems and Somaliland's preparedness for food insecurity in project target areas'**. Progress toward the PDO will be measured using five PDO indicators and intermediate indicators. All relevant indicators will be disaggregated by gender (men and women) and age (youth and adult).

The project has six components as follows:

Component 1: (Re-) Building Resilient Agricultural Production Capacity: Strengthening the foundations of resilient agricultural production by building the capacity of Somaliland's crop and livestock research institutions, its seed and breeding systems, and its extension and advisory services to better cater to small farmers on a large scale. It has the following sub-components:

- 1.1 Crop and Livestock Research, Extension, and Seed Systems*
- 1.2 Community Engagement and Technology Transfer*
- 1.3 Digital Agriculture and Rangeland Solutions and Data Systems*

Component 2. Supporting the Sustainable Development of Natural Resources for Resilient Agricultural Landscapes: This component aims to enhance water availability for crop and livestock value chains and support rangeland rejuvenation and management by restoring degraded rangelands. It has the following sub-components:

- 2.1 Water Availability for Crops and Livestock*
- 2.2 Rangeland Management*

Component 3. Getting to Market: Strengthen the agriculture and livestock sector's market orientation, helping it cater to both domestic and regional markets. It will do this by supporting existing and new farmer producer organizations (FPOs)⁹ and agrifood enterprises, the development and upgrading of market infrastructure and export-oriented testing and certification capacity, and rural producers' access to savings and credit services. It has the following sub-components:

- 3.1 Farmer Producer Organizations and Agrifood Enterprises*
- 3.2 Market Infrastructure and Enterprise Development*

3.3 Access to Finance

Component 4. Promoting a Greater Focus on Food Systems Resilience in Policymaking: This component will build food systems resilience at the national and regional levels by focusing on building the capacity of public institutions and identifying relevant policy reform opportunities within the implementing three ministries. In the crops, livestock and environment sectors it will: (a) build the capacity of government institutions; and (b) carry out comprehensive assessments of agrifood policies. It has the following sub-components:

- 4.1 *Institutional Infrastructure and Capacity Development for the Crops Sector*
- 4.2 *Institutional Infrastructure and Capacity Development for the Livestock Sector*
- 4.3 *Institutional Infrastructure and Capacity Development for Rangelands Management*

Component 5. Contingent Emergency Response: This component will finance eligible expenditures in the event of an emergency precipitated by a disaster. The activation of CERC, at the request of the government, will allow funds to be disbursed rapidly to reduce damage to productive infrastructure, ensure business continuity, and speed up recovery.

Component 6. Project Management: This subcomponent will help establishing and strengthening project coordination and management structures within in line with the agreed upon project implementation arrangements. It has the following sub-components:

- 6.1 *Project Coordination and Management*
- 6.2 *Monitoring and Evaluation*

1.1 Planned Sub-project and Rationale of the Activity

The Ministry of Environment and Climate Change (MOECC) is an implementing partner of the Food Systems Resilience Project. The MoECC has an office and a nursery located in the Gabiley district. The two facilities are located in separate compounds, but both are under the management of a single district office. The district office is critical for the ministry's operations and for engaging local communities on environmental and climate change-related issues. The nursery, on the other hand, plays a vital role in supplying tree seedlings that are essential for reforestation and land restoration efforts. To improve the institutional capacity and infrastructure, both the existing district office and the nursery need rehabilitation and upgrading. Specifically, this office rehabilitation and upgrading will involve the following activities:

- **Construction of the fence:** construction of 60-meter wall fence for the Nursery
- **Structural Repairs off all office:** Cracks filling, plastering, and wall repairs.
- **Painting:** Interior and exterior repainting.
- **Carpentry Works:** Replacement of damaged doors, windows, and locks.
- **Roofing & Waterproofing:** Fixing leaks and replacing damaged sheets.
- **Plumbing Works:** Replacement and repairs of water lines, fittings, and drainage systems

In line with the World Bank and Somaliland's National Environmental Regulations, an Environmental and Social (E&S) screening is required prior to the commencement of civil works to identify, mitigate, and manage any potential environmental and social risks and impacts associated with the rehabilitation activities.

From 11th to 12th August 2025, a field assessment was carried out at the MoECC Office in Gabiley by the Somaliland E&S team in collaboration with the MoECC engineer. The purpose of the visit was to conduct an E&S screening of the proposed rehabilitation works, identify all potential environmental and social risks, and gather the necessary information to develop an appropriate plan to manage and reduce any negative impacts from the rehabilitation work. That data was collected through observation and consultations with stakeholders held on 8th August. The minutes of that meeting including summary of their feedback are attached as **annex 1**

1.2 Objective and Scope of the ESMP

This ESMP has been developed to identify, characterize and manage potential environmental and social risks and impacts that can arise during the rehabilitation of the Gabiley MoECC district office and the nursery. The objective of this ESMP is to provide management strategies and actions to mitigate adverse risks and impacts in consistence with national institutions, legal and policy frameworks, relevant WB Environmental and Social Standards (ESSs) and the Environmental, Health and Safety Guidelines (EHSGs).

