FEDERAL REPUBLIC OF SOMALIA

MINISTRY OF ENERGY AND WATER RESOURCES (MoEWR)

FINAL REPORT

Environmental and Social Management Framework (ESMF)

October 2021

ABBREVIATIONS

BESS	Battery Energy Storage Systems
BSSF	Business Support Services Firm
BRA	Benadir Regional Administration
CBO	Community Based Organization
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
CITES	Convention on International Trade Against Endangered Species
CoC	Code of Conduct
COVID-19	Corona Virus Disease 2019
DEWC	District Environment and Environment Watch Council
DG	Director General
DoE	Directorate of the Environment
E&S	Environmental and Social
EAs	Environmental Audits
ESIAs	Environment Impact Assessments
ENSO	El Niño–Southern Oscillation
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessments
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESPs	Electricity Service Providers
ESSAF	Environmental and Social Screening Assessment Framework
ESSs	Environmental and Social Standards
FGM	Female Genital Mutilation
FGS	Federal Government of Somalia
FM	Financial Management
FMS	Federal Member States
GBV	Gender based Violence
GBVIMS	Gender-Based Violence Information Management System
GCF	Green Climate Fund
GEF	Global Environment Facility
GIIP	Good International Industry Practice
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
HDI	Human Development Index
HIPC	Heavily Indebted Poor Country
IDA	International Development Association
IDPs	internally displaced persons
ILO	International Labour Organization
INDC	Nationally Determined Contribution
LMP	Labour Management Procedure
MDRI	Multilateral Debt Relief Initiative
MNR	Min. for Natural Resources
MoEd	Ministry of Education
MoERD	Min. for Environment and Rural Development
MoEWR	Ministry of Energy and Water Resources
MoEWT	Min. for Environment, Wildlife and Tourism
MoH	Ministry of Health
MSDs	Musculoskeletal Disorders
NERAD	National Environment Research and Disaster Preparedness Authority

O&M	Operation and Maintenance
OE	Owner's Engineer
OHS	Occupational Health and Safety
OHSMP	Occupational Health and Safety Management Plan
OPM	Office of the Prime Minister
PCBs	Polychlorinated Biphenyls
PIU	Project Implementing Unit
PPE	Personal Protective Equipment
PRMN	Protection Return Monitoring Network
RAP	Resettlement Action Plan
REWC	Regional Watch Councils
RFB	Request for Bids
RFP	Request for Proposals
RI	Recipient Institution
RPF	Resettlement Policy Framework
SDF	Somalia Development Fund
SEAP	Somalia Electricity Access Project
SEAs	Sectoral Environmental Assessments
SecMF	Security Management Framework
SESRP	Somalia Electricity Sector Recovery Project
TBD	To Be Determined
TMP	Traffic Management Plan
TORs	Terms of Reference
TPMA	Third Party Monitoring Agents
TVET	Technical and Vocational Education and Training
UNFCCC	UN Framework Convention on Climate Change
VAC	Violence Against Children
WBG	World Bank Group
WHO	World Health Organization

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Executive Summary

Introduction and background

The Federal Government of Somalia (FGS) is preparing the Somalia Electricity Sector Recovery Project (SESRP) for appraisal. The SESRP aim is to increase access to electricity services and to re-establish the Electricity Supply Industry (ESI) in the Project Areas. The FGS has created the Ministry Energy and Water Resources (MoEWR) to define and implement overall energy sector policies and to regulate the sector. The MoEWR hosts the Project Implementing Unit (PIU).

The Project Development Objective is to increase access to electricity services and to re-establish the electricity supply industry in the Project Areas.

OBJECTIVE OF ESMF

The objectives of the Environmental and Social Management Framework (ESMF) is to clarify E&S Standards, processes, and mitigation principles, organizational arrangements and design criteria to be applied to subprojects, which are to be prepared during project implementation by PIUs.

ESMF METHODOLOGY

This ESMF was prepared in accordance with standard procedures for environmental and social assessment including World Bank Environmental and Social Standards (ESSs), other relevant international environmental and social assessment regulations and guidelines, and the Somali environmental assessment guidelines.

