

REPUBLIC OF SOMALILAND



Ministry of Agriculture Development

Somaliland-Food Systems Resilience Project (SL-FSRP)

ESMP for the Rehabilitation of Zeila 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 in Zeila district. The project will enhance the capacity and functionality of this facility. This Environmental and Social Management Plan (ESMP) has been developed for the rehabilitation of the Zeila District Office for the Ministry of Environment and Climate Change (MoECC), an activity to be 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 8th August 2025 with the MoECC staff working in the office and community representatives from the nearby residents. 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.

Zeila is a historic coastal town in the Awdal Region of Somaliland. The MoECC District Office in Zeila is located close to multiple public institutions including the office of the Bank of Zeila and the public square (Khairiyah) for the town. Although those facilities aren't next to the office, they are within the vicinity of the office separated by roads and open space. The following rehabilitation work will be carried out for the office:

- **Construction of New Service Room:** A service room for the guard of the office will be constructed
- **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.
- **Electrical Works:** Inspection, rewiring, and installation of new light fittings and sockets.
- **Plumbing Works:** Repairs to water lines, fittings, and drainage systems.
- **Roofing & Waterproofing:** Fixing leaks and replacing damaged sheets.

There are significant positive impacts that are expected from the rehabilitation of the office. This will enhance the capacity of delivering services to local communities on environmental and climate change-related issues. On the other hand, there are adverse risks and impacts associated with the rehabilitation works. These risks include the 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) 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 located in the Zeila district. This office is critical for the ministry's operations and engagement with local communities on environmental and climate change-related matters. To improve the institutional capacity and infrastructure, the existing district office needs rehabilitation and upgrading to ensure it can effectively support the ministry's mandate to deliver better services.

The total area of the office is 25m X 18m, and contains four rooms, consisting of a hall, two office rooms, and one storeroom that is used for storage purposes. Specifically, this office rehabilitation and upgrading will involve the following activities:

- **Construction of New Service Room:** A service room for the guard of the office will be constructed
- **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.
- **Electrical Works:** Inspection, rewiring, and installation of new light fittings and sockets.
- **Plumbing Works:** Repairs to water lines, fittings, and drainage systems.
- **Roofing & Waterproofing:** Fixing leaks and replacing damaged sheets.

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.

Accordingly, from 7th to 9th August, a field assessment was carried out at the MoECC Office in Zeila by the 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. Those 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 2**

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 Zeila district office for the Ministry of Environment and Climate Change. The objective of this ESMP is to provide management strategies and actions to mitigate adverse risks and impacts in consistence with national 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-SMP from this main one, in accordance with ESS1 and project ESMF.

The scope of this ESMP is to identify proportionate impacts and 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 of the office and local nearby residents of the office, 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, 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 Zeila office for the MoECC. This includes constructing a new service room for the office guard, repairing structural defects such as cracks and damaged walls, and repainting both the interior and exterior surfaces. Carpentry upgrades will involve replacing broken doors, windows, and locks, while electrical improvements will cover inspection, rewiring, and installing new lighting and sockets. Plumbing repairs will ensure proper functioning of water lines, fittings, and drainage systems. Additionally, roofing and waterproofing works will address leakages and replace damaged roofing sheets to enhance durability and weather protection.			
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	Zeila District Office for the Ministry of Environment and Climate Change (MoECC)			
Describe site location	The Zeila office for the MoECC is located at the following GPS: Latitude: 11.3559° N Longitude: 43.4755° E			

	The total area of the office (land size) is 450 meter-square (25m X 18m) Zeila (also spelled as Saylac in Somali) is a historic coastal town and district located in the Awdal Region of Somaliland, along the Gulf of Aden. It lies at the country's extreme northwest, bordering Djibouti to the west and Ethiopia to the south. It is approximately 240 kilometers from Borama, the regional capital of Awdal, and about 290 kilometers from Hargeisa, the capital of Somaliland. Despite its importance, the town is relatively remote, with transport and service delivery constrained by long travel distances, poor road infrastructure, and limited public services.
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: Zeila Office for the Ministry of Environment and Climate Change (MoECC).