The ESMP also shows how Somaliland will mobilize organizational capacity and resources to implement these measures. The ESMP will also guide the contractor and the site supervisor on managing adverse environmental and social impacts and monitor implementation of mitigation measures during construction phase through formulation of C-ESMP from this main one, in accordance with ESS1 and project ESMF.

The scope of this ESMP is to identify proportionate impacts/risks and outline specific mitigation, monitoring, and institutional measures to manage environmental and social risks associated with the rehabilitation and upgrading works.

1.3 ESMP Approach and Methodology

This Environmental and Social Management Plan (ESMP) was prepared based on World Bank Environmental and Social Standards (ESS) and the project Environmental and Social Commitment Plan (ESCP). The approach involved identifying the scope of work (rehabilitation and reconstruction) which clearly stipulates the nature and magnitude of anticipated environmental and social risk and impacts. The risks were determined during environmental and social screening process.

All the adverse negative risks and impacts anticipated during sub-project components, rehabilitation and re/ construction were clearly and adequately mapped out without forgetting the anticipated positive impacts associated with sub project. Risk mitigation hierarchy was adopted as a standard operating procedure in managing the risks and impacts anticipated.

The approach involved stakeholders' consultation meeting participated by the MoECC staff and local nearby residents in Gabiley, as per the stakeholder engagement process described in the project's approved Stakeholder Engagement Plan (SEP), and best international practice of increasing project acceptability, project transparency and project ownership.

The following checklist provides guidelines for minor rehabilitation or small-scale works in building construction. This ESMP attempts to cover typical core mitigation approaches to civil works with small and localized impacts. It is accepted that this format provides the key elements of an Environmental and Social Management Plan (ESMP) to meet World Bank ESS1. The intention of this checklist is that it would be applicable as guidelines for the contractors and constitute an integral part of bidding documents for contractors carrying out small civil works under Bank-financed projects: This ESMP has the following sections:

Part A includes a descriptive part that characterizes the project, specifies institutional and regulatory aspects, describes technical project content, outlines any urgent need for capacity building and briefly characterizes the public consultation process. This section should indicatively be up to two pages long. Attachments for additional information may be supplemented as needed.

Part B represents the actual environmental and social management plan to implement the measures and actions that follow from activities and typologies triggered under Part A. For each triggered activity or typology, it contains a list of concrete, practical, actionable measures that the contractor needs to implement/consider during the works implementation. These measures can be easily checked, verified, and reported by e.g., the supervising Engineer. It also included a simple monitoring plan to enable the Contractor, the Ministry of Environment and Climate Change (MoECC), and the World Bank specialists to monitor implementation of environmental management and protection measures and detect deviations and shortcomings in a timely manner.

PART A: General Project and Site Information

INSTITUTIONAL & ADMINISTRATIVE	
Country	SOMALILAND
Project title	SOMALILAND FOOD SYSTEMS RESILIENCE PROJECT (SL-FSRP) Project ID: P177816

Scope of project and activity	The Somaliland Food Systems Resilience Program (FSRP) is the regional initiative financed by the World Bank intended to increase the resilience of food systems and improve Somaliland's preparedness for food insecurity in the project's target areas. As part of this broad objective, the program also provides support in improving institutional infrastructure and capacity development for the MoECC. For the MoECC, under sub-component 4.3, the project will support the construction and rehabilitation of government facilities, upgrading regional and district offices, the establishment of rangeland management centres, and the development of plant nurseries and associated facilities. This specific activity involves the rehabilitation and refurbishment of the Gabiley office and the nursery for the MoECC. This includes upgrading and repairing the damaged parts of the structure to improve the working conditions of the staff and allow the Ministry to effectively deliver its mandate and support local communities. These rehabilitation works comprise the construction of a 60-meter perimeter wall fence around the nursery, structural repairs to the office building including crack filling, plastering, and wall restoration, and painting of both the interior and exterior walls. Additionally, carpentry works will involve the replacement of damaged doors, windows, and locks, while roofing and waterproofing will focus on fixing leaks and replacing deteriorated sheets. Finally, plumbing works will address repairs to water lines, fittings, and drainage systems to improve water supply and sanitation. Collectively, these works aim to restore functionality, safety, and aesthetic quality to the MoECC facilities, enabling better service delivery and operational efficiency.			
Institutional arrangements (Name and contacts)	WB: (Project Team Leader)	Project Management: PCU – Somaliland	Local Counterpart and/or Recipient: Ministry of Environment and Climate Change (MoECC)	
Implementation arrangements (Name and contacts)	WB: Safeguard Specialists	Local Counterpart Supervision: Safeguard Specialists- PCU Somaliland	Local Inspectorate Supervision: MoECC project focal person and MoECC engineer	Contactor: TBD
SITE DESCRIPTION				
Name of site	Gabiley District Office and Nursery for the Ministry of Environment and Climate Change (MoECC)			