RATIONALE OF ENVIRONMENT AND SOCIAL MANAGEMEMT FRAMEWORK

Somalia Electricity Sector Recovery Project (SESRP) is designed as first of a series of three projects (SOP), that will support the re-establishment, reconstruction and expansion of Somalia's electricity sector to be able to deliver on its mandate – expand access, improve electricity service delivery, support the clean energy transition, and attract new financing. SESRP selection of investment options will be based on feasibility studies with concept design to be carried out in the initial phase of implementation, therefore project details around, the footprint, quantum and severity of impacts required to prepare framework tools are difficult to establish at this stage. To aid assessment and management of environmental and social impacts at this early stage in project appraisal and planning, an Environment and Social Management Framework is carried out to provide a general E&S impact identification framework to assist project implementers identify preliminary E&S risks of the projects and institute measures to address adverse environmental and social impacts. Specific information on country-wide project locations, land requirements, biophysical features, etc., when known at a later stage, will be subject to the provisions herein and of framework documents (Resettlement Policy Framework (RPF) and Security Management Framework (SecMF)) and site-specific instruments such as Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP) and Resettlement Action Plan (RAP) reports to be prepared at later phases of the project.

Environmental and Social Baseline

Environmental Baseline: Somalia is bordered by Kenya to the south, Ethiopia to the west, Djibouti to the north-west, the Gulf of Aden to the north, and the Indian Ocean to the east. It has a land area of 637,540 km^2 , and a coastline of 3,300 km, the longest of any African country, 1,300 km of which is on the Gulf of Aden and the other 2,000 km on the Indian Ocean. The country stretches for almost 1,550 km from north to south between latitudes 12°00'N and 1°37'S, and 1,095 km from west to east between longitudes 41°00' and 51°21'E.

Biological Environment: Somalia's natural resources fall into three broad categories: marine resources such as fish and salt; surface resources which include forests and forest products such as the aromatic extracts of frankincense (*from Boswellia spp.) and myrrh (from Commiphora spp., both Burseraceae*),as well as surface water; and sub-surface resources such as rocks and minerals, such as gypsum, iron ore, copper, gold, kaolin, limestone; fossil fuels, and groundwater. Many of them have been directly or indirectly impacted by the extended civil conflict, but competition for access to some resources has also been, and continues to be, a source of conflict in itself.

Water Resources: Somalia's two main rivers, the Juba and the Shabelle, generate fertile floodplains, sustain essential agriculture and crop production, and supply Mogadishu with water. Ethiopia, Kenya and Somalia share the Juba–Shabelle river basin, with Somalia being the lower riparian. Both rivers emerge in the Ethiopian highlands and are Somalia's only perennial rivers. Given the lack of rainfall in the downstream areas, these two rivers are highly dependent on precipitation in the Ethiopian highlands. The low rainfall downstream and high evaporation and water withdrawal are reasons why both rivers lose runoff on their descent to the Indian Ocean.

Social Economic Baseline: Somalia's economy is largely consumption-based and dominated by agriculture, while it is also supported by remittances and large aid flows. Remittances and aid flows are estimated at USD 1.4 billion a year, which represents 29 per cent of Somalia's GDP in 2018. Agriculture plays a key role by constituting 75 per cent of GDP, and 93 per cent of total exports. Other sectors driving growth are construction, telecommunications and money transfer services.

Land Issues: Land conflicts in Somalia have risen to be one of the key issues of instability at the community and inter-community level. This is partly due to a complex situation of land tenure. While the Agricultural Land Law of 1975 abolished private ownership, the current situation is very unclear. Only few locals registered their land at the time, and the civil war further impacted the situation negatively. Customary land tenure has therefore taken the centre stage in ordering land ownership and usage. It is focused on clan relations and on pastoral land use rather than norms of individual ownership.

Security and Conflict Environment: There is significant conflict and insecurity at different levels in Somalia. Some insecurity stems from clan competition, which goes back into history and historical movements and power distribution. Often it is combined with localized competition over resources, for example over land or water sources.

