Federal Republic of Somalia

Ministry of Fisheries and Blue Economy

SOMALI SUSTAINABLE FISHERIES DEVELOPMENT PROJECT – [BADMAAL PROJECT]

PROJECT ID: - P178032

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

DEMOLITION AND RECONSTRUCTION OF THE FEDERAL MINISTRY OF FISHERIES AND BLUE ECONOMY HEADQUARTERS IN MOGADISHU

March 2025

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Acronyms and Abbreviations

AFRO	Regional Office for Africa
ARAP	Abbreviated Resettlement Action Plan
CBO	Community-based organization
CHS	Community Health and safety
CoC	Code of Conduct
CPF	Country Partnership Framework
CSO	Civil Society Organization
DG	Director General
E&S	Environment and Social
EHS	Environmental Health and Safety
EHSGs	Environmental Health and Safety Guidelines
EHSMP	Environmental Health and Safety Management Plan
EMF	Environmental Management Framework
EMRO	Regional Office for the Eastern Mediterranean
ESAMP	Environmental and Social Assessment and Management Plan
ESCP	Environment and Social Commitment Plan
ESF	Environment and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environment and Social Standards
EU	European Union
FCV	Fragility, Conflict & Violence
FGS	Federal Government of Somalia
FMS	Federal Member State
FRS	Federal Republic of Somalia
GBV	Gender-based Violence
GDP	Gross Development Product
GFF	Global Financing Facility
GHG	Greenhouse Gas
GIIP	Good International Industry Practice
GIS	Geographic Information System
GRM	Grievance Redress Mechanism
GRC	Grievance Redress Committee
IA	Implementing Agency
IDA	International Development Association
IDPs	Internally displaced person
IP	Implementing Partner
IPF	Investment Project Financing
IPV	Intimate partner violence
IUU	Illegal, Unreported and Unregulated
IVAs	Independent Verification Agents
LMP	Labour Management Procedures
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MFBE	Ministry of Fisheries and Blue Economy

MoLSA	Ministry of Labour and Social Affairs
NGO	Non-governmental Organization
OHS	Occupation health and safety
OHSE	Occupation health and safety and Environmental
OP	Operational Policy
PAPs	Project affected persons
PDO	Project Development Objective
PPE	Personal Protective Equipment
PFM	Public Financial Management
PLWDs	People living with disabilities
PIU	Project Implementation Unit (FMS level)
PMU	Project Management Unit (FGS level)
POM	Project operational manual
PWDs	Persons living with disabilities
RAP	Resettlement Action Plan
RPF	Resettlement Planning Framework
SDG	Sustainable Development Goal
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
SEAH	Sexual Exploitation, Abuse, and Harassment
SMF	Security Management Framework
SMP	Security Management Plan
SEP	Stakeholder Engagement Plan
SOPs	Standard Operating Procedures
SSFDP	Somali Sustainable Fisheries Development Project
TA	Technical Assistance
ToR	Terms of Reference
TPM	Third Party Monitoring Agent
WB	World Bank
WBG	World Bank Group
WHO	World Health Organization
WM	Waste Management

Executive Summary

The Ministry of Fisheries and Blue Economy (MFBE) of the Federal Government of Somalia (FGS) in partnership with the World Bank is currently implementing the Somali Sustainable Fisheries Development Project -Badmaal, to support improvement of fisheries' contribution to the national economy, food security and livelihoods of coastal and communities. The Project's overall Development Objective (PDO) is "To improve the capacity of targeted communities and authorities to benefit from and effectively manage selected fisheries.

Under the project the ministry intends to demolish and reconstruct its headquarters in Mogadishu (the subproject), the proposed office building will have three floors and is estimated to be approximately 2,940 m^2. This new infrastructure will house the governmental body responsible for the sustainable management and development of Somalia's fisheries and blue economy sectors. The building will provide the necessary facilities for the ministry's staff, support its operations, and enhance its capacity to oversee the country's marine resources. This subproject is part of a broader effort to promote the sustainable development of the fisheries sector in Somalia and ensure effective governance of marine resources. The scope of works to be implemented include:

- Demolition of the existing dilapidated building
- Construction of a new building consisting of three floors of approximately 2,940m^2

This Environmental and Social Management Plan (ESMP) has been developed for the construction of the Ministry of Fisheries and Blue Economy in Mogadishu, Somalia, as part of the World Bank-funded Somalia Fisheries Sustainable Development Project (Badmaal) under the agreed Project Environmental and Social Management Framework (ESMF). The ESMP outlines the measures necessary to manage potential environmental and social impacts during the construction and operation phase of the ministry building and to ensure compliance with relevant environmental law/regulations, the project ESCP and ESMF, the World Bank Environment and Social Framework (ESF) and best practices.

Environmental and Social Benefits: The subproject is expected to bring significant positive Environmental and Social Benefits, primarily by strengthening the institutional capacity of the Ministry of Fisheries and Blue Economy to manage fisheries effectively and support sustainable development of the sector. These benefits include improved infrastructure, enhanced government services, and long-term development outcomes that will contribute to the sustainable management of Somalia's fisheries and blue economy sectors. Solar panels and associated facilities will be installed to provide energy, and this will result to reduction of greenhouse emission for a country that heavily relies on thermal energy.

Anticipated Environmental and Social Risks and Impacts: While the subproject offers numerous benefits, there are potential environmental and social risks associated with it. These risks may include disruptions to neighboring local communities, waste management challenges, water and air quality concerns, potential noise nuisance, OHS risks and Impacts, community health and safety such as traffic incidents and accidents, chance finds, Sexual exploitation abuse and harassment among others. Addressing these risks is crucial to minimizing adverse impacts during construction.

E&S Risk Mitigation Measures: To mitigate potential risks, the ESMP outlines specific actions, including waste management strategies, pollution control measures, and protocols for community engagement. The ESMP also emphasizes the importance of implementing adequate health and safety measures for workers, and ensuring that construction activities comply with environmental standards.

Implementation Arrangements: The ESMP will be implemented by the appointed contractor during the construction phase, under the supervision of a consultant and the Ministry of Fisheries and Blue Economy, along with the Project Management Unit (PMU). This multi-level oversight ensures that the relevant World Bank's Environmental and Social Standards (ESSs) are adhered to and that any challenges are promptly addressed.

Stakeholder consultation: Stakeholder consultation is a key component of the subproject, with extensive and inclusive consultations conducted as per the updated Stakeholder Engagement Plan (SEP) for the Badmaal project. Relevant stakeholders, including neighboring communities, and the government representatives, were consulted to gather input and ensure that their concerns are considered in the planning and execution of the sub-project. This ESMP provides a comprehensive framework to guide the development of the headquarters of the Ministry of Fisheries and Blue Economy, ensuring that both environmental protection and social benefits are prioritized and the risks and impacts mitigated throughout the demolition, construction and operation processes.

In conclusion, the demolition and construction of the Ministry of Fisheries and Blue Economy building presents a number of manageable environmental and social risks and potential negative impacts, thus the E&S Risk Category is Moderate, as per the definition of the Environmental and Social Framework (ESF) of the World Bank. With the proper mitigation measures in place, and effective monitoring throughout the sub-project, the potential negative impacts can be minimized. Stakeholder engagement, worker safety, and sustainable practices will be key in ensuring the success and long-term sustainability of the sub-project. The requirements provided will help ensure that the sub-project is completed with minimal adverse effects on the environment and local communities.

1. Introduction

1.1 Project background

The Badmaal supported by the World Bank, aims to promote sustainable fisheries management, improve the livelihoods of coastal communities, and develop the institutional capacity of the Ministry of Fisheries and Blue Economy of Somalia. The demolition and reconstruction of the Ministry's office building and facilities is a key component of the project. This Environmental and Social Management Plan (ESMP) outlines the strategies, responsibilities, and actions needed to minimize the environmental and social risks and potential negative impacts of the construction activities and ensure compliance with the relevant Environmental and Social Standards (ESSs) of the World Bank and the national environmental and worker health and safety regulations.

The project aims to support improvement of fisheries' contribution to the national economy, food security and livelihoods of coastal communities. The project focuses on two key result areas:

- Increased capacity of government and communities to govern and manage fisheries,
- The development of infrastructure and associated value-chains and reduction of post-harvest losses.

1.2. Project development objective and components

Project Development Objective is to improve the capacity of targeted communities and authorities to benefit from and effectively manage selected fisheries.

Table 1: Project components and sub-components

Component	Subcomponent	Key activities
2. Increasing the Capacity of Dependent Communities to Benefit from Sustainable Marine Fisheries	***1.1 Climate-resilient fisheries infrastructure***	support the identification and investment planning of climate resilient, and gender informed small-scale fishing infrastructure at 10 sites based on needs analyses and in consultation with selected communities and stakeholders. This component will also support, at selected sites, constructing base infrastructure, including processing facilities and technologies to enable private sector investment in facilities (e.g., cold store) and equipment (e.g. ice plant).
	1.2. Improving fishing, handling, processing, and marketing techniques to enhance quality and value-addition	This sub-component will support screening, assessment, and formulation of climate resilient, and gender informed improvement plans for up to 6 small-scale fishing fish value chains at selected infrastructure sites (Comp 1.1), capacity building, training, and advice (technical and business) based on needs assessments, strengthening or establishing sector organizations, including for women (cooperatives, association), and promoting women into leadership roles through capacity building and mentoring, and support transition to climate and/or gender informed fishing and processing practices including safety at sea and labor

Component	Subcomponent	Key activities
		conditions, new technologies and equipment with training, and provision of advisory services.
3. Strengthening Marine Fisheries Governance and Management	*2.1 Laying a foundation for effective, transparent, and equitable fisheries resource governance and management*	Aims to help Somalia achieve effective fisheries governance and provide technical assistance and operational support to the FMDC as well as legal and technical support to enable FMS to develop harmonized legal and regulatory frameworks for fisheries management. Building on this, ecosystem-based, climate-informed and gender-sensitive management plans will be developed for selected fisheries shared among FMS and the FGS.
	2.2 Developing a comprehensive Monitoring Control and Surveillance (MCS) system to fight IUU fishing in Somali waters	Investment in developing a comprehensive Monitoring Control and Surveillance (MCS) system to respond to IUU fishing in Somali waters, which includes support to develop and implement a National Plan of Action to fight IUU fishing and to upgrade Fisheries Monitoring Centers with equipment, services, technical assistance and training.
	2.3 Fisheries Statistics and Stock Assessment	This subcomponent will support development, deployment and institutionalize tools and systems to generate, analyse and disseminate information essential for effective fisheries management but tailored to Somalia's current level of capacity with the potential to become more sophisticated over time.
	2.4 Strategic studies on fisheries development and blue economy	The project will finance analytical and strategic studies for long term development of the fisheries sector in the changing fisheries environment and the broader blue economy in Somalia.
4. Project Management, Monitoring and Evaluation		Funds under this component will be used to provide equipment, technical assistance, training, and incremental operating costs to the Ministry of Fisheries and Blue Economy (MFBE) to strengthen its capacity to manage, implement, and monitor project activities.

1.3. Purpose of the ESMP

The objective of this ESMP is to identify and manage the environmental and social risks and potential positive and negative impacts associated with the subproject for the ministry of fisheries and blue economy headquarters in Mogadishu.

The ESMP clarifies the specific roles and responsibilities of the MFBE-PMU and the contractor with specific measures to manage negative E&S impacts of subprojects and enhance positive impacts. Through this ESMP, key stakeholders will be closely engaged during its implementation.

The ESMP provides a consolidated summary of all the Environmental and Social (E&S) commitments relevant for the demolition and construction works, including Occupational Health & Safety (OHS). The measures focus on environmental aspects, emissions, environmental contamination and social aspects such as communication with local stakeholders and safety of workers and communities. The ESMP lists the sub-project-specific risks and impacts and mitigation measures, lays out the institutional arrangements of the

implementation and monitoring of the risk mitigation measures, and proposes monitoring indicators for measurement and monitoring of E&S performance.

The ESMP has been prepared by the environment and social specialists of the Badmaal project through the following methodologies:

- Reviewing preliminary designs for the proposed subproject to screen environmental and social issues in the vicinity;
- Visiting the subproject site, and consulting with relevant key stakeholders, including the local Communities and business owners near the site;
- Carrying out an assessment ensuring that all key environmental and social concerns and views of all Parties/persons likely to be affected by the subproject are taken into consideration; and
- Developing environmental and social mitigation measures with mechanisms for monitoring and evaluating the ESS compliance and environmental and social performance.

2. Project Description

The Ministry of Fisheries and Blue Economy (MFBE) of the Federal Government of Somalia has its headquarters in Abdiaziz District, Mogadishu in Benadir Region. The Ministry through Badmaal project engaged Freshmind Consulting Company Limited to review and confirm the findings of SETAC Engineering Consultancy who conducted Inventory and Integrity Assessment of the Ministry building in 2022, to undertake an Inventory and Integrity Assessment of the Ministry building. The Freshmind Consulting Company Limited concurred with the findings of SETAC assessment which recommended the demolition of the existing building and construction of a new building since the existing one has structural issues and the cost of rehabilitating it for additional load will be very high.

The integrity and feasibility studies proposed demolition and reconstruction of the MFBE headquarters to provide adequate and safe space and facilities to staff ministry.

Location of the site.

Latitude	**Longitude**	**Total area:**
2.044607°E	45.358003°N	2954 m^2

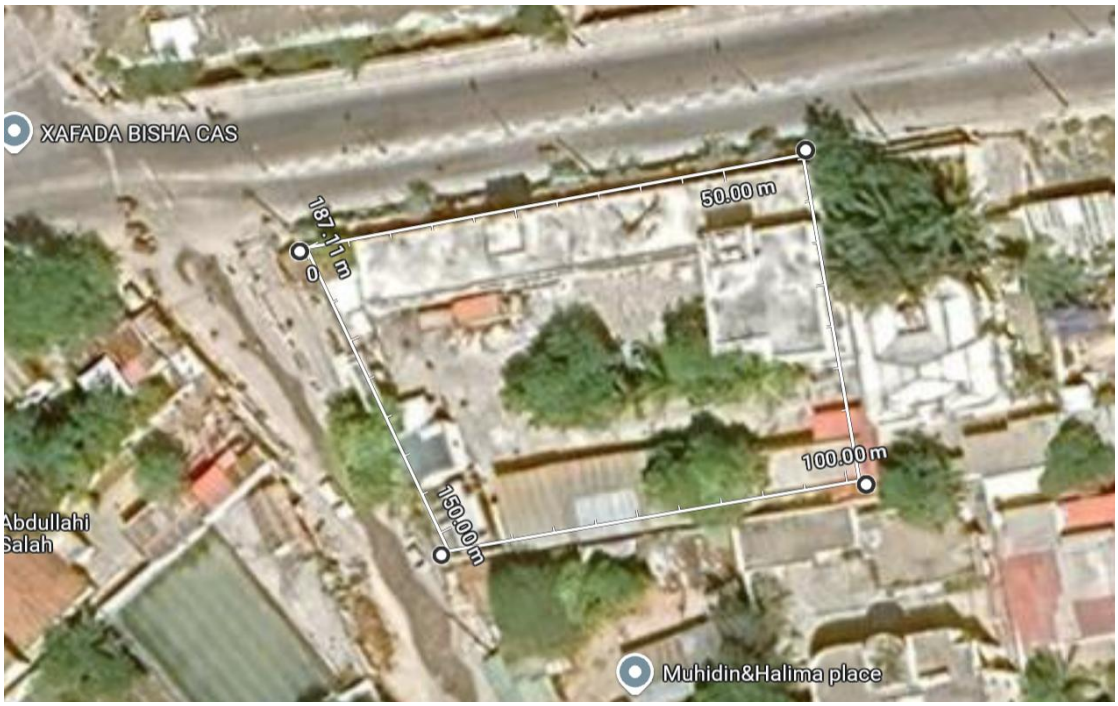


Figure 1 Aerial view of the site

The sub-project is located in AbdiAziz District in the north-eastern part of Mogadishu. The site is located on the southern north side of Mogadishu in an urban environment. It is located 900metres from the shore and 4.5 km from the seaport.