Describe site location	The office and Nursery for the MoECC is located at the following GPS:		
	Name of the site	GPS location	Land Size (m²) - Area
	Gabiley district office	Latitude: 9.7035° N Longitude: 43.6269° E	(31x32) = 992m ²
	Gabiley nursery	Latitude: 9.7073° N Longitude: 43.6100° E	(54x48) = 2592m ²
	Gabiley is a key district and town located in the Marodijeh region of Somaliland, situated approximately 58 kilometers to the west of the capital city, Hargeisa. The town lies along the main road that extends towards the west from Hargeisa to Borama, making it an important transit and trade corridor.		
Who owns the land?	Government (please see attached land ownership documentation in annex 3)		
Description of geographic, physical, biological, geological, hydrographic and socio-economic context	Site: Gabiley Office and the Nursery for the Ministry of Environment and Climate Change (MoECC).		
	Geographic Area		
	The two facilities (office and the nursery) are located in separate compounds, with the nursery situated approximately 1km away from the office.		
	The office site is situated within a mixed-use neighborhood, and the area is mainly used for administrative buildings and public facilities. To the North, the compound is bordered by the office of the Ministry of Finance. On the west, the office is bordered by the main road crossing the town. On the east, there is the office for the regional governor. To the south, there is a residential building.		
	The nursery is located in an open space about 1km away from the office. From all corners of the nursery, there is an open land privately owned by individuals, separated by the fence of the nursery. There will not be any land that will be required for the rehabilitation of the nursery.		
	For clarity, the following pictures are the map and site boundaries for both the office and the nursery: -		



Figure 1. Gabiley MoECC Office



Figure 2. Gabiley nursery

Physical, Biological, and Geological Context

The total area of the office is 31m x 32m and contains four rooms, a hall, and a small service room for the guard. There are two toilets in the compound, and one of them is damaged. The compound is enclosed by a fencing wall separating the office from the neighboring facilities. The total area of the nursery is 54m x 48m. The nursery compound has the service room, a barked as a source of water, and a toilet.

The compound of the office has different types of trees and shrubs that give shade and make the place green. There are two big trees: Specific type of Eucalyptus tree called *Corymbia Citriodora* (lemon-scented gum) which is commonly known as Baxarasaaf in Somali and the Sacred Fig (Bodhi tree), which are the most noticeable in the compound. In addition, there are several small and medium-sized *Acacia* trees (Qudhac in Somali), which are common in the area. The rest of the vegetation is made up of shrubs scattered around the compound, giving it a natural look and some extra shade.

For the nursery, there is minimal natural habitat within the site. Scattered medium-sized *Acacia* trees can be seen inside the compound of the nursery.

Gabiley and the areas around it have a semi-arid climate, with hot and dry conditions for most of the year. Rain usually comes in two short seasons, the Gu (spring) and

the Deyr (autumn), but the amount is often low and unreliable. Because of this, water can be scarce, and farming depends a lot on the seasonal rains.

The topography of the area is varied, characterized by a landscape that includes plains, valleys, and hilly areas, with fertile soil that is well-suited for farming.

Socio-economic Context

Key economic activities in the area include small-scale trade (shops and markets), agriculture and livestock rearing in the outskirts and the nearby villages, and government services. The local population engages primarily in agro-pastoralism and small-scale commerce.

Pictures of the office are below:





Pictures of the nursery are below:

	 
Locations and distance for material sourcing, especially aggregates, water, stones?	Water is available on site in the office, but the nursery uses Barked for water source. Other materials will be provided by the contractor.
LEGAL AND REGULATORY FRAMEWORK	
Identify national & local legislation	The applicable local laws and regulations in Somaliland are: 1. The Constitution of the Republic of Somaliland

& permits that apply to project activity	2. Somaliland National Environment Policy (2015) 3. Somaliland Environment Management Act 4. Environmental and social impact assessment guideline (ESIA) 5. Draft Land Tenure Policy 6. Somaliland Labour Act No. 31/2020 For the World Bank financed projects, the environmental and social risks likely to be encountered during the sub-project implementation will be managed using the World Bank's Environmental and Social Framework (ESF) and in particular the five Environmental and Social Standards (ESS): • ESS1 – Assessment and Management of Environmental and Social Risks and Impacts • ESS2 – Labor and Working Conditions • ESS3 – Resource Efficiency and Pollution Prevention and Management • ESS4 – Community Health and Safety • ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement • ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources • ESS 8: Cultural, Historical, and Important Archaeological Sites • ESS10: Stakeholder Engagement and Information Disclosure
PUBLIC CONSULTATION	
Identify when / where the public consultation process took place	On 11th August 2025, A consultation meeting was held at the MoECC Gabiley Office between the SL-FSRP Safeguarding team, the office staff, and a representative from the neighboring residential building. During the consultation meeting, the safeguarding team provided detailed information about the project, its objectives, and the scope of the rehabilitation activities. During the discussion, the participants acknowledged the importance of the rehabilitation work but emphasized the need for high-quality construction to avoid repeating past problems. They also expressed their willingness to cooperate with the project team in successfully implementing the rehabilitation. The main objective of the consultation meeting was to identify the possible environmental and social impacts that could result from the rehabilitation work. The safeguarding team explained how environmental and social (E&S) safeguards will be integrated into the project to minimize risks and impacts. The risks and impacts raised during the meeting include: pollution due to solid wastes, safety of workers and the staff, tree removal, dust, delay of payment, and lack of accountability (poor quality work). Finally, the safeguarding team shared information on the Grievance Mechanism (GM) process, outlining the channels through which staff members can submit complaints or concerns related to the project. The safeguarding team provided information about the GM in place, including the hotline number (9660) for any grievances. Awareness was

also raised on Gender-Based Violence (GBV) risks and prevention, with emphasis on maintaining a safe and respectful working environment.