Vulnerability and Social Exclusion: Internal Displacement: In April 2020, OCHA report 2.6 million IDPs in Somalia, due to disaster and conflict among other issues. Conflict and violence have triggered 578,000 new displacements; while the disasters have triggered 547,000 displacements:: half of this as a result of floods and the other half as a result of drought in the southern regions of Bay, Lower Shabelle and Bakool," (Internal Displacement Monitoring Centre, January 2020). During the drought in 2017, people dependent on livestock and agriculture had to abandon their rural homes to find new opportunities, migrating predominantly to urban areas.

Gender-Based Violence and Gender Dynamics: Differentiated social roles and responsibilities between men and women across livelihood systems have implications on the available mechanisms to cope and respond to external shocks such as drought. Sexual violence against women and girls in Somalia, an abominable crime less prevalent in Somalia pre-civil war history, is emerging as a common occurrence in Somalia and Somali society has lived with its horrors for decades. Recent figures show 76% of all recorded cases happen among the IDPs whereas 14% occur in the hosting communities. In the face of crisis, such as insecurity, drought or famine, men and women adopt different coping strategies to increase household resilience. Family splitting, for example, constitutes an important survival mechanism as families break up to spread economic risks and increase access to livelihood opportunities. . Preventing and combating sexual violence requires informed participatory not limited to education and awareness campaigns, safeguarding and robust reporting, effective law enforcement and judicial process which can furnish proportionate remedy and penalty.

Legal and Institutional Framework

In recent years Somalia and Somali territories have effected constitutional changes that define natural resources, common environmental goods and ecosystem services as protectable public assets, and ascertain the right to a clean and healthy environment. Specifically, the Provisional Constitution of the Federal Republic of Somalia, 2012: Article 12 of the Constitution addresses public assets and natural resources. Despite the weak environmental governance especially in developing and enforcing the environmental legal frameworks, FGS has managed to establish a number of legal frameworks including; the National Environmental Management Policy 2020, National Climate Change Policy

2020, Draft National Charcoal Policy, Draft National Forest Management Policy, Draft Ozone Layer Protection Regulation, Draft Environmental Management Act and the Environmental and Social Impact Assessment Regulation. In addition to that, there are other sectoral policies, acts and regulations relevant to labour issues, water, livestock, agriculture, petroleum, fish and marine resource sectors. State level laws and regulation are slightly advanced for some states and regions like Puntland and Somaliland, while in others like South-West State, Hirshabelle, Galmudug and Jubbaland do not have any significant legislative frameworks governing the management of the environment and natural resources sector in place.

A Directorate of Environment is integrated in the Office of the Prime Minister. It is mandated to draft relevant policies and legislation, including establishing of the Environmental Quality Standards, and Sectoral Environmental Assessments, Environmental Impact Assessments (ESIA). Laws on environmental governance in some FMS are at infancy stages while in other states like Puntland and Somaliland slightly advanced than other states.

Relevant World Bank Environment and Social Standards including Environment and Social Assessments, labour and working conditions, Resource Efficiency and Pollution Prevention and Management, Community Health and Safety, Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, Biodiversity Conservation and Sustainable Management of Living Natural Resources, Sub-Saharan Historically Underserved Traditional Local Communities, Cultural Heritage, Stakeholder Engagement and Information Disclosure for the project have been evaluated. Somalia is signatory to some international conventions with regards to the Climate Change, Biological Biodiversity, Labour and gender relations, including: Framework Convention on Climate Change, Convention on Biological Diversity, Convention on International Trade Against Endangered Species (CITES), Vienna Convention on the Protection of the Ozone Layer, Convention to Combat Desertification, Freedom of Association and Protection of the Right to Organize Convention, Right to Organize and Collective Bargaining Convention, Convention concerning Forced or Compulsory Labour, Convention on the Rights of the Child, Convention 182 on Worst Forms of Child Labor, Convention on the Rights of the Child, Stockholm Convention, Basel Convention and Rotterdam Convention.