The ministry building can easily be accessed by existing road networks road. The ministry land occupies approximately 2954 m^2, the allocated location within the site has direct access to two streets, where the main street is a divert from the adjacent major Sanna Street and the other direct goas to Karaan district.

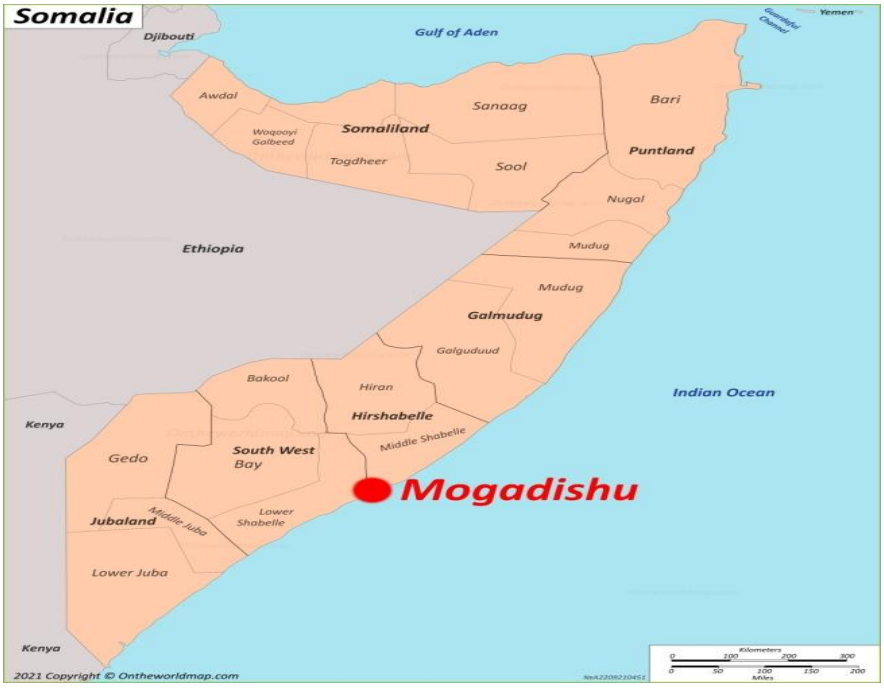


Figure 2: Location of Mogadishu City

The building will consist of four (4) floors, including the ground floor and three upper levels. It will be located at the GPS coordinates 2.044607°E, 45.358003°N, providing a central point for easy reference.

Regarding wastewater management, the building will be equipped with a dedicated wastewater treatment plant designed to treat all wastewater generated on-site, ensuring sustainable and efficient processing. In terms of stormwater drainage, there is an underground water storage system in place for rainwater harvesting. Excess stormwater runoff from additional spaces will be directed into assigned drains, ensuring proper water management during rainy conditions.

The building once complete will be expected to accommodate approximately 200 staff members, providing ample space for operations. To support the needs of these staff members, several amenities are available. These include four meeting rooms: a large conference room, a training hall, an executive boardroom, and an executive meeting hall. There is also parking available for at least sixteen (16) cars and two (2) service vehicles, ensuring convenient access. Additionally, a restaurant will be located on the roof terrace, offering dining options for employees and visitors.

Two residential houses border the proposed project site and all the necessary measures shall be put in place to ensure the project will not impact them negatively. The area is well-connected, with surrounding infrastructure that includes a road leading to Karan and proximity to Forlanini Hospital (planned for demolition and redevelopment under the Covid 19 project), ensuring easy access to essential services and transport routes. Utilities such as water, electricity, and waste disposal are also available in the vicinity.

Figure 3: Project Location

The construction will be undertaken at the location of the current ministry building, the land is owned by the Government of Somalia. The figure above shows the location of the current and proposed sub-project site.

2.1 Project Activities

i. Design phase

The design phase included the following activities:

- Technical assessments i.e. the site assessments, structural integrity assessments, geotechnical studies, surveying, environmental and social impact assessments.
- Preparation of technical assessment reports to inform the design review process and tender documents.
- Stakeholder mapping and Engagement
- Design of a layout plan
- Detailed Design (architectural, civil, structural, mechanical & electrical) of the MFBE headquarters

ii. Demolition and Construction Phase

This phase will mainly include the following activities:

Preliminaries:

- Selected contractor prepares and implements a Construction environment and social management plan (C-ESMP), after review and approval by the PMU, including specific

subplans, i.e. waste management plan, incident management plan, emergency response and awareness plan, local labor management plan, etc.

- Installation of temporary site offices, toilets and space for stores for the workers by the contractor.
- Provision of water and electricity within the site for the duration of the contract by the contractor.
- Approval of method statement of the works the PMU supervising engineer.
- Clearing up of the site by the contractor.
- Establishing controlled work areas by the contractor - this includes erecting barriers or enclosures around the work area to prevent unauthorized access.
- Demolition of the MFBE buildings with low structural integrity by the contractor.
- Disposal of the material from the demolition to the disposal site to be determined by the contractor with the approval of the E&S team in collaboration with the Benadir region administration.
- Levelling the ground in preparation for the new construction by the contractor.
- Initiate equipment and furniture procurement by the contractor.

Construction by the contractor

- Excavation works for a new foundation.
- Backfilling.
- Foundation works for the stone strip foundation.
- Structural works (strip reinforced concrete foundations; ground beams and slab on grade; reinforced concrete columns and walls; reinforced concrete solid slabs)
- External walling
- Doors, windows and grills; complete with all accessories
- Installation of a rainwater collection system
- Soil, waste and vent pipe for drainage
- Electrical and low current system
- Equipment and furniture installation
- Site structural components related to the external works, including water tanks and wastewater treatment plant, maintenance block, waste disposal block, guards room block, internal roads and paving and storm water drainage channels.
- Ventilation and air conditions
- Realigning the firefighting system
- Cabling works.
- Testing and commissioning.

The basic material requirements to undertake the demolition and reconstruction of the building are building sand, stone aggregates, Solar PV, cement, concrete blocks, plumbing accessories etc. Labor management requirements and risk mitigation measures listed below also apply for this process. For building sand and aggregate, the contractor shall have the responsibility to source for approved sites where sand can be extracted from and this shall be approved by the

Badmaal E&S specialist prior to engagement, in consultation with the local authority and any other relevant government institutions. The rest of the material can easily be sourced from block making sites. Plumbing materials shall be procured locally unless this proves a challenge; the material can be sourced from other towns. Procuring locally materials is although highly recommended as it will spur the economic growth of the project area while also reducing the carbon footprint related to the project implementation.

3. Policy, Legislative and Institutional Frameworks

Somalia national laws, policies, and legislations

- **Policy, Legal and Institutional Frameworks.** The project is required to comply with laws of Somalia relevant to the project, including the National Environment Policy and the newly developed Federal the Environmental Protection and Management Act became effective as of February 24, 2024. Development partners are supporting the country in the preparation of subsidiary Environmental and Social Impact Regulations that would give effect to the Act.

- **National Environment Policy-** The Somali Cabinet, on February 13, 2020, approved the National Environmental Policy, the overall goal of the policy is to improve and enhance the health and quality of life of the Somali people and to promote sustainable development through sound management of the natural resources of the country. The specific objectives of this policy are; Conservation of Natural Resources, Environmental Governance, and Multi-stakeholder Partnerships.

- **Somalia National Gender Policy (2016)** includes strategies to eradicate harmful traditional practices such as female genital mutilation/cutting (FGM/C) and child marriage and to improve services for the management of GBV/SEAH cases.

- **Legislation and Policies on The Civil Service.** The Provisional Constitution provides the legislative framework for labour issues. It provides that "all workers, particularly women, have a special right of protection from sexual abuse, segregation, and discrimination in the workplace. Every Labour law and practice shall comply with gender equality in the work place" (Article 24-5). Labour Code of Somalia (Law 1 Number 65, adopted in 1972) is the specific labour law governing all aspects of labour and working conditions, which covers the contract of employment, terms and conditions, remuneration, and OHS, trade unions and labour authorities. The provisions of the Labour Code apply to all employers and employees in all project areas. The Labour Code is applicable to all project workers. The Code is broadly consistent with the ESS2, while there is a significant gap in the enforcement aspect of the legislation (see Section VIII on the institutional framework). The public service and institutions are governed by the Civil Service Law (Law Number 11).

- **Somalia Solid Waste Management Framework.** In Mogadishu, the local government or Benadir Administration collects transports and disposes waste materials from the city, the waste is disposed at Qashinweyne in Karana or Kaawo in Madina dumpsites. This is done in order to minimize harm to individual's health as well as the environment. In Somalia there is no distinction of the nature of waste; whether solid, liquid or any other form; waste will be considered as waste and dumped in the dumping sites

- **The Labour Code of 1972: stipulates t**hat all contract of employment must include a) the nature and duration of the contract; b) the hours and place of work; c) the remuneration payable to the worker; and c) the procedure for suspension or termination of contract. Furthermore, all contracts must be submitted to the competent labour inspector for pre-approval. In regard to occupational health and safety standards (OHS), the employer is obligated to provide adequate measures for health & safety protecting staff against related risks, including the provisions of a safe and clean work environment and of well-equipped, constructed, and managed workplaces that provide

- **Environmental Protection and Management Act, 2024:** The act guarantees the right to a clean, safe and healthy environment, provides requirements for waste management including hazardous wastes. The act requires the application of the polluter pay and precautionary principle in environment management. The demolition and construction project is required to adhere to all the relevant requirements prescribed by the act.

The project's approved Environmental and Social Management Framework (ESMF) lists applicable local laws and regulations including corrective measures to overcome gaps and responsibilities (please see ESMF for more details)[1]. Given that the project is financed by the World Bank, the environmental and social risks likely to be encountered during the sub-projects implementation will be managed using the World Bank's Environmental and Social Framework (ESF) and in particular the six following Environmental and Social Standards (ESSs) that apply to the project:

ESS1 – Assessment and Management of Environmental and Social Risks and Impacts: This standard is fundamental for all project activities, requiring, where necessary, Environmental and Social Management Plans (ESMPs) to manage potential risks. For the demolition and reconstruction of the MFBE headquarters, ESS1 necessitates an ESMP specifically addressing issues like dust, waste management, and community health and safety during demolition and construction.

ESS2 – Labour and Working Conditions: This standard ensures safe and fair labour practices, including working conditions, worker health and safety, and a separate grievance redress mechanism (GRM) for workers. The demolition and construction work of the Ministry of Fisheries and Blue Economy headquarters building require strict adherence to ESS2 to protect workers from hazards like heavy equipment use and potential exposure to dusts or other harmful substances.

ESS3 – Resource Efficiency and Pollution Prevention and Management: ESS3 is relevant to managing pollution and ensuring resource efficiency. For the Ministry site, it applies to managing dust, noise, and waste during demolition and construction, ensuring minimal environmental impact, and applying best practices in resource usage during reconstruction.

[1] https://mfbe.gov.so/wp-content/uploads/2024/09/BADMAAL-Environmental-and-Social-Management-Framework.pdf

ESS4 – Community Health and Safety: Focused on protecting the health and safety of nearby communities, ESS4 is critical for the ministry HQ sub-project to mitigate potential risks from dust, debris, noise, hazardous material exposure, traffic accidents, and potential issues due to labor influx, including sexual exploitation, abuse, and harassment (SEAH). Measures include fencing, safety signage, controlled traffic access and safety measures, prevention of SEAH through awareness raising among the workers and use of workers' code of conduct, and respective communication with residents about safety precautions.

ESS8 – Cultural Heritage: ESS8 seeks to protect tangible and intangible cultural heritage. ESS8 may be relevant to this sub-project if there is a chance find during excavation works.

ESS10 – Stakeholder Engagement and Information Disclosure: ESS10 emphasizes the need for ongoing community engagement and information dissemination. For the ministry HQ sub-project, this involves informing stakeholders about construction timelines, risks and potential negative impacts, and benefits and establishing a grievance mechanism to address concerns.

5. Baseline information

5.5 Physical Environment

Topography: The elevation of Mogadishu is 43 metres average, with a maximum of 181 metres. The city follows the coastline of Somalia, adjacent to the Indian Ocean.[2]

Geology and Soil: The geology of Somalia is built on more than 700-million-year-old igneous and metamorphic crystalline basement rock. It is covered in thick layers of sedimentary rock formed in the last 200 million years.[3] The city is located in the tropical thorn woodland biome of the Holdridge global bioclimatic scheme.

Climate: Mean temperature readings per month vary by approximately 3 degrees Celsius. Precipitation per year averages 429mm. There are ca. 47 wet days annually. The city has an average of 3,066 hours of sunshine per year.[4] As a result, Mogadishu receives substantial solar insolation, averaging between approximately 5 to 7 kWh/m² per day.