See attached the minutes of the meeting in **Annex 2**.



INSTITUTIONAL CAPACITY BUILDING

Will there be any capacity building?

☒ N or ☐ Y if Yes, Attachment 2 includes the capacity building program

PART B: Mitigation Measures (ESMP)

B.1 Construction Phase Risks and Mitigation Measures

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
ESS1: Assessment and management of Environmental and social risk and impacts								
	Risk of poor implementation of the mitigation measures and adherence to the set standards and procedures	Sensitize the contractor on E&S risk assessment and implementation of mitigation measures Provide training to the contractor and E&S teams working on the subprojects on understanding and implementing ESMP and requirements of WB's ESF and WBG's EHSGs. Raise awareness of workers (including subcontractors, temporary workers, and drivers) regarding the implementation of the H&S and ESMP tailored to the project scope, through toolbox talks and other platforms	PCU & Contractor	Before the beginning of construction activity	-Cost of training to be conducted by the PCU is included in the project/ operational cost. -Cost incurred by the contractor is included by its budget	# of awareness sessions provided to the contractor # of training sessions provided to workers	PCU Social and Environmental Safeguard Specialists	Before the beginning of construction activity

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Lack of notice before the start of construction to the staff of MoECC working in the office	Provide notification through consultations/meetings to the whole staff of the MoECC working in the office. Post it on notice boards in common areas or establish appropriate signposts for notice	MoECC and Contractor	Before the beginning of construction activity	Included in the contractor's budget	# of meetings/ awareness raising sessions conducted # of notifications on the notice board/ signposts erected	PCU Social and Environmental Safeguard Specialists	Before the beginning of construction activity
ESS 2: Labour and Working Conditions								
	Risks of child and forced labour	Awareness raising on child labour crimes will be conducted through training and posters Contractor to maintain staff records, minimum age for workers to be set at 18 years Implementation of GRM to ensure their voices / complaints are heard	PCIU / Contractor	Before and during the construction activity	Included in Contractor's budget	# Labour register showing age and sex of persons # of workers' grievances filed and of GRM cases filed, resolved or pending Records of cases of child and forced labour reported	PCU Social Safeguards Specialist	Prior to commencement of activity and during construction activities (Bi-weekly site visit)

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Labor and working conditions are not in compliance with WB and Somaliland legislations	Implement the LMP and ensure the construction is implemented in a safe and disciplined manner designed to minimize impacts on office staff and the environment. Listing of all staff and titles, new hires and departures Provide necessary personal protective equipment (PPE) to all field workers and conducting training on the use of PPE Grievance Mechanism and hotlines introduced to the workers	Contractor	Before and during the construction activity	Included in contractor's staff costs	Availability of register and logbook # of PPEs provided to workers # of training on the use of PPEs provided % of workers with appropriate PPE # of grievances and/or incidents reported	PCU Social Safeguards Specialist	Prior to commencement of the activity and during construction (Bi-weekly)

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Exposure of labour to physical hazards on the project site, including injury	Undertake safety precautions to address safety hazards for workers and staff, including safety/warning signage, safety barriers around the construction site, and safe driving practices. Provide necessary personal protective equipment (PPE) to all construction workers Provide safety training in the management of hazards identified	Contractor	Before and during the construction activity	Included in contractor's staff costs	# of regular safety training provided # of PPEs provided to construction workers % of workers with appropriate PPE # of OHS incident reported	PCU Social Safeguards Specialist	Bi-weekly
	Delayed payment or underpayment of workers, leading to complaints and conflict	Ensure provision of timely and equitable payment system Provide labour rights orientation training to workers Establish GM system for workers and introduce to workers	Contractor	Before and during the construction activity	Included in contractor's staff costs	Record of daily payment and appropriate measures taken for delayed payments # of grievances received # of Labor rights training conducted	PCU Social Safeguards Specialist	Bi-weekly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Discrimination against women and vulnerable groups in employment	Provide the orientation of the labour management procedure guideline to the contractor Implement the LMP and comply with WB labour procedures Grievance Mechanism and hotlines disseminated	Contractor/PCU Social Safeguard Specialist	Before the commencement of the construction activity	Included in contractor's staff costs Cost of training to be conducted by the PCU is included in the project/ operational cost.	# of orientation training on labour management procedures conducted # of women and vulnerable group workers # of grievances received	PCU Social Safeguards Specialist	Bi-weekly
	ESS 3: Resource Efficiency and Pollution Prevention and Management							