Geographic Area

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 a main road that crosses the town. On the west, the office is bordered by a graveyard, which is one of the oldest community sites in the area. The two facilities are separated by a fence wall. To the south, there is an open land belonging to the Ministry of Communication and Information Technology of Somaliland.

To the east and southeast, there is an open space separating the office from other facilities. For instance, approximately 50 meters to the southeast, after crossing an open area, lies the office of the Bank of Zeila, an important financial institution for the town.

Further to the northeast, after crossing the road, is the town square (Khayriyah in Somali), a designated public gathering place where community members assemble for events, public addresses, and cultural activities. The office and the public square remain distinctly separated by the road and open space, though their proximity highlights the central civic role of this part of Zeila town.

Finally, the office is located 300 meters from the sea. Due to its close proximity to the sea, the building is highly exposed to coastal environmental factors that accelerate structural deterioration due to the salt corrosion.

For clarity, the following picture is the map and site boundaries: -



Physical, Biological, and Geological Context

The total area of the office is 25m X 18m, and contains four rooms, consisting of a hall, two office rooms, and one storeroom that is used for storage purposes. There are also two toilets, and one of them is currently non-functional due to some damage.

	The compound is enclosed by a damaged fencing wall separating the office from the neighboring facilities. There is minimal natural habitat within the site, and no dense vegetation or forested areas are present in the neighborhood. There are four large Conocarpus trees (Dhamas in Somali) at the building site. Two of them are inside the fence, and the other two are just outside the fence. The site does not host any protected species, and there are no designated conservation areas or critical habitats within the office property. However, general biodiversity considerations, such as protecting the Conocarpus trees and avoiding disruption to nesting birds during construction, will be observed. The area has a hot arid coastal climate, with high temperatures ranging from 25°C to 35°C during the day and sometimes reaching around 40°C during the hot summer days. The topography around in the area is predominantly flat, and the soil is mostly salty and sandy with low organic matter. Socio-economic Context Key economic activities in the area include small-scale trade (shops and markets), fisheries along the coast, livestock rearing in the outskirts, and government services. The local population engages primarily in artisanal fishing, small-scale commerce, and pastoralism. The office rehabilitation may provide temporary employment for local laborers, contributing positively to local livelihood. The nearby villages that will benefit from the improved services provided by the office after rehabilitation are: Toqoshi, Asha-ado, Lawyo-ado, Ceel-gaal, Jidhi, Gargaara Galbeed, Laanta Morohda, Cabdul qadir, Habaas, Geed-haad, etc.
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Locations and distance for material sourcing, especially aggregates, water, stones?

Water is available on site, but sources of other materials will be provided by the contractor.

LEGAL AND REGULATORY FRAMEWORK	
Identify national & local legislation & permits that apply to project activity	The following are the local applicable laws and policies in Somaliland: 1. The Constitution of the Republic of Somaliland 2. Somaliland National Environment Policy (2015) 3. Somaliland Environment Management Act (2014) 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 8th August 2025, the SL-FSRP safeguarding team, together with the engineer from the Ministry of Environment and Climate Change (MoECC), conducted a field visit to the MoECC district office in Zeila. A consultation meeting with the office staff was held, as there is no neighboring community for consultation. During the consultation meeting, the visiting team provided detailed information about the project, its objectives, and the scope of the rehabilitation activities. The main objective of the consultation meeting was to identify the possible environmental and social impacts that could result from the rehabilitation work. The risks and impacts raised during the meeting include: construction wastes, trees removal, noise, dust, health risks due to chemicals (paint), unfair employability, and exclusion.

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. 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 four large Conocarpus trees. These trees will not be removed from the site. Clearly demarcate and fence the four Conocarpus 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 the construction
	ESS 8: Cultural, Historical, and Archaeological Important Sites							

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
	Damage to Cultural, Historical and Archaeological important sites	Next to the construction site, there is a graveyard which is one of the oldest community sites in the area. This site of cultural and community significance shouldn't be damaged during construction and rehabilitation activities. Ensure no storage of materials, waste dumping, or movement of heavy equipment near the graveyard Prepare and implement the chance find	Contractor	During the construction activity	Included in the contractor's budget	Chance Find prepared # of incidents of encroachment or disturbance reported.	PCU Social Safeguards Specialist	Bi-weekly
	ESS 10: Stakeholder Engagement and Information Disclosure							
	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

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
	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

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 Zaila district for Somaliland Food Systems Resilience Project (SL-FSRP)

Village/district/region: Zaila district, Awdal region

Total number of households/community nearby office: none

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.