Mogadishu Weather by Month Averages

	January	February	March	April	May	June	July	August	September	October	November	December
Avg. Temperature °C	26.5 °C	26.7 °C	27.6 °C	27.9 °C	26.9 °C	25.8 °C	24.9 °C	25. °C	25.6 °C	26.3 °C	26.5 °C	26.8 °C
Min. Temperature °C	23.7 °C	23.9 °C	25. °C	25.5 °C	24.9 °C	23.9 °C	23. °C	22.9 °C	23.5 °C	24.1 °C	24.2 °C	24.2 °C
Max. Temperature °C	31.4 °C	31.5 °C	31.8 °C	31.4 °C	29.7 °C	28.4 °C	27.6 °C	27.9 °C	28.8 °C	29.7 °C	29.8 °C	30.9 °C
Precipitation / Rainfall mm	7.0	1.0	9.0	66.0	86.0	59.0	58.0	47.0	34.0	54.0	73.0	36.0
Humidity(%)	69 %	69 %	71 %	73 %	79 %	77 %	77 %	76 %	75 %	77 %	78 %	73 %
Rainy days (d)	1.0	0.0	2.0	9.0	16.0	15.0	15.0	13.0	9.0	9.0	12.0	5.0
avg. Sun hours (hours)	9.8	9.6	9.0	8.6	8.5	8.6	8.6	8.4	8.1	8.1	8.4	9.2

Figure 4: Monthly Average Temperatures in Mogadishu

Water Resources and Hydrology: Mogadishu relies almost exclusively on groundwater from the recharge from the Shabelle River for water supply. In 2018/19 the city saw heavy flash flooding, while the city has limited engineered storm water drainage. Poor drainage contributes to open sewage contaminating water sources and leading to the outbreak of diseases.[5]

5.6 Socio-economic Environment

Population: The current estimation for Mogadishu's urban population is 2,727,000 million people.[6] There has been no census published since 1975 though. The city has one of the highest population densities globally, reaching approximately 29,900 people per square kilometer. This intense

[2] Mogadishu topographic map, accessed at: https://en-gb.topographic-map.com/map-d3w1h/Mogadishu/?center=1.60067%2C49.87364&popup=1.98015%2C45.39276&zoom=15

[3] Geology of Somalia, accessed at: Mogadishu topographic map, accessed at: https://en-gb.topographic-map.com/map-d3w1h/Mogadishu/?center=1.60067%2C49.87364&popup=1.98015%2C45.39276&zoom=15

[4] Mogadishu topographic map, accessed at: https://en-gb.topographic-map.com/map-d3w1h/Mogadishu/?center=1.60067%2C49.87364&popup=1.98015%2C45.39276&zoom=15

[5] African Cities Research Consortium: Mogadishu. City Scoping Study, June 2021, p.7

[6] Other estimates show even higher population, of around 3.79 million as of 2024. But as mentioned in the text, these are only estimates as the last census was undertaken nearly 50 years ago.

density places it among the most densely populated capital cities in the world, driven by rapid urban growth, rural migration, and the return of diaspora communities investing in housing and infrastructure improvements. As in the whole of Somalia, the population predominantly consists of youth. The urban area grows approximately at 4.3 percent per year.

Livelihoods and Employment: Mogadishu is the main economic center of Somalia. Bakara is the country's largest market and is in Mogadishu. It is connected to two interior markets through two main roads. The economy is largely informal and enterprises are characterized by low productivity and wages and goods that are not exported. The fastest growing sectors in recent years have been security, health and education.[7] 64 percent of the city's households make their living on wage labor.

Gender-based Violence (GBV): Somalia is a patriarchal society with firmly entrenched gender roles that often subjugate women and girls. GBV is pervasive, particularly female genital mutilation/cutting (FGM/C), early marriage and psychological abuse. GBV is rampant in BRA and the most affected are young girls and women from IDP camps who are vulnerable to rape and other forms of sexual abuse. After decades of war and conflict in the country, women, girls and children have been displaced. They remain vulnerable to gender-based violence due to high insecurity in the camps, limited access to justice and lack of protection from the clans. In BRA many gender-based violence cases go unreported, and perpetrators go unpunished.

Administration and Governance: Mogadishu city is located within Benadir Regions. The positions of Mayor of the city and Governor of BRA are held by the same person, who is appointed by the FGS. BRA is divided into 20 districts. It is the smallest region in the country. Each district has a commissioner, who is appointed by the mayor.

Vulnerability and Poverty: Mogadishu is considered among the world's five most fragile cities. While the average national poverty in Somalia is 62 percent, poverty in Mogadishu is at 72 percent.[8]Poverty in Mogadishu is driven by a combination of factors, including displacement due to conflict, inadequate urban infrastructure, climate challenges, and limited economic opportunities. Decades of conflict have caused extensive damage to Mogadishu's infrastructure, leaving behind a fragile economy and limited government capacity to address poverty comprehensively. Many families, especially those who fled rural areas to escape violence, lack stable housing and rely on makeshift shelters. This influx of internally displaced persons (IDPs) has contributed to the growth of informal settlements, where living conditions are harsh, and basic services are often inadequate.

Access to Water and Electricity: The supply of water in Mogadishu is underpinned by shortages and a lack of quality. Poor households generally do not have access to piped water and rely on shallow wells. Water supply is almost entirely private or supplied through the humanitarian sector.

[7] African Cities Research Consortium: Mogadishu. City Scoping Study, June 2021.

[8] Horn Population Research and Development, Vulnerability Assessment in Somalia, September 2020.

There are indications that the groundwater is polluted. Electricity supply is among the most expensive in the world, while per capita consumption is among the lowest in Africa.[9].

Solid Waste Disposal: In Mogadishu, waste management services are provided by both the public and private sectors. The local government collects, transports, and disposes waste materials from the city. The private operators in Mogadishu provide waste collection and transportation services from households, businesses, and some industries to the disposal site. Informal sector workers are engaged in both collection service and waste separation. There are two major dumpsites in Mogadishu, Qashinweyne in Karana and Kaawo in Madina.

Mogadishu produces 2,500 tons of waste every day, but it lacks appropriate disposal sites or recycling facilities. Waste in Mogadishu can be a serious concern, as through existing dump sites, indiscriminate waste leads to the contamination of soil, water and air. This, in turn, causes a wide range of infections, skin disease or respiratory illness.[10]

Regarding waste management at the Ministry, there is a private company that collects every week the garbage generated within the building, which is collected by local authority and disposed at the two dumpsites in Mogadishu, Qashinweyne and Kaawo.

Health and Education: Mogadishu contains most of the health care centres in Somalia. The private sector is a key health provider. However, the cost of service is higher in private facilities. Public health care services are free of charge.

[9] African Cities Research Consortium: Mogadishu. City Scoping Study, June 2021, p.6/

[10] Daud Ahmed Mohamed, Magda Elhadi Ahmed and Abdalla Ibrahim Abdalla, Environmental and health effects of solid waste dump sites in Wadajir District, Mogadishu, Somalia, in: World Journal of Advanced Research and Reviews, 2023, 19.3.

6. Anticipated Environmental and Social Risks and Impacts

The demolition of the old building and the construction of a new building for the Ministry of Fisheries and Blue Economy of Somalia are significant projects that will involve various environmental and social risks and potential impacts. They must be carefully identified, evaluated, and mitigated to ensure the sustainability and safety of the project for both the community and the environment. Below are the anticipated environmental and social risks and potential negative impacts**:**

6.1 Environmental Risks and Potential Negative Impacts

- Air Pollution and Dust**:** Demolition and construction will produce dust and particulate matter, potentially affecting air quality and public health. Mitigation includes dust control measures and PPE for workers.
- Noise and excessive vibration: Heavy machinery will generate noise, disturbing nearby communities. Mitigation includes limiting working hours (8.00 a.m-5.00 p.m) and using noise-reducing equipment.
- Waste generation and Management: Construction and demolition will produce significant waste, including hazardous materials. A waste management plan is essential to ensure proper disposal and recycling.
- Contamination of soil and water by hazardous Waste: Construction activities could lead to runoff and contamination of local water sources. Erosion control and safe handling of materials can minimize risks.
- Impact on biodiversity and aquatic life: The surface run off from the construction site drains into the sea and this may affect aquatic life. Implementation of ESMP and minimizing land disturbance are key mitigation strategies.

6.2 Social Risks

- Traffic incidents, accidents and disruptions
- OHS risks to workers- Increased occupational accidents and incidents, including injuries and illnesses caused by eminent construction and mechanized processing hazards (e.g. handling of construction equipment; stepping on or using sharp objects; spills and leakage of hazardous materials as a result increased labour etc.)
- Risks to community Health and safety such as traffic incidents and accidents, spread of communicable diseases, etc.
- Occupational Health and Safety: Workers may face health and safety risks. Ensuring proper training, availability and use of Personal Protective Equipment (PPE) and monitoring of compliance, access to medical inputs and facilities, and emergency protocols will address these concerns.
- Community Disruption: Construction may disrupt daily life, causing social tensions. Clear communication, compensation, and grievance mechanisms can help manage these impacts.

- Impacts on Vulnerable Groups: Vulnerable groups, such as women and children, may be disproportionately affected. Gender-sensitive policies and inclusive consultation processes are essential.
- Security related incidents: Threats and attacks from Al-Shabaab and clan conflicts.
- Labour, particularly child/forced labour related potential risks.
- Increased incidences of communicable diseases like tuberculosis, malaria, diarrhea, Covid19, HIV/AIDS etc. due to an influx of workers at construction sites

7. ENVIRONMENT AND SOCIAL MANAGEMENT PLAN

The table below lays out the specific adverse risks and impacts anticipated for the demolition, construction and operation of the Ministry of Fisheries and Blue Economy headquarters building and the respective mitigation measures required to reduce or eliminate the risks and impacts.

Note 1: *The cost of the implementation of the environment and social management plan is estimated at 3% of the* average cost of the works and *will be included in the overall project cost.*

Table 2: Environment and Social Management Plan

a) Positive Impacts of the project	**Proposed Enhancement measures**	**Monitoring Indicators**	**Responsibility**	
			Implementation	**Supervision Monitoring**
1. Increase office space, staff productivity and improved capacity to monitor fisheries and blue economy activities and in the long-term lead to reduced illegal and unregulated fishing activities in the Somali waters 2. Improvement of public health and hygiene to due to provision of adequate water sanitation facilities, and good drainage systems	- Embrace the concept of green building in the design of the building for enhanced energy efficiencies, sustainable water usage and provide for waste management facilities -Consider installing solar power system for use in the building -Consider procuring of energy efficient office appliances - Engage licensed waste collectors to collect the waste from the site area for appropriate disposal, - Encourage waste segregation at the site	- Building design - Contract for waste management company - Energy rating for office appliances procured	Contractor	PMU E&S Specialist

b) Anticipated Environmental Risks and Negative Impacts	Proposed Mitigation Measures	Monitoring Indicators and Frequency	Phases (Design (DS), Demolition (DM), Construction (CN), and Operation (OP)	Responsibility *(Contractor, PIU[11], PMU E&S[12] Specialist, WB[13])*
Risk of poor implementation of the respective mitigation measures against the negative impacts identified in this ESMP	Enhance capacity of all implementers on E&S risk assessment and mitigation measures through training sessions Provide capacity building opportunities to the E&S teams working on the subprojects on understanding and implementing assessment and management requirements of the WB's ESF and WB Group's General Environmental Health and Safety Guidelines (WBG EHSGs). - Provide H&S training to the construction workforce (including subcontractors, temporary workers, and drivers). Raise awareness of workers regarding the implementation of the ESMP tailored to the project scope, through toolbox talks and other platforms	# of awareness sessions provided to workers # of training sessions provided to project team Frequency: Throughout the project life	DS, DM and CN	Contractor Monitoring: PCIU
Risk of excessive noise and vibration	- Notify the public of any activities that may be perceived of as noisy and intrusive prior to starting. - Establish a GRM for the public to contact the engineers-in-charge (i.e., provide telephone number, email, etc.) and the procedures to handle complaints.	-complaints received over noise -complaints registered via GRM -Hearing protection and aids provided to workers	DM and CN	- Env. specialist of the contractor to implement - PMU Env. specialist to monitor - PMU to coordinate implementation

[11] PIU- Project Implementation Unit
[12] PMU E&S- Project Management Unit Environment and Social
[13] WB- World Bank

b) Anticipated Environmental Risks and Negative Impacts	Proposed Mitigation Measures	Monitoring Indicators and Frequency	Phases (Design (DS), Demolition (DM), Construction (CN), and Operation (OP)	Responsibility *(Contractor, PIU[11], PMU E&S[12] Specialist, WB[13])*
	- Provide hearing protection gears for use by workers when exposed to noise levels above 85 dB(A). - Put in place controls for high noise equipment and/or noise controls for works near sensitive receptors - Ensure that noise and excessive vibration from construction activities are within permissible levels as per the provisions of WBG EHSGs: this includes among others adhering to permissible noise and vibration level - Use modern construction equipment, which produces less noise; and - Use of noise shielding screens and the operation of such machinery restricted to when actually required	Monitoring Frequency: Monthly		
Risk of air pollution by dust generated during demolition and construction, and emissions from construction equipment and vehicles	- Construction sites, diversions and materials handling sites to be water-sprayed on dry and windy days to contain dust; - Construction equipment and trucks shall be regularly maintained in good operating condition to reduce exhaust emissions - Haulage trucks to be covered or the aggregates sprayed with water before loading;	- Visual observations of dust emissions - Complaints from community about dust - Visual observation on use of PPE -Vehicle and machinery servicing schedule and reports	DM and CN	- Env. specialist of the contractor to implement - PMU E&S specialist to monitor - PMU to coordinate implementation

b) Anticipated Environmental Risks and Negative Impacts	Proposed Mitigation Measures	Monitoring Indicators and Frequency	Phases (Design (DS), Demolition (DM), Construction (CN), and Operation (OP)	Responsibility *(Contractor, PIU[11], PMU E&S[12] Specialist, WB[13])*
	- Encouraging reduction in engine idling during on- and off-loading activities - Cordon off construction sites to minimize dust migration to nearby facilities by wind; - Restrict access to construction and allow only authorized personnel - Staff working in dust generating activities e.g. site preparation, excavation, concrete mixing, stone dressing shall be provided with Personal Protective Equipment (PPE) - The use of PPE shall be monitored and enforced; and - Prohibit open burning of solid wastes	Monitoring Frequency: Monthly		
Soil and water pollution	- Sewage systems and wastewater treatment plants must be designed to prevent them from the intrusion of saline water to ensure the systems are properly functional and its effluent always meets national regulations before discharging into water bodies. - Open stockpiles of onsite construction materials should be covered with tarpaulin or similar fabric during rainy season; - Prevention of the washing away of construction materials, soil, silt or debris into any drainage system; - All machinery and equipment be regularly maintained and serviced to avoid leak oils;	- Incidents on soil erosion and water pollution reported - Incidents of oil leakages and actions taken to address it Monitoring Frequency: Monthly	DM and CN	- Env. specialist of the contractor to implement - PMU Env. specialist to monitor - PMU to coordinate implementation