	Lack of management and disposal of waste material generated from rehabilitation activities	Establish appropriate designated pathways and sites for disposal of solid waste shall be identified consistent with the local and international requirements Provide waste collection tools for temporary storage of the solid waste. Regular collection and disposal of generated solid waste at designated and authorized disposal site in consistence with the local and international requirements including WBG General EHS Guidelines. Reuse and recycling of the waste generated should be prioritized Ensure mechanisms exist for community to bring forth any complaints/feedback concerning the waste	Contractor	During the construction activities	Included in Contractor's budget	# of the waste collection tools provided for temporary storage of the solid waste # of waste collection activities conducted/ frequency (daily/in two days/weekly) Records of amount of solid waste re-used, recycled, disposed, where and when # of grievances filed related to Waste management plans	PCU Environmental Specialist	Bi-weekly
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WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
		disposal by the contractor						
	Dust Generation	Dust control measures should be employed during the construction such as regular water spraying of the ground Wear PPE (including safety glasses and gloves and dust masks). Ensure all workers wear appropriate personal protective equipment (PPE), like masks and respirators	Contractor	During the construction activities	Included in Contractor's budget	# of dust suppression measures applied (e.g., water spraying) # of PPEs provided to construction workers (including dust masks) % of workers with appropriate PPE	PCU Environmental Specialist	Bi-weekly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Increased levels of noise from the construction machinery that can produce noise	Selecting equipment with lower noise emissions Provide hearing protection where necessary (when sound level over 8 hours reaches 85 dB(A)) Confining the usage of high machinery to non- working/resting hours No noise is allowed from machinery if used during evening hours	Contractor	During the construction activities	Included in Contractor's budget	# of hearing protection equipment used # of noise/vibration- related complaints received from staff or nearby residents	PCU Environmental Specialist	Bi-weekly
	ESS 4: Community Health and Safety							

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Increased GBV/SEAH cases	Implementation and monitoring of GBV/SEAH Action Plan All workers to sign CoCs Conduct awareness sessions for both contractors and workers on GBV/SEAH prevention and reporting. Dedicated reporting channel for victims through Project GRM	Contractor/ PCU-Gender Specialist	During the construction activity	-Included in the contractor's budget -Cost of training to be conducted by the PCU is included in the project/ operational cost.	# of GBV-related awareness sessions held % of workers who signed the CoC # of GBV-related grievances recorded # of GBV-related incidents reported	PCU- GBV Specialist	Bi-weekly
ESS 5: Land Acquisition, Restrictions of Land Use and Involuntary Resettlement								
	Legal permits of land or infrastructure ownership issues	All legally required permits shall be acquired from the Ministry of Land and Public Works (land & infrastructure ownership and construction permission)	PCU Safeguarding Team	Prior to commencement of construction	No additional cost required	Required paper of land or infrastructure ownership received	PCU Safeguarding Team	Before the start of the construction
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources								

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Removal of indigenous trees and ecosystem disruption	At the construction site, there are two big trees: Eucalyptus tree and Sacred Fig (Bodhi tree), which are the most noticeable in the compound. In addition, there are several small and medium-sized Acacia trees. These trees and shrubs will not be removed and reduced to a minimum. Clearly demarcate and fence the major trees with protective barriers before construction begins. Trees and shrubs will be re-planted in the compound after the rehabilitation to replace those removed or harmed	Contractor / MoECC	Before and during construction activities	Included in the contractor's budget	# of trees protected with fence # of trees re-planted after construction	PCU Environmental Safeguards Specialist / MoECC	Before, during and after construction
	ESS 10: Stakeholder Engagement and Information Disclosure							

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Lack of information disclosure leading to lack of transparency and suspicions of mismanagement of the sub project	Implementation of Project SEP on stakeholder engagement especially those living around the office vicinity. Conduct consultations, providing information on the sub-project	Contractor	Before starting the construction activities	-Included in the contractor's budget	# of consultations conducted	PCU- Social Safeguards Specialist	Before starting the construction activities
	Risks of lack of information on access to GRM leading to lack of accountability	Awareness raising on GRM and all the available channels	Contractor / PCU Social Safeguards Specialist	Before the start of the construction activities	-Included in the contractor's budget -Cost of awareness raising sessions to be conducted by the PCU is included in the project/ operational cost.	# of awareness sessions on GRM	PCU- Social Safeguards Specialist	Monthly

B.2: General Operation Phase Risks and Mitigation Measures

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	ESS 2: Labour and Working Conditions							
	OHS risks for office workers	Regular training for workers on workplace safety. Preparation and implementation of health and safety plan for office	MoECC office administration	Quarterly	Included in the budget of the office	# of training sessions provided # of health and safety plans available	MoECC office administration	Quarterly
	Risk of GBV/SEAH among workers	All workers to sign CoCs. Establish dedicated reporting channel for survivors Provide GBV awareness training to workers	MoECC office administration	Quarterly	Included in the budget of the office	% of staff signed COCs # of training sessions provided	MoECC office administration	Quarterly
ESS 3: Resource Efficiency and Pollution Prevention and Management								

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Risk of poor sanitation conditions at the workplace leading to health problems, discomfort and poor aesthetic values	Provide cleaning staff with adequate cleaning equipment and materials. Provide adequate facilities/equipment for cleaning and disposal of solid waste Provide required PPE for the cleaning staff Train cleaners on appropriate cleaning procedures and the use of PPEs	MoECC office administration	Monthly	Included in the budget of the office	# of cleaning staff with adequate cleaning equipment # of facilities/equipment provided for cleaning # of PPEs provided for cleaners # of training provided for cleaners	MoECC office administration	Monthly

ANNEXES:

Annex 1 of ESMP: Social summary report for sub-projects (max 5 pages). Please attach stakeholder/community engagement minutes, voluntary land donation/agreement documentation, screening form, if any

Proposed sub-project: Rehabilitation of the MoECC office in Gabiley district for Somaliland Food Systems Resilience Project (SL-FSRP)

Village/district/region: Gabiley district, Marodijeh region

Total number of households/community nearby office: 1 household/family

1. Other than technical selection, why was this site chosen for rehabilitation compared to other sites (need/distance/challenge with nearest to water point/inclusion etc)

The Ministry of Environment and Climate Change (MoECC) is the mandated government authority responsible for the management and conservation of the environment so as to ensure sustainable utilization of natural resources of the country and promote climate change resilience. Achieving this mandate requires strengthening both institutional infrastructure and capacity.