During the field assessment, the Zeila office for the MoECC was identified as the worst-damaged, with significant structural deterioration that hampers its functionality. This office serves a vast coastal area, providing essential environmental and climate-related services to multiple communities in Zeila and surrounding settlements. For this reason, this office requires rehabilitation, including upgrading facilities and repairing damaged sections 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. Overview of the project location and key features within 200m of works (to understand impacts):

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 a main road that crosses the town. On the west, the office is bordered by a graveyard, which is one of the older community sites in the area. The two facilities are separated by a fence wall. To the south, there is an open land belonging to the Ministry of Communication and Information Technology of Somaliland.

To the east and southeast, there is an open space separating the office from other facilities. For instance, approximately 50 meters to the southeast, after crossing an open area, lies the office of the Bank of Zeila, an important financial institution for the town.

Further to the northeast, after crossing the road, is the town square (Khayriyah in Somali), a designated public gathering place where community members assemble for events, public addresses, and cultural activities. The office and the public square remain distinctly separated by the road and open space, though their proximity highlights the central civic role of this part of Zeila town.

For clarity, the following picture is the map and site boundaries: -



Figure 1: Site for the Zeila MoECC office

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 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 8th August 2025, the SL-FSRP safeguarding team, accompanied by an engineer from the Ministry of Environment and Climate Change (MoECC), conducted a field visit to the MoECC district office in Zeila. As there is no immediate neighboring community for consultation, the meeting was held with the office staff. A total of nine staff members participated in the consultation, including three women, 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 2: Consultation Meeting in
Zeila 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	How they will be addressed including training	Challenges in consulting with people e.g. migration, conflicting event, insecurity
Initial site visit	8 th August 2025	9	3	The staff of the office explained the extent of the structural damage to the office. They emphasized that the salty nature of the sand in the area had been a major factor contributing to the damage, weakening the building structure and reducing durability.	The E&S team acknowledges the concern raised by the participant regarding the significant structural damage to the office building caused by the salty nature of the local sand. The team shared with the participants that the rehabilitation works will use Portland cement, which is appropriate and resistant to saline conditions, along with other construction techniques suitable for coastal environments. The contractor will follow strict supervision and quality control measures to ensure the durability and long-term stability of the rehabilitated building, preventing similar structural issues in the future.	Poor road and long travel distances to Zeila

Community consultation meeting including: 1. Sharing sub-project information 2. Documenting potential E&S impacts/risks 3. Awareness of GBV prevention; 4. GRM process	8 th August 2025	9	3	The main environmental and social risks/impacts identified during the discussion are: • Generation of solid wastes during construction • Removal of indigenous trees • Health risks due to the use of chemicals like paint • Dust and noise generation • Unfair employment and exclusion: By bringing workers from outside the town, contractors neglect the local artisans	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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1. **Has there been any conflict over this land in the past? If so, please describe what measures the project will take to ensure that the project does not exacerbate conflict:**
No, there hasn't been any conflict over this land in the past.

2. **Has a safeguards field visit been undertaken at the site? Y/N Date of visit:**
Yes, the SL-FSRP safeguards team conducted a field visit on 07th August, 2025

3. **Title of visiting officer(s):** Environmental & Social Safeguards Specialist

4. **Will the ESMP be incorporated into the contract for the works, and is a safeguards compliance report required before payment?**

Yes, the ESMP will be incorporated into the contractor's contract. There will also be a sensitization meeting with the contractor on site-specific ESMPs, informing him/her responsibilities to ensure possible impacts are understood and properly mitigated. Finally, a safeguards compliance report will be required before payment.