b) Anticipated Environmental Risks and Negative Impacts	Proposed Mitigation Measures	Monitoring Indicators and Frequency	Phases (Design (DS), Demolition (DM), Construction (CN), and Operation (OP)	Responsibility *(Contractor, PIU[11], PMU E&S[12] Specialist, WB[13])*
	- Maintenance and servicing of heavy vehicles, machinery and equipment must be carried out in a designated area (protected service bays); - Implementation of erosion and sediment control measures such as silt fences, where applicable and where resources permit - Pre-treatment for wastewater from the office building before re-use or release into the environment			
Risks related to Waste generation and Management	- Contractors appointed under this project will be required to develop and implement a Waste Management Plan, which will include area specific waste management, capturing waste volumes and categories expected from the projects - The contractors will be responsible for instituting and implementing a simple waste tracking system that allows for the identification of current waste streams while determining how much waste is being generated from each main source of waste - Practice waste minimization segregation and proper disposal according to internationally accepted guidelines and (where possible) municipal bylaws	- Records of quantities of wastes generated - Records of quantities of different types of waste disposed off, along the disposal site - Monitoring Frequency: Monthly - GRM incidents reported on waste disposal - Monitoring Frequency: Monthly	DM, CN and OP	- Env. specialist of the contractor to implement - PMU Env. specialist to monitor - PMU to coordinate implementation - Facility management MFBE

b) Anticipated Environmental Risks and Negative Impacts	Proposed Mitigation Measures	Monitoring Indicators and Frequency	Phases (Design (DS), Demolition (DM), Construction (CN), and Operation (OP)	Responsibility *(Contractor, PIU[11], PMU E&S[12] Specialist, WB[13])*
	- Reuse construction waste for landscaping and backfilling - The contractors will be responsible for keeping documentation showing details of interventions put in place for tracking, measuring and optimizing wastes and recycling processes as appropriate; - The effluent being discharged from the building to the sewer line shall conform to the international limits for effluent discharge into public systems; - Ensure that sewerage discharge pipes are not blocked or damaged; and - Put in place mechanism for wastewater management and disposal			
Poor management and disposal of material generated from demolition activities, including rubble / waste management	Contractor to prepare and implement a Waste Management Plan for site Reuse and recycling of the waste generated shall be prioritized Ensure disposal of generated solid waste at designated and authorized disposal site in consistence with the local and international requirements, (see WBG's General EHS Guidelines), such as: Institute good housekeeping and operating practices - including inventory of different materials and waste	Records of amount of solid waste re-used, recycled, disposed, where and when Records of waste tracing sheets from the premises to the disposal sites Related grievances filed Waste management plans Report on implementation of the waste management	DM	- Contractor

b) Anticipated Environmental Risks and Negative Impacts	Proposed Mitigation Measures	Monitoring Indicators and Frequency	Phases (Design (DS), Demolition (DM), Construction (CN), and Operation (OP)	Responsibility *(Contractor, PIU[11], PMU E&S[12] Specialist, WB[13])*
	Control to reduce the amount of waste Institute procurement measures that recognize opportunities to return usable materials Implement stringent waste segregation to prevent mixing hazardous and non-hazardous wastes Identify, separate and adequately store potentially recyclable materials Provide on-site or off-site transportation of waste to prevent or minimize spills, releases and exposure to employees and public Ensure mechanisms exist for community to bring forth any complaints/feedback concerning the waste disposal by the contractor – Project GRM Carry out disposal of solid waste in a manner that does not negatively affect the drinking water sources, the existing waste management system in the area, local routes, and general aesthetic value of the area	Monitoring Frequency: Monthly		
Risks of contamination of soil and water by hazardous waste	- Empty paint cans stored in closed drums or isolated area from soil and water at CONTRACTOR store, then handling as recycled metal scrap. - Store fuel and oil away from subproject site and heat at a well-ventilated area and provide suitable fire extinguishers	- Availability of material safety data sheets in areas where chemicals are used or stored - Availability of eye wash stations	DM, CN and OP	- Env. specialist of the contractor to implement - PMU Env. specialist to monitor

b) Anticipated Environmental Risks and Negative Impacts	Proposed Mitigation Measures	Monitoring Indicators and Frequency	Phases (Design (DS), Demolition (DM), Construction (CN), and Operation (OP)	Responsibility *(Contractor, PIU[11], PMU E&S[12] Specialist, WB[13])*
	- Store any chemicals and hazardous waste at designated areas, insulated from the ground - Carry a spill prevention kit - Ensure trained personnel handle hazardous chemicals and wastes.	- Training records on handling of hazardous chemicals - Availability if spill prevention kit - Monitoring Frequency: Monthly		- PMU to coordinate implementation - Facility management and responsible FMS and FGS Ministries
Increased surface or stormwater runoff generation	- No surface water shall be directed into the sewer system to avoid overloading the sewerage system; - Storm water drainage to be provided to mitigate risk of soil erosion - Harvest rainwater from roof for non-portable uses e.g. cleaning and watering plants.	- Flooding incidents arounds the projects facilities - Erosion caused by storm water observed	OP	Facility management FMS and FGS Ministry responsible for fisheries and environment
Impact on biodiversity and aquatic life	- Implement soil erosion control measures - Wastewater to be treated before release into the environment and meet international standards - Proper waste management through implementation of the above-described relevant mitigation measures	-Incidents of pollution Monitoring Frequency: Monthly	DM, CN and OP	- Env. specialist of the contractor to implement - PMU Env. specialist to monitor - PMU to coordinate implementation - Facility management and responsible FGS MFBE

b) Anticipated Environmental Risks and Negative Impacts	Proposed Mitigation Measures	Monitoring Indicators and Frequency	Phases (Design (DS), Demolition (DM), Construction (CN), and Operation (OP)	Responsibility *(Contractor, PIU[11], PMU E&S[12] Specialist, WB[13])*
Risk of excessive water consumption	- Manage water consumption, including through - On site water recycling - Rainwater harvesting - Conduct regular inspections to identify and fix leaks in pipes, hoses and tanks.	Availability of water recycling Availability of inspection records Monitoring Frequency: Monthly	CN and OP	- Contractor - Facility management and FGS MFBE

Social Impact Management

Social risk and Impact	Proposed Mitigation Measures	Monitoring Indicators	Phases *(PC, CN, OP, DC)*	Responsibility *(Contractor, PIU[14], PMU E&S[15] Specialist, WB[16])*	Cost
Traffic incidents, accidents and disruptions	- Put in place traffic management plans during the demolition and construction works. - Notify the community of transport disruptions or expected congestions - Use adequate signs when re-directing traffic	- Traffic disruptions incidents - Complaints received on traffic matters - Traffic signage installed - Traffic incidents and accidents reports	CN/OP/DC	- Env. specialist of the contractor to implement - Env. specialist to monitor - PMU to coordinate implementation - Facility management and	

[14] PIU- Project Implementation Unit
[15] PMU E&E- Project Management Unit Environment and Social
[16] WB- World Bank

Social risk and Impact	Proposed Mitigation Measures	Monitoring Indicators	Phases (*PC, CN, OP, DC*)	Responsibility (*Contractor, PIU[14], PMU E&S[15] Specialist, WB[16]*)	Cost
	- Set speed limits for trucks transporting materials to site and monitor and enforce them	- Monitoring Frequency: Monthly		responsible FGS MFBE	
OHS risks to workers- Increased occupational accidents and incidents, including injuries and illnesses caused by eminent construction and mechanized processing hazards (e.g. handling of construction equipment; stepping on or using sharp objects; spills and leakage of hazardous materials, etc.)	- Prior to construction, ensure EHS risk assessment is conducted, all hazards are identified, management controls are documented in the C-ESMP or Occupational Health and Safety Management Plan - Take all safety precautions to address hazards for workers and visitors and the nearby community including safety/warning signage, safety barrier around the construction site and safe driving practices; - Regular supervision of construction projects to ensure that safety conditions are met while any deviation from safety regulations is immediately reclaimed following the best practices regarding safety at work; - Toolbox meetings, safety awareness and refresher trainings - Provision of first aid kits at work sites - Trained first aiders present on sites all time	- Number and severity of safety incidents and accidents - Evacuation procedures in place and known to the workers - Safety signages in Somali language - Records on PPE provided - Monitoring Frequency: Monthly	DM, CN and OP	- Env. specialist of the contractor to implement - Env. specialist to monitor - PMU to coordinate implementation - Facility management and responsible FGS MFBE	

Social risk and Impact	Proposed Mitigation Measures	Monitoring Indicators	Phases (*PC, CN, OP, DC*)	Responsibility (*Contractor, PIU[14], PMU E&S[15] Specialist, WB[16]*)	Cost
	- Develop evacuation procedures to handle emergency situations; - Controlled entry and exit from the construction sites; - Post in prominent places informative signage and notices in Somali language to inform of safety hazards and controls; - Provision of appropriate Personal Protective Equipment (PPE) and monitoring and enforcement of its use; - Hire qualified personnel in all SSFDP-financed sub-projects; and regular training on OHS and Code of Conduct. - Adhere to provisions of the WBG's EHSGs and labour management procedures				
Risks to community health and safety	- All waste storage and disposal sites are adequately cordoned off from the public - Access to construction sites by the public must be restricted - Grievances by the community shall be recorded and resolved as per the SSFDP project GRM	- Records of incidents and accidents affecting the community - Grievances related to community health and safety - Monitoring Frequency: Monthly	CN/OP/DC	- Env. specialist of the contractor to implement - PMU Env. specialist to monitor - PMU to coordinate implementation - Facility management and	

Social risk and Impact	Proposed Mitigation Measures	Monitoring Indicators	Phases (*PC, CN, OP, DC*)	Responsibility (*Contractor, PIU[14], PMU E&S[15] Specialist, WB[16]*)	Cost
	- Raise awareness on the risk of HIV/AIDS and other sexually and otherwise communicable diseases - Implement the traffic management plan			responsible FGS MFBE	
Risk of Chance Finds	- Implement the Chance Find procedures (see Annex 3)	- Reports on chance finds	DM and CN	- Contractor and PMU	
Labour: OHS related potential risks	- Abide by OHS requirements as set out in Labour Code (Articles 101-104), ESS2 (including WBG EHSGs) including: - Develop and implement an approved Contractor ESMP (C-ESMP), including OHS Management Plan. - Select legitimate and reliable contractor through screening of OHS records. - Address adequately OHS risks with non-compliance remedies in procurement documents. - Require the contractor to engage qualified ESHS staffing and apply adequate PPE and safety measures onsite. - Implement workplace OHS awareness and training.	- Formulated OHS plans - Records of grievances raised and status of resolution - Monitoring of C-ESMP implementation - Staff qualification records - ESHS staff recruited - Monitoring reports	**CN/OP/DC**	- Social specialist of the contractor to implement - PMU Social specialist to monitor - PMU to coordinate implementation - Facility management and responsible FGS MFBE during operations	Included in the project cost

Social risk and Impact	Proposed Mitigation Measures	Monitoring Indicators	Phases (*PC, CN, OP, DC*)	Responsibility (*Contractor, PIU[14], PMU E&S[15] Specialist, WB[16]*)	Cost
	- Conduct routine monitoring and reporting. - Adherence to SSFDP labour management procedures				
Labour: child/forced labour related potential risks	- Include minimum age (18 years) in procurement documents. - Raise awareness on child protection with contractors and in the communities. - Maintain labour registry of all contracted workers with age verification. - Develop remedial procedures to deal with child labor incidents - Include the prohibition of forced labour in procurement documents and CoC for suppliers, contractors and sub-contractors e.g. suppliers of construction materials such as gravel and sand which may originated from quarries using forced labour - Raise awareness on prohibition of use of forced labour	- Records of labour registry of all contracted workers with age verification. - Spot checks reports - Records of awareness sessions -Remedial procedures on management of incidents related to child/forced labour - Grievances related to child/forced labor	**CN/OP/DC**	- Social specialist of the contractor to implement - PMU Social specialist to monitor - PMU to coordinate implementation - Facility management and responsible FGS MFBE during operations	Included in the project cost
Exclusion, elite capture and selection bias	- Awareness raising of all project implementers, contractors and primary suppliers on the requirements and implementation of the inclusion plan.	- Inclusion plan and implementation monitoring - Number of representatives of	CN/OP/DC	- Social specialist of the contractor to implement	Included in the project cost

Social risk and Impact	Proposed Mitigation Measures	Monitoring Indicators	Phases (*PC, CN, OP, DC*)	Responsibility (*Contractor, PIU[14], PMU E&S[15] Specialist, WB[16])*	Cost
	- Promote inclusion of disadvantaged and vulnerable groups in consultations and access to project benefits. - Promote diversity in recruitment including all disadvantaged and vulnerable groups, PWDs and women. There may be a need to put quotas for gender and PWDs.	disadvantaged and vulnerable groups, PWDs and women recruited for the project		- PMU Social specialist to monitor - PMU to coordinate implementation - Facility management and responsible FGS MFBE	
Security related incidents: Threats and attacks from Al-Shabaab and clan conflicts	- Implementation of the Security Management Plan (SMP)	-Monitoring reports on implementation of SMP -Number of security incidents and management	CN/OP/DC	- Social specialist of the contractor to implement - PMU Social specialist to monitor - PMU to coordinate implementation - Facility management and responsible FMS and FGS Ministries during operations	Included in the project cost
Increased GBV/SEAH cases and risks of sexual exploitation and abuse or sexual harassment, such as requests for sexual favors by project workers	- Implement the SSFDP Sexual Exploitation, Abuse and Harassment Action plan - Disseminate policies and protocols to all staff.	-Grievances related to GBV/SEA and SH -Incidents related to GBV/SEA and SH reported	CN/OP/DC	- Social specialist of the contractor to implement - PMU Social specialist to monitor	Included in the project cost

Social risk and Impact	Proposed Mitigation Measures	Monitoring Indicators	Phases (*PC, CN, OP, DC*)	Responsibility (*Contractor, PIU[14], PMU E&S[15] Specialist, WB[16]*)	Cost
	- Train staff in GBV/SEAH on counselling, referral mechanisms, and rights issues. - Enforce total adherence to code of conduct - Communication and implementation of GRM with specific inclusion of anonymous reporting	- CoCs with clear guidance on GBV/SEAH.		- PMU to coordinate implementation - Facility management and responsible MFBE during operations	
Socio-cultural barriers - exclusion of disadvantaged groups.	- The contractors' E&S assessment and management plan and community outreach plan will identify and address socio-cultural barriers through appropriate awareness raising and engagement with opinion influencers. - The inclusion plan (see Annex 6 of ESMF) will promote services for all groups in the project sites. - The SEP and GRM have been developed in order to address these risks. In addition, plans may be developed to target specific groups with information including PWDs, women and minority groups given their influence in society. - Measures will be put in place to encourage participation and inclusion of disadvantaged and vulnerable individuals and groups.	-Record of measures put in place to include the disadvantaged group -Inclusion plan and implementation monitoring reports	CN/OP/DC	- Social specialist of the contractor to implement - PMU Social specialist to monitor - PMU to coordinate implementation - Facility management and responsible FMS and FGS MFBE during operations	Included in the project cost

Social risk and Impact	**Proposed Mitigation Measures**	**Monitoring Indicators**	**Phases** **(*PC, CN, OP, DC*)**	**Responsibility** ***(Contractor, PIU[14], PMU E&S[15] Specialist, WB[16])***	**Cost**
Increased incidences of communicable diseases like tuberculosis, malaria, diarrhea, Covid19, HIV/AIDS etc. due to an influx of workers at construction sites	- Provide proper sanitation and waste disposal facilities based on a site-specific Waste Management Plan (WMP) - Carry out training/awareness campaigns for the prevention of communicable diseases - Empty/drain all areas that may hold standing water - Ensure use of PPE and, where possible, social distancing to reduce risk of disease transmission	- Adequacy of sanitation facilities provided - Number of awareness sessions conducted - Records on provision of PPE provided and used	CN/OP/DC	- Social specialist of the contractor to implement - PMU Social specialist to monitor - PMU to coordinate implementation - Facility management and responsible and FGS MFBE during operations	Included in the project cost
Challenges in access to beneficiaries for meaningful stakeholder and community engagements as well as grievance redress and monitoring	Implementation and monitoring of GRM Implementation of the Project SEP.	% of complaints filed have been addressed No. of site-specific incident logs	DS, DM and CN	- PMU	Included in the PMU Stakeholder engagement and GRM costs

8. Institutional Implementation Arrangements and Responsibilities

The Ministry of Fisheries and Blue Economy

The MFBE through the PMU is responsible for the overall implementation of the project, it will deploy an Engineering and Supervision Consultant to design and monitor the implementation of the project. Specifically, the PMU Environment and Social Specialists are responsible for managing the E&S risks of the project and responsible for monitoring the implementation of this ESMP.