The MoECC has an office and a nursery located in the Gabiley district. The two facilities are located in separate compounds, but both are under the management of a single district office. The district office is critical for the ministry's operations and for engaging with local communities on environmental and climate change-related issues. The nursery, on the other hand, plays a vital role in supplying tree seedlings that are essential for reforestation and land restoration efforts. To improve the institutional capacity and infrastructure, both the existing district office and the nursery need rehabilitation and upgrading.

2. Overview of the project location and key features within 200m of works (to understand impacts):

The two facilities (office and the nursery) are located in separate compounds, with the nursery situated approximately 1km away from the office.

The office site is situated within a mixed-use neighborhood, and the area is mainly used for administrative buildings and public facilities. To the North, the compound is bordered by the office of the Ministry of Finance. On the west, the office is bordered by the main road crossing the town. On the east, there is the office for the regional governor. To the south, there is a residential building.

The nursery is located in an open space about 1km away from the office. From all corners of the nursery, there is an open land privately owned by individuals, separated by the fence of the nursery. There will not be any land that will be required for the rehabilitation of the nursery.

For clarity, the following pictures are the map and site boundaries for both the office and the nursery: -



Figure 1. Gabiley MoECC Office



Figure 2. Gabiley nursery

3. **Key stakeholders and how they were consulted and engaged for the proposed sub-project activities to ensure broad agreement, ownership and risk identification and mitigation**

Stakeholders' consultation meeting participated by the MoECC staff and local nearby residents in Gabiley was held, as per the stakeholder engagement process described in the project's approved Stakeholder Engagement Plan (SEP), and the ESS10 of the World Bank's E&S policies.

On 11th August 2025, A consultation meeting was held at the MoECC Gabiley Office between the SL-FSRP Safeguarding team, the office staff, and a representative from the neighboring residential building. A total of 12 people participated in the consultation meeting, including three women and two representatives from the neighboring residential building, ensuring that different perspectives were represented in the discussions.

During the meeting, the safeguarding team provided detailed information about the project, its objectives, and the planned scope of rehabilitation works. The primary objective of the consultation was to identify and discuss the potential environmental and social impacts that could arise from the rehabilitation activities. Staff members also had the opportunity to share their insights regarding the condition of the office, the expected benefits of the rehabilitation, and the possible challenges that might occur during implementation. Finally, they expressed their willingness to cooperate with the project team in successfully implementing the activity.



**Figure 3: Consultation Meeting in
Gabiley MoECC office**

4. Consultations with the stakeholder/staff of the office on the sub-project (to ensure broad agreement, ownership and risk identification and mitigation)

	Date	Total number of people involved	No. of women	Main concerns raised and how they will be addressed including training	How they will be addressed including training	Challenges in consulting with people e.g. migration, conflicting event, insecurity
Initial site visit	11 th August 2025	12	5	The participants acknowledged the importance of the rehabilitation work but emphasized the need for high-quality construction to avoid repeating past problems. They also expressed their willingness to cooperate with the project team in monitoring progress.	The E&S team appreciates the participants' warm welcome. The concerns regarding the need for high-quality construction are well noted, and the team shared with the participants that the project commits to ensuring that the contractor adheres to required standards to prevent the reoccurrence of past issues. The E&S team emphasized to guarantee quality, the project will enforce strict and regular supervision of all construction activities, ensure that the contractor uses approved materials, follow the technical specifications outlined in the design, and comply with all environmental and safety standards throughout the works	Conflicting events: the coordinator have had some other work in Hargeisa, but she managed to travel to Gabiley to organize this important consultation meeting.

Community consultation meeting including: 1. Sharing sub-project information 2. Documenting potential E&S impacts/risks 3. Awareness of GBV prevention; 4. GRM process	11th August 2025	12	5	The main environmental and social risks/impacts identified during the discussion are: • Safety of workers and staff of the office • Dust and solid waste pollution • Lack of accountability (poor quality work) • Removal of indigenous trees • Noise due to the vibration of construction machinery • Delay in payment of workers	The E&S team acknowledges the environmental and social risks raised during the consultation for the rehabilitation of the office. The team shared that the contractor will be responsible for implementing all required mitigation measures and the E&S team will continue to supervise and monitor compliance with these measures throughout the rehabilitation period. The E&S team also shared information about the project's Grievance Redress Mechanism (GRM), which provides accessible channels for submitting complaints related to environmental and social issues, including GBV-related concerns. The participants were encouraged to use these channels to report any issues that arise during construction so they can be addressed promptly and appropriately.	• Limited knowledge of participants on environmental and social safeguards • Detailed explanation and awareness raising were given before meaningful input could be gathered.
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Annex 2. Consultation Minutes of the Meeting

1. Introduction

The Somaliland Food Systems Resilience Program (FSRP) is a regional initiative financed by the World Bank intended to increase the resilience of food systems and improve Somaliland's preparedness for food insecurity in the project's target areas. As part of this broad objective, the program also provides support in improving institutional infrastructure and capacity development.