5. **Type of land required for sub-investment and documentation:**

a. Government land/infrastructure	Title deed/confirmation document attached?	Yes, the Infrastructure to be rehabilitated is government-owned and serves as an office for the Ministry of Environment and Climate Change. The legally required documentation will be attached to this report as annex
b. Community land	Voluntary land donation form and conversion document attached?	NA
c. Private land	Voluntary land donation form and conversion document attached?	NA

6. **GRM: Has the GRM process and contact information for focal points been disseminated to the community? If so, how and to whom (numbers and groups). If not, when will this be done? _**

During the consultation meeting, the safeguarding team shared with the participants all the information on the Grievance Management (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 grievance mechanism in place, including the hotline number (9660) for any grievances.

7. **Describe the nearest GBV service providers for health, psycho-social, and legal support (to inform the site supervisor and stakeholders in the area):**

During the discussion, the participants pointed out that the MCH, which primarily delivers essential health services to women and children, is located less than one kilometer from the office. In addition, both the police station and the district court are situated within the same distance, providing readily available legal and security services.

8. **GBV/SEAH: Has awareness been carried out on GBV, service providers and confidential survivor-centric GBV complaints mechanism? If so, how and to whom (numbers and groups). If not, when will this be done?**

Awareness was also raised on GBV-related risks and prevention during the meeting. The team highlighted the project's zero-tolerance policy on GBV, explained potential risks that could arise during the rehabilitation process, and emphasized the importance of promoting respectful behavior. Participants were also informed about the confidential, survivor-centered GBV complaints mechanism to ensure safe and dignified reporting of any cases. Finally, the safeguarding team provided information about the channels for reporting (hotline number) for any GBV-related complaints

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 Zeila office for the MoECC. 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: 8 th August 2025	Meeting venue: MoECC office in Zeila
Facilitated by:	SL-FSRP Safeguarding Team
How and who mobilized?	Coordinator of the office
Number of Men:	6
Number of Women:	3
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:	Briefing of FSRP project information, roles, and responsibilities of partner ministries, including enhancing agricultural and livestock production as well as environmental conservation. 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 emphasized that the salty nature of the sand in the area had been a major factor contributing to the damage, weakening the building structure and reducing durability. To address this challenge, the staff proposed that the rehabilitation works should make use of Portland cement specifically suited for salty sands.

Potential Environmental and Social Impacts: *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.*

S/N	Potential Impact	Affected Group	Agreed Mitigation Measures
1	Health problems due to the generation of solid waste during the construction	Construction workers + office staff	Ensure proper disposal of waste by providing waste collection equipment and regularly collecting it
2	Removal of indigenous trees in the compound	Office staff	The indigenous trees should not be removed and reduced to the minimum.
3	Health risks due to the use of chemicals like paint	Construction workers + office staff	Collect, store, and dispose chemical residues, empty containers, and chemical waste safely
4	Noise and dust generation during the construction	Construction workers + office staff	-Regular water spraying to reduce dust -Provide workers with dust masks and ensure their proper use -Use low-noise equipment where feasible.
5	Unfair employability and exclusion. By bringing workers from outside the town, construction companies neglect the local artisans	Construction workers	Ensure transparent and fair recruitment processes that prioritize local labor where skills are available.

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: Zeila

Date: 08/08/2025

SN	Name	Gender	Title/ Position	Tel.	Signature
1	Hasni Deef Abdullehi	M	officer	7329585	<i>[Signature]</i>
2	Ahmed Hassen Abdi	M	officer	345897	<i>[Signature]</i>
3	Carfe Cabdi Cumer	M	officer	4588259	<i>[Signature]</i>
4	Mako Siciid Aaden	F	cleaner	644435	<i>[Signature]</i>
5	Hodan Hassan Cumer	F	officer	6202577	<i>[Signature]</i>
6	Hamde Hussein Dahir	F	officer	8782044	<i>[Signature]</i>
7	Ahmed Mohamed Nuri	M	officer	4455148	<i>[Signature]</i>
8	Cumer Dahir Xuseen	M	officer	4582566	<i>[Signature]</i>
9	Hamse Hussein Hassen	M	coordinator	41775713	<i>[Signature]</i>
10					
11					
12					
13					
14					
15					

Annex 4. 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: 23 /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	Hargiesia	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 Saylac Branch

Degmada: Saylac

Area: 450m²

1: x=333645 E y=1255792 N

2: x=333632 E y=1255768 N

3: x=349379 E y=1255765 N

4: x= 333628 E y=1255788 N



Legend