Contractor

The contractor is responsible for complying with requirements for all field activities covered by this ESMP, the contractor is also responsible to ensure that all its sub-contractors follow the ESMP and other ESF instruments that apply to this sub project. The contractor will have contractual clauses specifying compliance with the mitigation measures listed in the ESMP and in the WBG's EHS Guidelines, in addition to national requirements and to indicate measures taken in cases of non-compliance. The contractor is also responsible for the actions of any subcontractors they may engage. Sub-contractors also have to comply with all E&S Standards as laid out in this ESMP. Contractor's responsibilities include:

- Ensuring that all operations comply with the ESSs and mitigation measures laid out in this ESMP, for which the contractor is responsible and will develop a Construction ESMP (C-ESMP).
- Ensuring that the control measures provided for in the ESMP are both understood and implemented by site personnel.
- Complying with accident and incident reporting as laid out in the ESMF. All severe incidents must be reported to MFBE/PMU within 24 hours of occurrence.
- Setting up plans for action to be taken in the event of spills or leakages of hazardous materials, and other environmental emergencies.
- Monitoring the C-ESMP implementation, against the monitoring indicators laid out in the ESMP Table.
- Organizing and participating in Community Consultative Meetings with an approach to adaptive sub-project management as necessary.
- Identifying additional significant matters pertaining to environmental and social compliance.
- Liaise with MFBE/PMU on the need for corrective action in the event of unexpected environmental or social issues emerging during operations.
- Communicating with all staff regarding E&S compliance requirements and other matters of importance.
- Identifying additional environmental mitigation or corrective measures that are deemed to be necessary during project implementation.
- Preparing reports on all aspects of E&S compliance.
- Maintaining lists of all workers, including their age and gender.
- Maintaining and adequately operating a workers' GRM.
- Prepare and implement an OHS Plan and provide related and frequent training to all workers.

- Ensure signing of the code of conduct by every worker, covering issues of Sexual Harassment, Gender-Based Violence (GBV) and Sexual Exploitation and Abuse.
- Implementing the Security Management Plan (SMP).
- The contractor is obliged to implement this ESMP, operationalized through the C-ESMP with all risk mitigation measures assigned to it.

E&S Risk Management or Environmental Health and Safety (EHS) Specialist: The contractor will deploy an E&S or EHS Specialist to ensure operationalization of this ESMP and adequate implementation of the C-ESMP, including monitoring, supervision and reporting on mitigation measures. The key tasks of the Specialist are to;

- Ensure PPE for workers is available and workers are trained in its use and comply with it
- Provide OHS training to all workers, based on the OHS Plan
- Ensure health and safety of all workers at the construction site
- If necessary, stop the works to ensure safety
- Maintain records of accidents and incidents and ensure appropriate reporting of incidents to the supervision consultant and MFBE/PMU
- Ensure waste management procedures are followed closely
- Ensure availability of water and sanitation facilities for all workers at site and at the campsite
- Conduct toolbox talks for workers
- Train all workers in the CoC and ensure that CoC is signed by every worker
- Liaise closely with the supervision consultant and PMU on training workers on GBV issues, as well as community awareness on GBV
- Maintain workers' lists indicating age and gender
- Liaise closely with the supervision consultant and MFBE/PMU on the implementation of Project GRM
- Maintain records of workers' GRM

The Engineering and Supervision Consultant

The PMU will be supported by engineering and supervision consultants who will be responsible for the following:

- Employ or appoint qualified environmental, social, occupational health and safety expert(s) to manage ESHS issues. Designate a trained GBV and SEA/SH focal point to manage related issues and grievances.
- Provide day to day construction supervision for civil works as well as monitoring adherence to the ESMP
- Oversee the performance on labor and working conditions on daily basis on behalf of the PMU, including identification of potential existing significant OHS or environmental risks due to the project that are not adequately mitigated; and
- Submit weekly reports related to subproject ESHS performance.

9. Reporting on ESMP Compliance

MFBE/PMU will prepare periodic monitoring reports, including inputs from the contractor and on the status of implementation of this ESMP. The reports will be submitted to the MFBE/PMU for its review and feedback. Details of these reports and their content are given in the Table below. A template for E&S Monitoring report is included in Annex 2.

Table 3: ESMP Monitoring and Compliance Reports

No.	Title of the Report	Contents of the Report	Frequency of Report Preparation	Report to be prepared by
1	ESHS Monitoring Report to Engineering and Supervision Consultant	Compliance status of the subproject with the E&S mitigation and monitoring measures. The report shall cover: Environmental incidents; Health and safety incidents, identification of child and forced labor; Health and safety supervision; Usage of PPEs by workers; Highlights of inspections; Training conducted, and workers participated; workers grievances submitted and their response status.	Weekly	Contractor
2	ESMP Monitoring Report to PMU	Compliance status of overall subproject with ESMP requirements	Monthly	Engineering and Supervision Consultant
3	Incident Reports to PMU	Incident investigation reports for all major incidents covering details of the incident, root cause analysis, and actions taken to prevent and address future recurrence of a similar event	Initial Notification report for severe incidents within 24 hours. Detailed Investigation Report within ten days	Engineering and Supervision Consultant
4.	Incidents reports from PMU to WB	Incident investigation reports for all major incidents covering details of the incident, root cause analysis, and actions taken to prevent and address future recurrence of a similar event	Initial investigation report for severe incidents within 48 hours. Detailed Investigation Report within ten days	PMU

10. Capacity Building and Training

The implementation of this ESMP and the C-ESMP is highly dependent on the capacity and awareness of the contractors' staff, the surrounding community and the concerned stakeholders. Training workshops are required to increase the awareness of all individuals concerned with the subproject and to train and follow up with the workers who are specifically involved in the site operation.

On-site workers should receive appropriate training to undertake the duties of implementing the necessary mitigation measures. The training workshops shall be undertaken prior to commencement of construction activities. The recipients of the training are all construction workers. The trainings are to be included in the budget of the contractor. The training for the workers shall cover at least the following issues:

- Occupational and public health and safety.
- E&S mitigation measures to be applied.
- GBV/SEA/SH prevention
- Prevention, addressing, and reporting of accidents and preparation and implementation of emergency plans
- Roll-out of GRM among workers and communities
- Appropriate segregation, transportation, and final disposal of solid waste.

This will be achieved through the implementation of small workshops in the induction phase for the workers. During the construction phase, refresher trainings will be held.

Next to the training of workers, communities at the site will receive awareness raising sessions on the following topics:

- Community grievance redress mechanism (GRM)
- GBV and SEA/SH prevention and response plan

11. Implementation budget

The budget items for the implementation and management of this ESMP will be part of the project's contractors' costs, while the PMU budget for the ESMP activities are summarized in the table below.

Table 4: The PMU Budget for ESMP Monitoring and Trainings for the SSFDP project

	Item description	**Frequency/year**	**Estimated Cost (USD)**
1	Community consultation meetings with 65 persons	4	7,100
2	Grievance Redress Committee (GRC) meetings/Workshops with 20 persons	12	12,000
3	Project staff workshops with 30		3,100
4	Public awareness raising on HSE	4	2,000
5	Translation and public disclosure	On as needed basis	2,000
6	Capacity building for Beach Management officials 10	2	500
7	Monitoring and evaluation	4	0
		Total	**26,700**

12. Stakeholder Consultation

Stakeholder engagement, one of the basic principles of the environmental and social risk management, is one of the most important tools for the implementation of the ESMP and C-ESMP. It provides a better understanding of the conditions in the subproject area and the concerns of stakeholders. It is also essential to ensure the effectiveness of the mitigation measures developed under the ESMP. The Stakeholder Engagement Plan (SEP) presented within the scope of the ESIA Package has been prepared to meet the Project standards by considering the following basic objectives:

- Identification of stakeholders directly or indirectly affected by the subproject or interested in it
- Identification and planning of stakeholder engagement activities that will start at the preparation and planning stages of the subproject and continue during the construction and operation phases
- Determining the frequency of stakeholder engagement activities, information sharing and degree of participation, content of consultation activities
- Establishing a Grievance Redress Mechanism (GRM) that will provide an open communication channel for stakeholders at every stage of the subproject
- Addressing concerns and expectations communicated by stakeholders in the SEP, ESMP and subproject decision-making and planning stages.

The list of stakeholders determined within the scope of the SEP, which can be updated as the subproject progresses, is presented in this report.

Table 5: Project stakeholders consulted

Stakeholder Groups	Project Stakeholders
Public institutions and organizations	Ministry of Fisheries, Director General (DG), and senior officials who provide strategic direction and oversight. PMU staff Environmental and Social (E&S) Specialist
Local administrations and institutions	District police officer
Interest groups; local businesses, and others	Shop owners
Settlements close to the project area	2 houses
Project Affected People	Neighboring resident to the project site

Details of the project's approach to stakeholder engagement, the methods applied, and the stakeholder engagement activities that have been done and planned to be carried out so far are discussed below in section.

12.1. Stakeholder Engagement Activities

i. Initial Consultation with Ministry's Top Management

On 9 November 2024, an important consultation meeting took place at the Ministry of Fisheries and Blue Economy, where the Project Coordinator, Ministry leadership (including the Director General, and senior officials), the Environmental and Social Specialist, and the Project Management Unit (PMU) team gathered together.

The Project Coordinator kicked off the meeting by giving a detailed introduction to the Somali Sustainable Fisheries Development Project (BADMAAL). They explained how the new office building is a crucial part of the Project, helping to strengthen the Ministry's capacity to manage and develop Somalia's fisheries sector. This new space will not only improve the Ministry's working environment but also provide the resources needed to enhance the country's fisheries management efforts.

The Environmental and Social Specialist then spoke about the importance of conducting thorough environmental and social assessments before starting the construction. They stressed that these assessments are essential for ensuring the project is sustainable and for minimizing any potential negative impacts on the community or the environment. The Specialist also highlighted the need to follow the highest environmental and social standards, as outlined by both the World Bank and Somali regulations. The Director General wrapped up the meeting by expressing strong support for the subproject. They welcomed the team and acknowledged how important the new building is for the Ministry's future work. The DG emphasized that this subproject will significantly boost the Ministry's ability to manage and develop the fisheries sector, benefiting both the Ministry's staff and the country's long-term sustainability efforts.

In conclusion, the meeting was productive and set the tone for the successful collaboration of all involved. It aligned the Ministry's vision with the goals of the Project and reaffirmed the importance of environmental and social responsibility as key elements of its success.

ii. Engagement with Neighboring Community

On 9 November 2024, we held a community meeting near the construction site for the new Ministry building. The meeting was attended by the PMU team, Ministry representatives (including the Director of Fisheries Department and senior officials), local residents, business owners, and the Environmental and Social Specialist.

At the meeting, the PMU and Ministry representatives shared details about the upcoming construction project to the neighboring community of ministry's building. The Environmental and Social Specialist reassured everyone that the construction wouldn't cause major disruptions to their daily lives. We addressed concerns about noise, traffic, and dust, ensuring that we'll take steps to minimize these impacts. Additionally, we introduced a toll-free hotline that the community can use to report any issues or concerns throughout the construction process.

The community was interested in learning about potential job opportunities during construction and the long-term benefits of the new building. While most were supportive of the subproject, they expressed a desire for reassurance that any disruptions during construction would be managed carefully.

iii. Communication Methods and Channels

To ensure effective communication and maintain a consistent flow of information, the following methods and channels will be utilized:

- **Meetings and Consultations**: Regular meetings with Ministry management, construction teams, and local community representatives will be held throughout the subproject implementation to update stakeholders and address any concerns.
- **Hotline and Grievance Mechanism**: A toll-free phone line was established to allow local residents and stakeholders to report issues or complaints during the construction phase, including anonymous feedback. This hotline will be monitored regularly by the PMU and E&S specialist.
- **Information Flyers and Notices**: A Billboard will be put in the site, to inform stakeholders about the subproject and contact details for queries. Notices will be posted in public spaces near the construction site to inform the wider community.
- **Public Notice Boards**: Located at the construction site, these will provide updates on the subproject's progress, safety information, and contact details for stakeholders to reach out with any issues.

13. Grievance Redress Mechanism (GRM)

One of the main requirements of the ESMP is to implement an effective mechanism to record and share environmental and social issues. The basic principles of effective communication methods with the Grievance Redress Mechanism (GRM) in question, as part of stakeholder engagement, are as follows:

- Accurate recording and protection of all information obtained during the implementation of the C-ESMP
- Sharing information about the progress and monitoring of the subproject with stakeholders and all interest groups, evaluating the information for the preparation of periodic reports.
- Appoint a member of staff responsible for public relations, handling of internal and external complaints, recording oral complaints and filling in relevant forms.
- Sharing information on the functioning of the GRM with affected communities as part of stakeholder engagement activities.

The project's grievance mechanism and the rights of affected communities to receive information about the Project and to convey their complaints / thoughts form the core of stakeholder engagement process and GRM. PIU will ensure the establishment of a local grievance mechanism, by the Construction Contractor, to deal with complaints in a timely and effective manner.

The GRM shall enable stakeholders to communicate directly with PIU, but a separate system will be established for the project in which the stakeholders can receive their responses locally and communicate their complaints. This local grievance system will be established within the body of project PIU, implemented and followed by both Project PIU and Contractors during construction, operation and decommissioning/closure phases, which will be more easily accessible for stakeholders and will encourage them to voice their complaints.