For the MoECC, under sub-component 4.3, the project will support the construction and rehabilitation of government facilities, upgrading regional and district offices, the establishment of rangeland management centres, and the development of plant nurseries and associated facilities.

This specific activity involves the rehabilitation and refurbishment of the MoECC Gabiley Office and the nursery. This includes upgrading and repairing the damaged parts of the building to improve the working conditions of the staff and allow the Ministry to effectively deliver its mandate and support local communities.

2. Consultation Discussion

Consultation Meeting Minutes	
Date of Meeting: 11 th August 2025	Meeting venue: MoECC office in Gabiley
Facilitated by:	SL-FSRP Safeguarding Team
How and who mobilized?	Coordinator of the office
Number of Men:	6
Number of Women:	5
Purpose/Agenda of Meeting:	- Sharing Project Information - Identifying the potential environmental and social impacts - Awareness and sensitization on GBV prevention - GRM process
Key issues discussed:	The safeguarding team offered brief information about the project, roles, and responsibilities of partner ministries. Detailed information was also given about the rehabilitation activity and its objectives. The staff of the office explained the extent of the structural damage to the office. They acknowledged the importance of the rehabilitation work but emphasized the need for high-quality construction to avoid repeating past problems. They also expressed their willingness to cooperate with the project team in monitoring progress.
Potential Environmental and Social Impacts: <i>The following information is based on the discussions with the participants in the consultation meeting. The table below summarizes the potential environmental and social risks/impacts identified during the discussions.</i>	

S/N	Potential Impact	Affected Group	Agreed Mitigation Measures
1	Dust and Solid Waste Pollution	Construction workers + office staff	Ensure proper collection and disposal of waste in approved sites.
2	Safety of Workers and Staff of the Office	Construction workers	Provide workers with appropriate PPE (helmets, gloves, boots, masks).
3	Removal of Indigenous Trees	MoECC Office Staff	Avoid cutting/removing trees within the construction site unless absolutely necessary.
4	Noise due to the vibration of construction machinery	Construction workers + office staff	Use less noisy and well-maintained machinery to reduce unnecessary noise.
5	Lack of Accountability (Poor Quality Work)	MoECC Office Staff	Conduct regular site inspections and supervision by the MoECC engineers.
6	Delay in Payment of Workers	Construction workers	Monitor contractor compliance with timely wage payments.
Follow-up action needed: Provide all legally required documents for ownership of the infrastructure and the land. This should be received from the mandated institute, which is the Somaliland Ministry of Public Works, Land, and Housing.			
Conclusion: The consultation meeting was productive, and participants were provided with a platform to share potential environmental and social impacts that could arise from the rehabilitation work. On the other hand, the project team provided information about the project and the grievance mechanism in place, including the hotline number (9660) for any grievances.			

Annex 3. Consultation Meeting Attendance



Ministry of Agricultural Development
Food Systems Resilience Project (SL-FSRP)

ATTENDANCE SHEET

Purpose of the mission: E&S consultation meeting for the MoECC office rehabilitation

Location: Gabiley

Date: 11/08/2025

SN	Name	Gender	Title/ Position	Tel.	Signature
1	fadiya yuusuf ciise	F	Coordinator	4424803	[Signature]
2	Mohamed Abdi Aden	M	officer	4466181	[Signature]
3	Ayaan Xusen ciise	F	officer	4665188	[Signature]
4	Xaliimo Maxamuud cilmi	F	community	4667733	[Signature]
5	Arwa mukhtar kaseen	F	officer	4624068	[Signature]
6	Amal Babdiwacab c/laahi	F	officer	4599733	[Signature]
7	Mukhtar c/rixiin sh. Axmed	M	officer	4270753	[Signature]
8	Ismaaciil Axmed nuux	M	officer	4179886	[Signature]
9	Xasan Cismaan nuux	M	officer	4672833	[Signature]
10	Suhayb yuusuf Xasan	M	officer	4638291	[Signature]
11	Sakaraye nuux Ibraahim	M	officer	4472940	[Signature]
12	Eali Xasan maxamuud	M	community	4678588	[Signature]
13					
14					
15					

Annex 2. Land Ownership Documentation

REPUBLIC OF SOMALILAND
MINISTRY OF PUBLIC WORK
LAND & HOUSING

Minister



Wasiirka

JAMHUURIYADDA SOMALILAND
WASAARADDA HAWLAHA GUUD
DHULKA & GURYEYNTA

الوزير

Ref: WHG/DH&G/XW/144/2025

Taariikh: 03/08/2025

TO: Minister of Environment and Climate Change

Hargeisa

Cc: Director General MPW/L&H

Hargeisa

Honourable Minister,

We are writing in reference to your letter (Ref: MOE&CC/03/101/2025), dated 16 August 2025, in which you requested confirmation of the ownership of the office space and land. In response, we are providing the necessary evidence, measurements, and detailed locations of the land owned by the Ministry of Environment and Climate Change.