Potential environmental risks and impacts and its ratings

The potential environmental risks and impacts include (a) management of environmental and social risks and impacts of the Associated Facilities[1], such as ESP generation facilities under component 1 and 2 activities(b) disposal and management of liquid and solid waste, such as spoils metals, cables, capacitor, wood, glass, and packaging materials under component 1 ,2 and 3 activities; (b) disposal and management of hazardous wastes such as polychlorinated biphenyls (PCBs) from older imported transformers and capacitors in use by ESPs, transformer parts and oils, certain amount of heavy metals, used and damaged solar panels, and batteries; under component 1, 2 and 3 (c) soil erosion and degradation; (d) fauna and flora disturbance leading to loss of habitats due to land clearance; under component 1 activities (e) dust and noise; (f) contamination and degradation of soil and water; (g) health and safety of employees and communities including those associated with operation of vehicles, plant and equipment, working at height, contaminations associated with improper handling of e-wastes, electrocution and aesthetic, and resource use (water and building materials for construction camps) in areas of less availability. The potential project risks associated with the disposal and management of hazardous wastes will be more aggravated due to limited capacity on disposal, recycling, and management of non-biodegradable hazardous wastes from electrical equipment; damaged or leftover solar panels, and used or damaged batteries; and limited knowledge and capacity in O&M of these new energy technologies, including availability and affordability of parts.

[1] The ESPs associated facilities are different structures for different and multi-purpose uses and these include; management building e.g. offices and operation centers, warehouses and storage facilities. Some of the ESPs also have garages for maintenance, solar farms and wind turbines and facilities for diesel generators.

Social risks and impacts

Key social risks include: a) ensuring security for project operations and associated workers b) potential land acquisition required for the installation of 132 kV sub-transmission network and associated substations, medium voltage line (<33kV) corridors and possible expansion of existing and green field mini-grids and Distribution network. c) forced displacement of IDPs is said to be rampant especially in urban centers such as Mogadishu, Hargeisa and Garowe and may be carried out in anticipation of project investment d) Past issues around land and unsettled/multiple claims with the existing generation sites occupied by the ESPs and the distribution network e) systemic weakness in the capacity of implementing agencies to identify, understand and prevent adverse environmental and social impacts of the project, (f) fragility, conflict, and violence; (g) vulnerability and social exclusion; of the VMG / minority clans from the project benefits (h) spatial dynamics linked to urban growth and rural poverty; (i) social impacts of climate-related risks and environmental degradation (j) Potential establishment of workers camp may exacerbate risks associated with gender-based violence (GBV) or sexual exploitation and abuse (SEA), and other forms of GBV; Labor influx and associated gender-based violence risks, given the stark poverty rates in the country. Currently GBV risk for the project has been assessed to be high, based on the available information and GBV risk assessment Tool results. Social risks are also enhanced by the absence of formal legal framework for the management of E&S risks, the intricate stakeholder engagement process due to clan considerations, and the weak institutional capacity to address related social risks – including GBV considerations - that may occur during stakeholder consultations under project activities and sub projects implementation.

Key mitigation measures

Detailed mitigation measures for the potential environment, social, health and safety risk and impacts have been identified on section 4 of the Environmental and Social Management framework. Key mitigation measures include but not limited to: compensation in cash at full replacement value in line with the RAP developed and livelihood assistance, PIU shall work closely with the Ministry of Interior to ensure the security of the workers in line with the draft Security Management Framework, employment of project workers shall be based on the principle of equal opportunity and fair treatment in line with LMP, hiring local communities for non-technical assignments, all contracts shall have contractual provisions to comply with the minimum age requirements of 18+, a Grievance Redress Mechanism (GRM) should be prepared to address project related grievances for both workers and community, wetting of the materials storage are and project sites to limit fugitive dust emission, hire the services of a licensed waste handling company for collecting, transporting and disposing of, provision for adequate drainage of storm water from the project sites, replanting of vegetation within the exposed or disturbed soil, strictly prohibit cutting trees beyond the project immediate zone of influence, availing adequate waste oil receptacles at all project site for managing hydrocarbon leakages, provision of appropriate fit for work Personal Protective Equipment (PPE) for all workers, servicing of all equipment and machinery at designated sites, avail First Aid kit and services at the sites, all contractors shall sign a Contractor's Code of Conduct (CoC), sensitization campaigns and awareness creation on Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA), adherence to the MoH / WHO and World Bank Interim Guidance note on COVID-19, infection, prevention and control measures, undertaking Job Risk Assessment for all assignment before performing the assignment, schedule deliveries of material/ equipment during off-peak hours and depute flagman for traffic control along busy access road, adherence to the "Chance Finds procedure" in all civil works, follow the standard safety protocols while erecting poles and stretching cables, use of existing path/access roads for movement of man and machinery, install sediment basins to trap sediments in storm water prior to discharge to surface water, all transformers should be kept in store with containment to prevent escape of PCBs into the environment, regular cutting and trimming of trees around power lines, regular monitoring of power lines to prevent electricity pilferage, deactivating and properly grounding live power distribution lines before work is performed on, or in close proximity, to the lines; training of workers in the identification of occupational EMF levels and hazards, establishment and identification of safety zones to differentiate between work areas with expected elevated EMF levels compared to those acceptable for public exposure, use of signs, barriers (e.g. locks on doors, use of gates, use of steel posts surrounding transmission towers, particularly in urban areas), and education / public outreach to prevent public contact with potentially dangerous equipment and lastly regular maintenance of all equipment at the site in line with maintenance plan.