Recording and follow up of grievances (including environmental issues) will be the primary responsibilities of the PIU. The PIU will have personnel assigned for the grievance management process both on site and at Headquarters. PIU Social Specialist will be primarily responsible for grievance management as well as Contractors' social staff. Project PIU will regulate the contractual agreements with Contractor to ensure that they have a Social specialist on site who will be responsible for recording and follow up of grievances on site office. These assigned staff will follow the GRM established to record and resolve all complaints from the stakeholders and follow up corrective actions taken. Contact information will be provided via the Project website, through public information meetings, consultation meetings and Project brochures to raise awareness and offer transparency of how stakeholders can voice their grievances. Various channels for stakeholders to vocalize their grievances formally include:

- Face to face (Stakeholders can voice their grievance to assigned personnel of Contractor and/or at site office)
- Complaint registers form (Stakeholders can fill the forms that will be distributed to them in advance to voice their grievances)
- Telephone (Stakeholders can call) to request to speak to contact person

- Email (Grievances can be sent)

Grievances related to BADMAAL subprojects in Mogadishu will be submitted through grievance redress channel details that are shown below. Anonymous grievances will be allowed to be raised and addressed.

Email address:	grm.badmaal@gmail.com
Free hotline number (s):	**2498**

The Environment and Social Management Framework (ESMF)[17] for the SSFDP subprojects and the Labor Management Procedures (LMP)[18] provide a detailed description of the GRM for the Project stakeholders and workers.

- **Procedure**

The following is the outline of the grievance process to be followed (the structure is illustrated in Figure 2):

- Receive, register and acknowledge complaint (see Annex 4) for a Grievance Registration Form Template;
- Screen and establish the basis of the grievance (e.g. nuisance complaint may be rejected but the reason for the rejection should be clearly explained to the complainant);
- A Grievance Redress Committee (GRC) hears and resolves the complaint;
- Implement the case resolution or the unsatisfied complainant can seek redress at a formal court of justice;
- Elevation of the case to a formal court if complainant is not satisfied with the GRC resolution; and
- Document the experience for future reference.

To avoid the risk of stigmatization, exacerbation of the mental/psychological harm and potential reprisal, GBV and SEA/SH grievances shall be handled a designated focal point to ensure the safety of survivors and enables survivor-centered care. The sexual exploitation and abuse and sexual harassment prevention and response plan (SEA/SH PRP)[19] for the SSFDP subprojects provides details for managing associated risks.

[17] https://mfbe.gov.so/wp-content/uploads/2024/09/BADMAAL-Environmental-and-Social-Management-Framework.pdf
[18] https://mfbe.gov.so/wp-content/uploads/2024/03/P178032-Stakeholder-Engagement-Plan-Somalia-Sustainable-Fisheries-Development-Project.pdf
[19] https://mfbe.gov.so/wp-content/uploads/2024/10/Somalia-fisheries-project-SEAH-PRP-August-2024.pdf

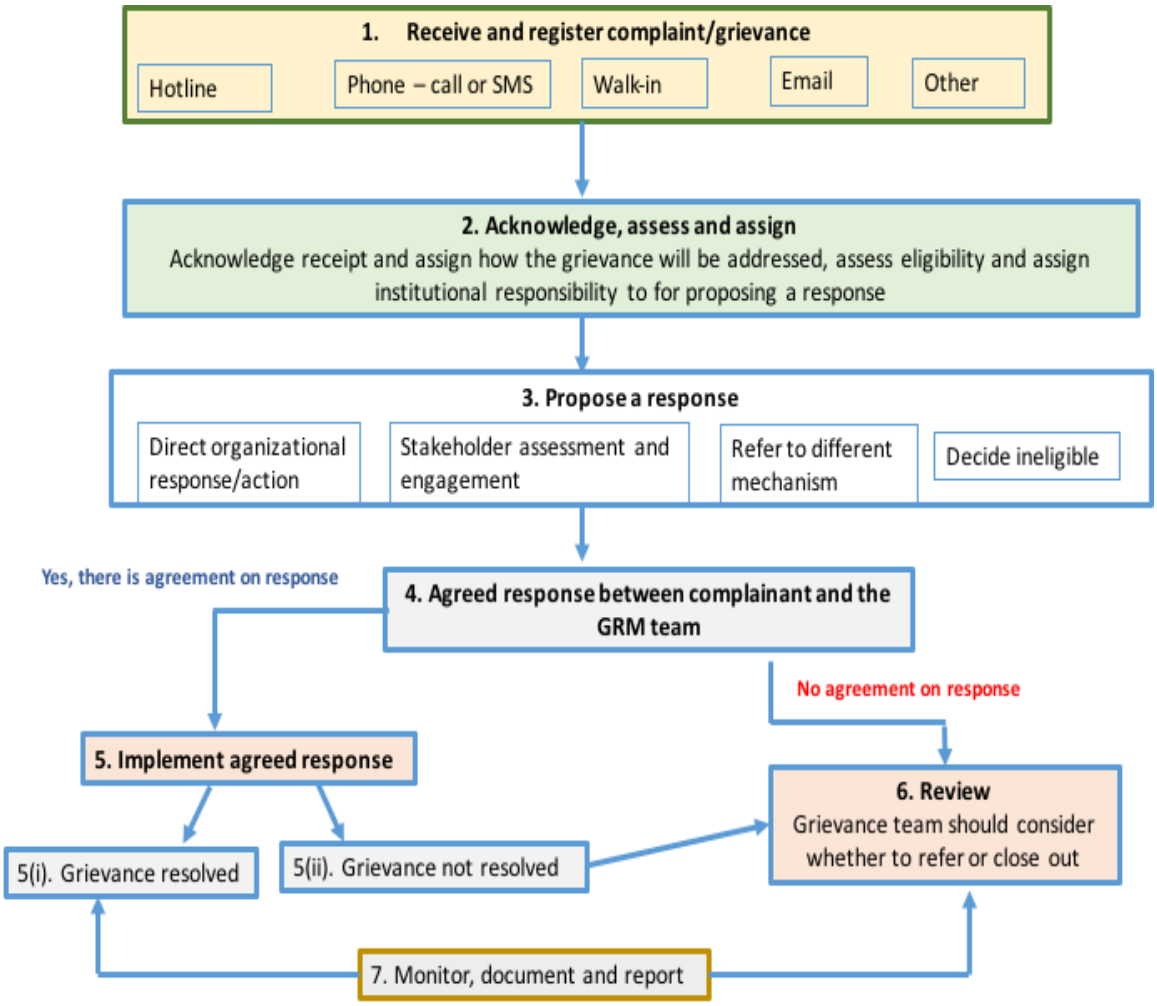


Figure 5: GRM Flowchart

- **Disclosure Program**

Multiple channels will be used for information disclosure for subproject activities. These include: (i) disclosure of all relevant documents in the MFBE websites and through the WB website. Translated copies of the E&S risk management instruments summary will be also made available; (ii) publication of posters and public notification in the site accessible to local communities, relevant organizations and other stakeholders; and (iii) stakeholder workshops. Printed copies of the E&S risk management instruments will be made accessible for the general public at PMU office.

14. Monitoring and Reporting

The PMU and E&S Specialists will monitor the effectiveness of the stakeholder engagement process, ensuring that:

- Stakeholder concerns are documented and addressed in a timely manner.
- The toll-free hotline and grievance redress mechanism are functioning effectively.
- Feedback from stakeholders is used to improve Project processes and operations.

Reporting:

- Monthly progress reports will include updates on stakeholder engagement activities, key issues raised, actions taken, and any challenges faced.
- The reports will be shared with the World Bank and other relevant authorities to ensure transparency and compliance with the World Bank's Environmental and Social Standards.

15. Conclusion and recommendation

Based on the Environmental and Social Management Plan (ESMP) for the demolition and construction of the Ministry of Fisheries and Blue Economy building, several key findings were made regarding potential environmental and social risks. These include:

- **Environmental Risks:**

- Air Pollution and Dust: The demolition and construction activities could generate dust and particulate matter, affecting air quality in the surrounding area. Mitigation measures such as dust suppression (water spraying) and limiting working hours will significantly reduce this risk.
- Noise Pollution: The use of heavy machinery during construction is expected to generate noise. Limiting the working hours and using noise barriers will help manage this impact.
- Waste Management: Construction and demolition will result in significant waste generation. The need for a robust waste segregation, recycling, and safe disposal system is crucial to ensure minimal environmental impact.
- Biodiversity: As the site is located in an urban area, biodiversity risks are minimal. However, restoration of disturbed land and careful management of the surrounding environment are necessary.

- **Social Risks:**

- Community Displacement: Although no significant displacement is expected, ensuring that any affected communities are consulted and compensated is critical to prevent social unrest.
- Health and Safety: Worker safety is a priority, with PPE, regular safety training, and emergency protocols in place to reduce risks.
- Disruption to Local Communities: Construction activities could disrupt daily life, especially in residential areas. Clear communication with local communities and a grievance mechanism will help address concerns.
- Vulnerable Groups: Ensuring equal employment opportunities, especially for women and vulnerable groups, is essential for promoting social equity during the construction phase.

Recommendations:

- Enhanced Stakeholder Engagement: Regular consultations with the local community and stakeholders are essential throughout the subproject implementation. The PMU safeguards specialists should engage the management of the Forlanini hospital before commencement of the project.
- Strict Monitoring and Compliance: Continuous monitoring of environmental impacts (air quality, noise levels, water quality, waste) is recommended to ensure mitigation measures are effective. This should be done through regular audits and assessments during the construction phases.
- A monitoring plan should be implemented to track social aspects such as worker safety, community feedback, and compliance with employment policies, particularly for vulnerable groups.

- Adoption of Sustainable Practices: Emphasize the use of sustainable building materials and energy-efficient technologies to minimize the environmental footprint.
- The storm water drainage and wastewater management systems should be carefully designed and maintained to prevent contamination of local water sources and minimize the risk of flooding.
- Mitigation of Health and Safety Risks: Workers should receive comprehensive training on health and safety practices, including the use of Personal Protective Equipment (PPE) and emergency response procedures. Regular health assessments and safety drills should be conducted to maintain a safe working environment.
- Continuous Review and Adaptive Management: The ESMP shall be reviewed periodically, and adaptive management techniques used to address any unforeseen environmental or social issues that arise during the construction process. The flexibility of the plan allows for adjustments to be made based on monitoring results and community feedback.

In conclusion, the demolition and construction of the Ministry of Fisheries and Blue Economy building presents a number of Moderate environmental and social risks. Implementation of the proposed mitigation measures, and effective monitoring throughout the subproject implementation will minimize the potential negative impacts anticipated from the activities. Stakeholder engagement, worker safety, and sustainable construction practices will be key in ensuring the success and long-term sustainability of the subproject. The recommendations provided will help ensure that the construction is completed with minimal adverse effects on the environment and local communities.

Annex 1. Environment & Social Screening for MFBE HQ construction

Environmental and Social Screening for the Somali Sustainable Fisheries Development Project

Environmental and Social Screening for the Somali Sustainable Fisheries Development Project	
SECTION A: General Sub-Project Information	
Date of screening	7th of August 2024
Activity/Sub- project title	Environmental and Social Screening for the Somali Sustainable Fisheries Development Project
Activity/Sub- project component	Construction of Ministry of Fisheries and Blue Economy
Proposed activity duration	6 months
ES Screening Team Leader and Contact Details	Abdifatah Mohamed Hared Marian Abdulle
ES Screening Team Member	
Name of Executing Agent	Ministry of Fisheries and Blue Economy
Site/Activity location (include GPS coordinates)	Ministry of Fisheries and Blue Economy The site is located at (45°21'26.7"E, 2°02'44.4"N).
New/Rehabilitation project	New project.
Objective of the screening process	i. To assess the suitability of the proposed site for Construction of Ministry of Fisheries and Blue Economy ii. To determine the potential E&S risks and impacts and proposed mitigation measures for the proposed sub-project. iii. To determine the risk classification and E&S instrument to be prepared and implemented. iv. Ensure the mitigation measures identified in the matrix are translated to detailed mitigation measures in the environmental and social management plans for the sub-project. v. Ensure the completed E&S screening outcome is integrated
E&S Framework and Overall Project Risk Classification	Moderate Risk
Project Description. **Briefly describe the project activities**	This subproject is to construct the headquarter of the Ministry of Fisheries and Blue Economy

Potential Environmental/Social Risks Impacts of Activities

Risk Category *(Please check each line appropriately. At this stage, questions are answered without considering the magnitude of impact – only yes, no or I don't know are applicable answers)*	Yes	No	UNK	If these risks ('yes') are present, refer to:	Remarks
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts					
Is an Environmental and/or Social Assessment required where the project is undertaken?		✓		World Bank Environment and Social Standards	This project needs ESIA
Is there a risk of a lack of monitoring of project activities?		✓		ESMP and C-ESMP	
Are there existing land uses on or around the location e.g. industry, commerce, recreation, which could be affected by the proposed project activities?		✓		ESMP	The neighboring hospitals, business and communities might affect
Are there any plans for future land uses on or around the location which could be affected by the proposed project activities during the operational phase		✓		ESMP	
Is there a risk that the activity will cause population influx from neighboring areas?		✓		LMP	
Is there a risk that the selection of the activity location or beneficiaries will lead to conflict?		✓		Stakeholder Engagement Plan (SEP) and Grievance Redress Mechanism (GRM) for the project	
ESS 2: Labor and Working Conditions					
Is the project likely to provide local employment opportunities, including employment opportunities for women?	✓			Labor Management Procedures	Implement labor Management Procedures.
Does the activity has the potential to cause labor risks / ESS2 non-compliance risks (child and forced labor)?	✓			Labor Management Procedures (LMP); GRM	
Does the activity include a construction component?	✓			LMP, C-ESMP	

				Occupational Health and Safety Management Plan (OHSMP)	
Will the project potentially involve an influx of workers to the project location?		✓		Occupational Health and Safety Plan (OHS) C-ESMP	
Is there a security risk for project Workers?	✓			LMP	Labor Management Procedures should be done
Will there be any potential risk of OHS accidents during the construction, and operation phase of the project which could affect human health and the environment?	✓			OHSMP: risks of OHS accidents including but not limited slip and falls, confined spaces and struck by objects.	
Is there a risk of delayed payment of workers?			✓	LMP, GRM implementation	
Is there a risk that workers are underpaid?			✓	LMP implementation	
ESS 3: Resource Efficiency and Pollution Prevention Management					
Will the construction or operation of the project use natural resources such as land, water, sand, materials or energy, especially any resources which are non-renewable or in short supply?	✓			C-ESMP; ESMP	
Will the project involve use, storage, transport, handling or production of substances or materials that could be harmful to human health or the environment or raise concerns about actual or perceived risks to human health?		✓		ESMF, GRM, OHSMP, SEP	
Will the activity result in the production of solid waste (directly by the project or by the workforce) during construction, operation, or decommissioning?	✓			ESMP to address its management	
Will the activity result in the production of toxic or hazardous waste? (e.g. used oils, inflammable products, pesticides, solvents, pharmaceutics, industrial chemicals, ozone depleting substances)	✓				
Will the activity result in generation of dust and noise?	✓			C-ESMP	
Will the activity result in soil erosion?	✓			C-ESMP	
Will the activity produce effluents (waste water)?	✓			C-ESMP	