From the table below, you will find the names, Areas, and the towns in which these properties are situated, along with the required proof of ownership.

Serial no	Location Name	Name of office	Area
1	Hargiesa	Regional Office Of The Ministry Of Environment And Climate Change Of Maroodijeh	650m2
2	Gabilay	Regional Office Of Ministry Of Environment And Climate Change Of Gabilay	992m2
3	Saylac	Regional Office Of Ministry Of Environment And Climate Change Of Salal	450m2
4	Gabilay	Nursery of MOE&CC of Gabilay	2,592 m2

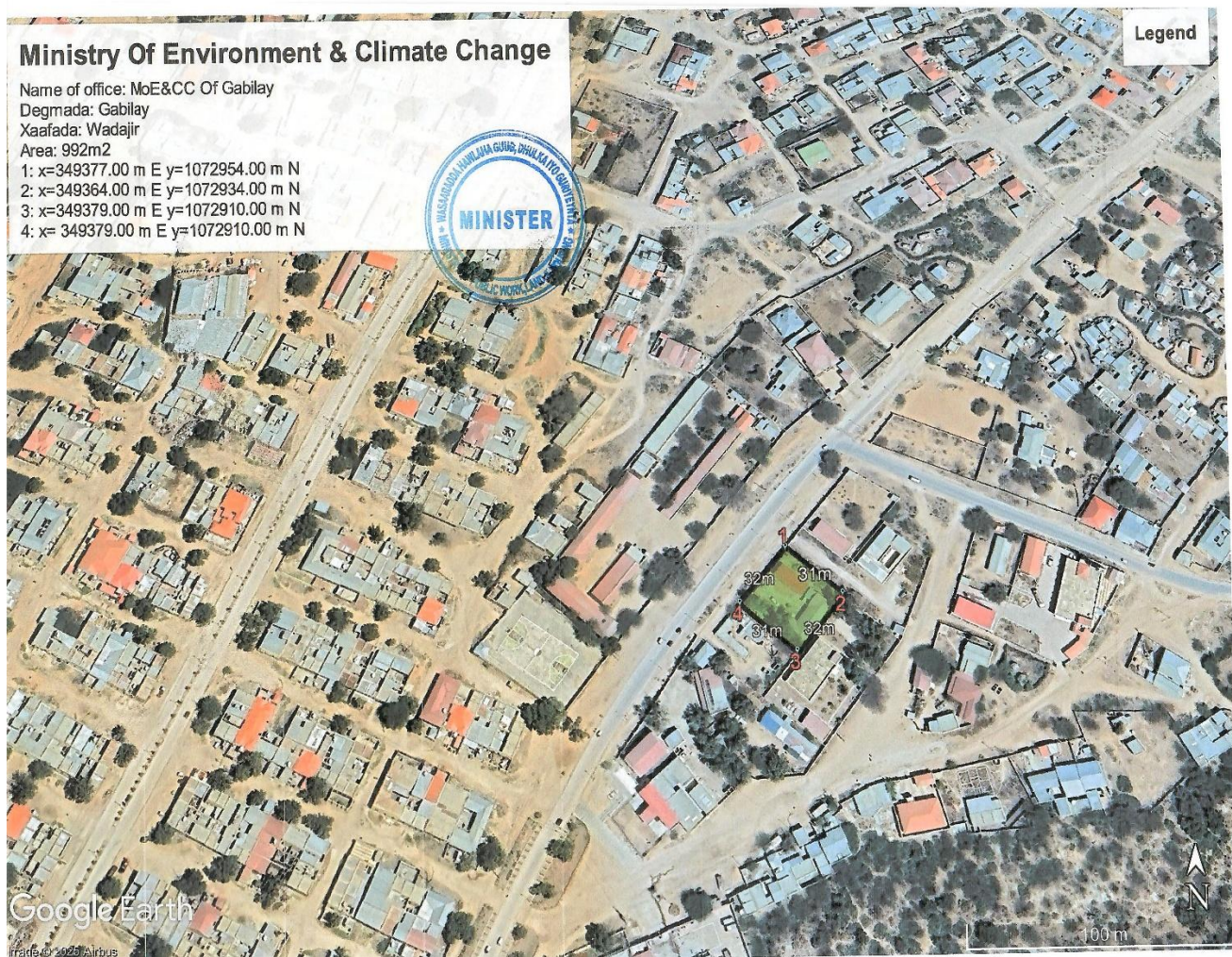
Additionally, we have included comprehensive plans for each site, which detail their coordinates, measurements, names, and total areas.

With Highest Regards,

Hussein Ahmed Aideed



Email: Minister.MoPWL@Sldgov.org Hargeisa-Somaliland



Ministry Of Environment & Climate Change

Name of office: MoE&CC Nursery

Degmada: Gabilay

Xaafada: Laag Barako

Area: 2,592m²

1: x=347553 E y=1073405 N

2: x=347553 E y=1073355 N

3: x=347500 E y=1073360 N

4: x= 347499 E y=1073406 N



Legend