Are there nearby portable water sources that need to be protected?		✓		ESMP	
Will the activity result in siltation and/or contamination of the water body?		✓		C-ESMP	
Will the activity result in increased levels of vibration from construction machinery?	✓			C-ESMP	
Will the project release pollutants or any other hazardous, toxic, or noxious substance to the air? (e.g. significant greenhouse gas emissions, dust emissions)	✓			C-ESMP OHSMP	
Will the activity disturb any fauna and flora?	✓			C-ESMP	It might impact some vegetation shade tree inside the compound
Will the activity result in irrigation water with high Total Dissolved Solids (TDS) with more than 1,500 ppm?		✓		C-ESMP Waste Management Plan	
Can the project affect the surface or groundwater in quantity or quality? (e.g., discharges, leaking, leaching, boreholes, etc.)		✓			
Will the project require use of chemicals? (e.g., fertilizers, pesticides, paints, etc.)	✓			C-ESMP; Operational ESMP, Emergency Response Plans	Paints will be used
				ESMP	
Is there any risk of accidental spill or leakage of material?		✓		ESMP	
ESS 4: Community Health and Safety					
Will the project interfere with the normal health and safety of the public?		✓		ESMP, C-ESMP	
Are there any routes or facilities on or around the location which are used by the public for access to recreation or other facilities, which could be affected by the project?		✓		GRM	
Is there a risk of communal drinking water pollution through hazardous waste?		✓		ESMP, (OHSMP and WMP)	
Is there a risk of increased GBV cases due to labor influx?	✓			GRM, LMP SEAH PRP	

Is there a risk of spread of communal diseases due to labor influx?	✓			LMP, GRM, C-ESMP	
Is there a security risk to the community triggered by project activities?		✓		LMP	
Will the project interfere with the normal health and safety of the worker, employee or public?		✓		ESMP, OHSP	
Does the activity have the potential to upset community dynamics during the construction and operation phase?	✓			SEP; GRM	
Will the activity expose community members to physical hazards on the project site?	✓			C-ESMP; OHSMP	
Will the activity pose traffic and road safety concerns?	✓			C-ESMP	
Is there a possibility that the activity contaminates open wells?		✓		ESMP	
Is there a possibility that the activity spreads pathogens and other pollutants		✓		Waste Management Plan	
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement					
Will the project lead to the displacement of a population? (e.g. forceful relocation, relocation of the local community)		✓		ESMP, GRM, RPF	
Is the project located in a conflict area, or has the potential to cause social problems and exacerbate conflicts, for instance, related to land tenure and access to resources (e.g. a new road providing unequal access to a disputed land)?		✓		ESMP, GRM, RPF	.
Is there a risk that the activity leads to loss of income, assets or means of livelihoods?		✓		SEP, LMP, RPF	
Will the activity lead to disputes over land ownership?		✓		ESMP, GRM, RPF	
Will the activity lead to blocked access to the site by people in the area?	✓			ESMP, GRM and RPF	
Will the activity require acquisition of land or physical buildings or infrastructure?		✓		RPF	
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources					
Will the project be located within, or near environmentally sensitive areas or areas of high ecological value?		✓		ESMF	
Will the project require the conversion of land use of significant areas of land?		✓		ESMF	
Can the project cause disruption of wildlife migratory routes		✓		ESMP	
Will the project affect fragile, protected, or endangered ecosystems or species? (e.g., natural forests, wetlands,		✓		ESMP	.

estuarine, coral reefs, mangroves, endemic species, endangered species etc.).					
Can the project impact ecosystems upon which communities rely for food, water, fibers, or other basic needs, including cultural and spiritual needs?		✓		ESMP	
Are the needs of the project likely to exceed the capacity of existing water supply, sanitation systems, transport, or other infrastructure		✓		ESMMP	
Will the project involve extraction, diversion or containment of surface or groundwater?		✓		ESMP	
Will the activity impact sensitive areas?		✓		ESMP	
Is there a risk that the activity causes changes in land form and habitat, habitat fragmentation, blockage or migration routes, water consumption and contamination?		✓		ESMP	
Is there a risk that the activity causes loss of precious ecological assets?		✓		ESMP	
ESS 7: Indigenous Peoples/sub-saharan African Historically Underserved					
Are there communities that meet the requirements of ESS7?		✓		ESMP	
Is there a risk for impact on the indigenous people		✓		ESMP	
Will the project lead to gender disparity?		✓		ESMP	
ESS 8: Cultural Heritage					
Will the project be located in or close to a site of natural or cultural value?		✓		ESMF and ESMP	
Is the project site known to have the potential for the presence of cultural and natural heritage remains?		✓			
ESS 10: Stakeholder Engagement and Information Disclosure					
Is there a risk that the activity fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?		✓		Stakeholder Engagement Plan (SEP)	
Is there a historical exclusion of disabled persons in the area?		✓		Stakeholder Engagement Plan (SEP)	
Is there a lack of community consultations by the government generally?		✓		Stakeholder Engagement Plan (SEP)	
Are women likely to participate in decision-making processes in regards to the activity?	✓			Stakeholder Engagement Plan (SEP)	

Is there a risk that exclusion of beneficiaries leads to grievances?	✓			SEP; GRM	

SUMMARY OF THE E&S SCREENING PROCESS

<table>
<tr><th>E&S Screening</th><th colspan="3">Results and Recommendation</th></tr>
<tr><td>Screening Results:

Summary of Critical Risks and Impacts Identified</td><td>Risk/Impact

Environment Risks
the activity result in generation of dust and noise
during construction there is activity that result in the production of solid waste
Social Risks
there is a risk that exclusion of beneficiaries leads to grievances</td><td>Individual Risk/ Impact Rating</td><td>Mitigation
.
use dust suppression techniques such as water spraying and dust control products during construction activities.
Social Risk mitigation:
engage in participatory planning processes that include stakeholders from all affected groups, ensuring their voices are heard.</td></tr>
<tr><td rowspan="2">Is Additional Environmental and social Assessment Necessary?</td><td colspan="2">E&S Screening Result/Out come</td><td>Summary of Screening Result Justification</td></tr>
<tr><td colspan="2">Moderate Risk/Minor Impact: Some potential negative impacts identified, requiring an Environmental and Social Management Plan (ESMP)

Monitoring Recommendations: Suggestions for ongoing monitoring and reporting to ensure effective mitigation during project implementation.</td><td>The screening process identified some potential negative impacts of moderate risk with minor overall effects, necessitating the development of an Environmental and Social Management Plan (ESMP) to manage these risks effectively. The ESMP will outline and oversee the implementation of necessary mitigation measures. To ensure these measures are working as intended and to address any emerging issues, ongoing monitoring and reporting are recommended. Establishing a robust monitoring framework will enable the project team to track progress, evaluate the effectiveness of mitigation strategies, and make any</td></tr>
</table>

		needed adjustments to the ESMP, thereby promoting both environmental and social sustainability throughout the project lifecycle.
Authorization		
	Approved by: Marrian Abdulle Safeguard specialist ..... Signature. Date. 10/08/2024	Approved by: Abdifatah Mohamed Hared Environmental Specialist Signature. Date. 10/08/2024

Annex 2: Code of Conduct for Workers:

The following Code of Conduct (COC) must be read and understood by all workers engaged

I acknowledge that adhering to the provisions as detailed in this Code of Conduct (CoC) and following any of the Project's Environmental, Social or Health (ESH) or Occupation Health and Safety (OHS) provisions is mandatory.

The Client considers that failure to follow the CoC, EHS or OHS standards - constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment.

I agree that while working on the Project I will:

Attend and actively participate in any induction or training required for OHS or sexual exploitation and abuse (SEA) or sexual harassment (SH), as requested by my employer.

Not drink alcohol or use narcotics or other substances which can impair faculties and potentially cause incidents, before or during work activities.

Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.

Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.

Not engage in sexual harassment—for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behaviour (e.g., looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; giving personal gifts; making comments about somebody's sex life; etc.).

Not engage in sexual favours—for instance, making promises or favourable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behaviour.

Not participate in sexual contact or activity with children—including grooming, or contact through digital media. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.

Unless there is the full consent by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non- monetary) to community members in exchange for sex—such sexual activity is considered "non-consensual" within the scope of this CoC.

Report to my manager any suspected or actual GBV or VAC (Violence against Children) by a fellow worker, whether employed by my company or not, or any breaches of this CoC.

With regard to children under the age of 18:

Wherever possible, ensure that another adult is present when working in the proximity of children.

Not invite unaccompanied children unrelated to my family into my home, or the works site unless they are at immediate risk of injury or in physical danger.

Not use any computers, mobile phones, video and digital cameras or any other medium to exploit or harass children or to access child pornography.

Refrain from physical punishment or discipline of children.

Refrain from hiring children for domestic or other labour below the minimum age of 18, Comply with all relevant local legislation, including labour laws in relation to child labour and World Bank's Environmental and Social Framework on child labour and minimum age.

Sanctions

I understand that if I breach this CoC, my employer will take disciplinary action which could include:

Informal warning.

Formal warning.

Additional Training.

Loss of up to one week's salary.

Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.

Termination of employment.

Report to the Police if warranted.

I understand that it is my responsibility to ensure that the environmental and social, provisions within the CoC are met; that I will adhere to any additional OHS and EHS management detailed by the Project or the World Bank. I do hereby acknowledge that I have read the aforementioned CoC, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to COC and OHS issues. I understand that any action inconsistent with this COC or failure to act mandated by this COC may result in disciplinary action and may affect my ongoing employment.

Signature:

Date:

Location:

Annex 3: Chance Find Procedures

This procedure was developed in accordance with the World Bank's ESS8 (to protect cultural heritage from the impacts of project activities and support its preservation, to address cultural heritage as an integral aspect of sustainable development, to promote meaningful consultation with stakeholders regarding cultural heritage. To promote the equitable sharing of benefits from the cultural heritage).

This procedure is included as a standard provision in the implementation of Public Works contracts to ensure the protection of cultural heritage (Archaeological and Historical Sites). All implementers / contractors will be required to observe this procedure as documented hereafter.

Excavation in sites of known archaeological interest should be avoided. Where this is unavoidable, prior discussions must be held with the PIU and the World Bank in order to undertake pre-construction excavation or assign an archaeologist to log discoveries as construction proceeds. Where historical remains, antiquity or any other object of cultural or archaeological importance are unexpectedly discovered during construction in an area not previously known for its archaeological interest, the following procedures should be applied:

Stop construction activities;

Delineate the discovered site area;

Secure the site to prevent any damage or loss of removable objects. In case of removable antiquities or sensitive remains, a full-time guard should be present until the responsible authority takes over;

Notify the responsible foreman/archaeologist, who in turn should notify the PIU and the World Bank and local authorities (within less than 24 hours);

The significance and importance of the findings will be assessed according to various criteria relevant to cultural heritage including aesthetic, historic, scientific or research, social and economic values;

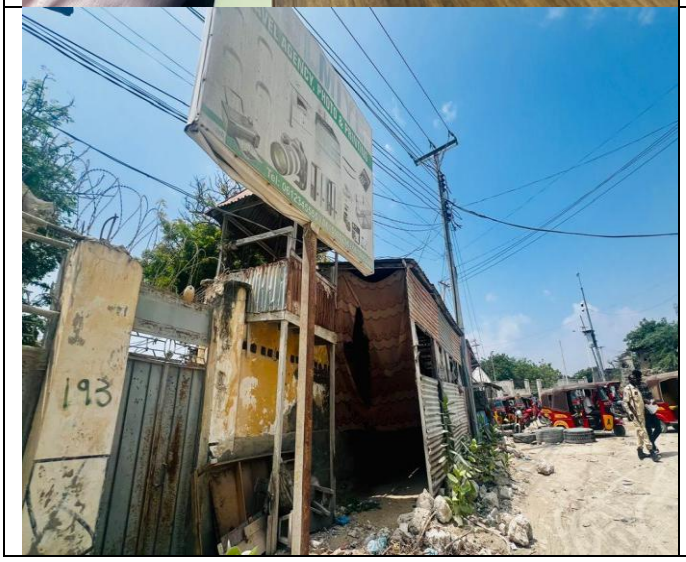
Decision on how to handle the finding will be reached based on the above assessment and could include changes in the project layout (in case of finding an irrevocable remain of cultural or archaeological importance), conservation, preservation, restoration or salvage;

Implementation of the decision concerning the management of the finding;

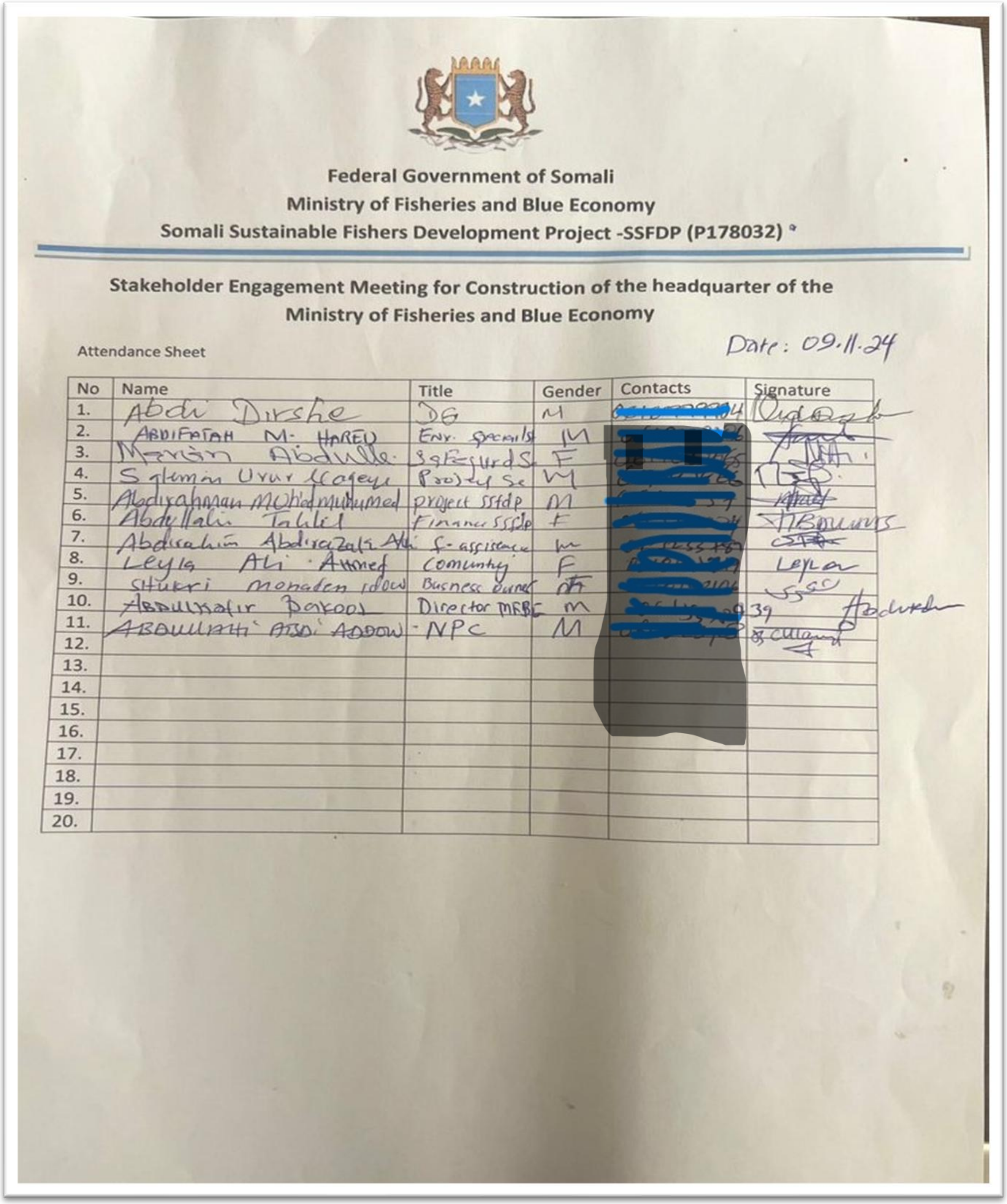
Construction work can resume only when permission is given from the respective authorities, PIU and World Bank after the decision concerning the safeguard of the heritage is fully executed;

In case of delay incurred in direct relation to archaeological findings not stipulated in the contract (and affecting the overall schedule of works), the contractor may apply for an extension of time. However, the contractor will not be entitled for any kind of compensation or claim other than what is directly related to the execution of the archaeological findings works and protections

Annex 4 – Pictorial Stakeholders consultation meeting



Annex 5. Stakeholder's attendance sheet



Federal Government of Somali
Ministry of Fisheries and Blue Economy
Somali Sustainable Fishers Development Project -SSFDP (P178032)

Stakeholder Engagement Meeting for Construction of the headquarter of the Ministry of Fisheries and Blue Economy

Attendance Sheet

Date: 09.11.24

No	Name	Title	Gender	Contacts	Signature
1.	Abdi Dirshe	DG	M	[redacted]	
2.	ABDIFATAH M. HARED	Env. specialist	M	[redacted]	
3.	Maryam Abdulle	Safeguards	F	[redacted]	
4.	Saleman Urur Wageye	Project Se	M	[redacted]	
5.	Abdirahman Mohamed Muhumed	project SSFDP	M	[redacted]	
6.	Abdullahi Tahlil	Finance SSFDP	F	[redacted]	
7.	Abdirahim Abdirazak Ali	F-assistance	M	[redacted]	
8.	Leyla Ali Ahmed	Community	F	[redacted]	Leyla
9.	SHUKRI Mohamed Idow	Business owner	F	[redacted]	
10.	ABDULKAFIR BAKOOL	Director MFBE	M	[redacted]	
11.	ABDULLAHI ABDI ADDOW	NPC	M	[redacted]	
12.					
13.					
14.					
15.					
16.					
17.					
18.					
19.					
20.					

Annex 6: Document - ownership of Land

JAMHUURIYADDA FEDERAALKA SOOMAALIYA
WASAARADDA KALLUUMEYSIGA IYO
DHAQAALAHA BULUUGGA AH
XAFIISKA WASIIRKA WASAARADDA

جمهورية الصومال الفيدرالية
وزارة الثروة السمكية
والاقتصاد الأزرق
مكتب الوزير

FEDERAL GOVERNMENT OF SOMALIA
MINISTRY OF FISHERIES AND BLUE ECONOMY
OFFICE OF THE MINISTER

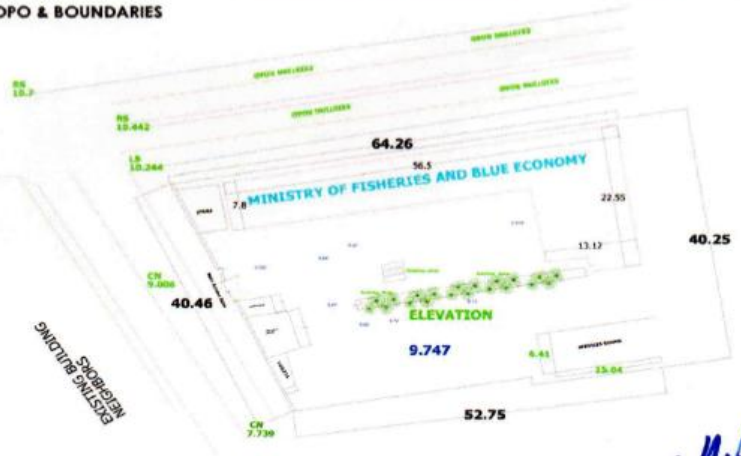
SUMMAD: WKDHB/XW/ 434 /24 Taariikh: 30/11/2024

KU: Cidda ay khuseyso
OG: Wasaaradda Howlaha Guud

UJEEDDO: Caddayn Lahaanshaha Dhulka Wasaaradda

Waxaan xafiiska ay warqadani sida tooska ah ugu socoto u caddaynaynaa in xarunta ay hadda degan tahay Wasaaradda Kalluumeysiga iyo Dhaqaalaha Buluugga ah ee Degmada C/Casiis ay leedahay Wasaaradda Kalluumeysiga iyo Dhaqaalaha Buluugga ah. Cabirka xarunta waa sawirka hoos ka muuqda;

SITE TOPO & BOUNDARIES



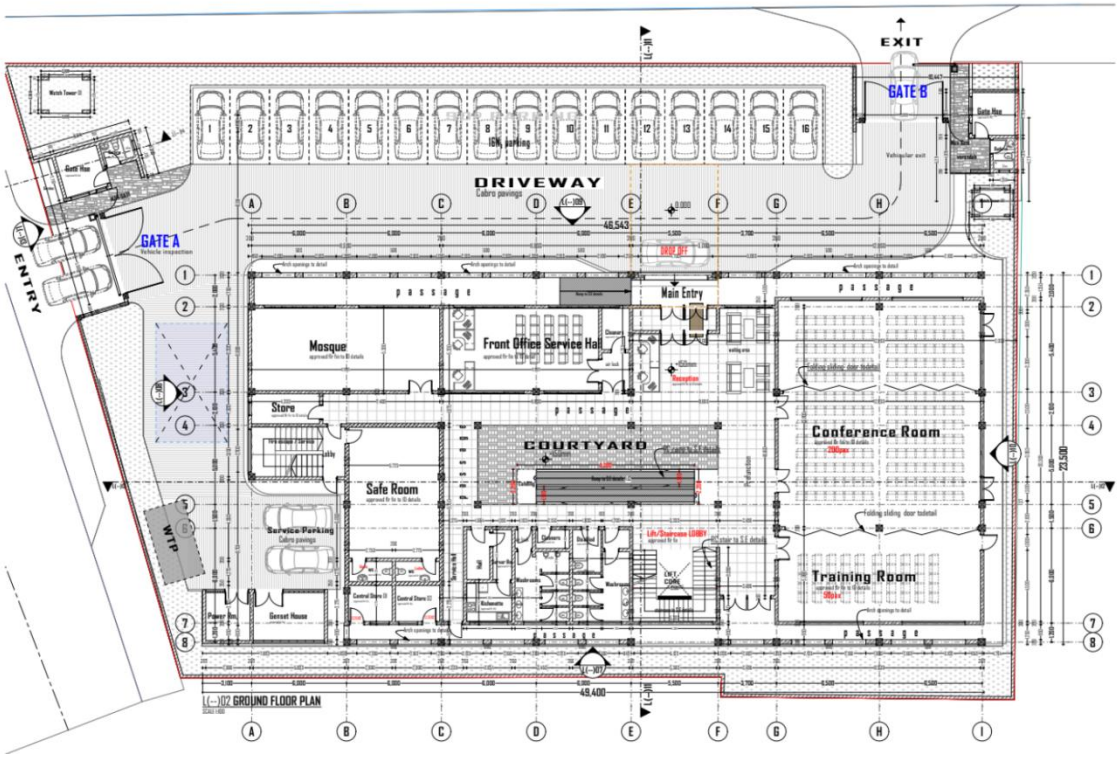
Wada Shaqeyn Wacan,

Mudane, Ahmed Hassan Aden
Wasiirka Wasaaradda Kalluumeysiga iyo Dhaqaalah Buluugga ah

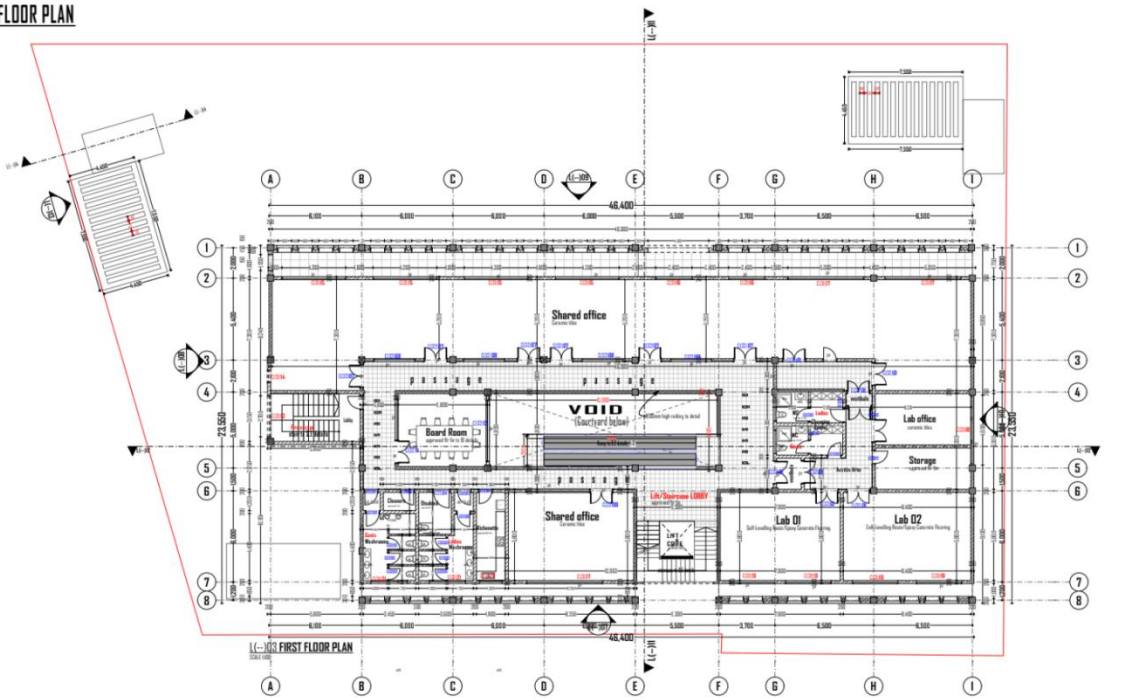
Contact: Tel: +252 615584854, E-mail: minister@mfmr.gov.so Website: www.mfmr.gov.so

Annex 7 – Building scheme design

GROUND FLOOR PLAN



FIRST FLOOR PLAN



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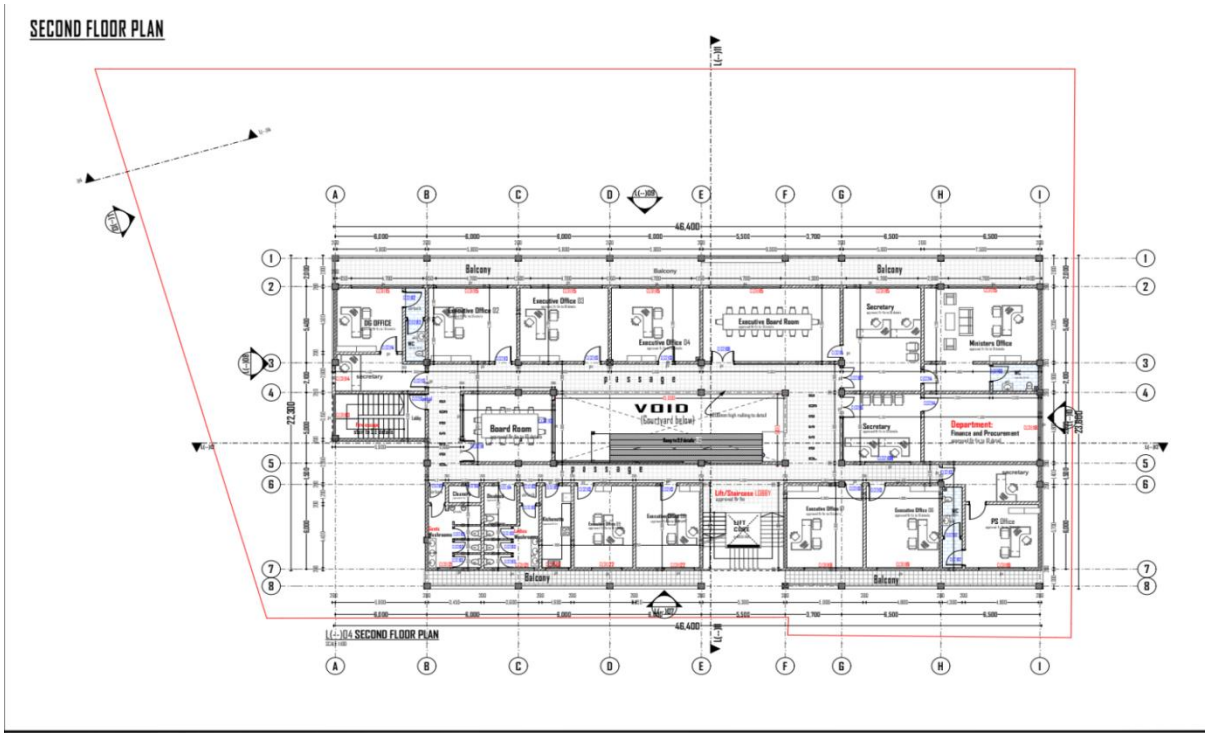
SECOND FLOOR PLAN



ROOF TERRACE