Environmental and Social Screening Process

The first step in the screening process is the determination of the environmental and social aspects of activities under SESRP component so as to ascertain the type of environmental and social assessment required in accordance with ESS 1 and consistent with the ESSs. Each component activities and sub-activities will be screened including: (i) Sub-Transmission and Distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hargeisa, ii) Hybridization and Battery Storage Systems for Mini-Grids, iii) Stand-alone solar off-grid access to public institutions and iv) Institutional Development and Capacity Building.

The objectives of screening are to (i) screen the environmental and social risks and impacts of a subproject; and (ii) determine the type/s of mitigation measures, assessment, specific plan(s) or safeguard instrument(s) to be prepared based on the outcomes of the screening. The screening process could also be used to identify eligible or ineligible project activities for further or no environmental and social assessment, respectively. This is done by analysing the proposed activities in relation to their environmental & social context (area of influence) using a checklist approach. An Environmental and Social Screening Form is provided in Annex I-A.

Institutional Arrangements for the Implementation of ESMF:

The project will be implemented by: (i) The MoEWR, FGS in Mogadishu in close coordination with the FMS, ESPs and the Ministries of Health and Education; and (ii) The MoEM, Somaliland in Hargeisa in close coordination with the Somaliland Ministries of Education and Education and the ESPs. The Project Institutional and Implementation Arrangements take into account the following: (i) The IDA Grant Recipient (FGS) and the Recipient Institutions (Ministry of Energy, and Water Resources (MoEWR), Ministry of Energy and Minerals (MoEM), Ministries of Education and Health for both FGS and SL);); and (ii) The Electricity Service Providers (ESPs) who currently own, manage and operate most of the electricity infrastructure. The ultimate beneficiaries (agencies responsible for the operations and maintenance of the project assets are): (i) the ESPs will be responsible for the assets financed and constructed under Components 1 & 2; and (ii) The Ministries of Education and Health for the Institutional Solar PV systems installed with financing under Component 3 by the Ministry of Energy.

The two PIUs will comprise experts with different skills who will be responsible for the implementation of the project including but not limited to the following general functions: contracts management, procurement, financial management, stores management, social and environmental safeguards and reporting. Each PIU shall have, as core staff, the following: (i) Project Manager/Program Coordinator; (ii) Financial Management Specialist; (iii) Procurement Specialist; (iv) Project Engineer; (v) Environmental Safeguards Specialist, (vi) Social Safeguards Specialist; (vii) Gender and GBV Specialist, (viii) Energy Specialists and (ix) Monitoring and Evaluation Specialist. The PIU shall co-opt members from the ESPs and the Ministries of Education and Health as maybe required at the various stages of the project implementation. The PIU staff shall have the responsibility to oversee the project implementation, perform the required technical and E&S functions, and serve as the focal points for communication with Bank, contractors and consultants. For the respective components, each PIU will be also responsible for preparing the Request for Bids (RFB)/Request for Proposals (RFP) for tendering, bid evaluation, contract award, contract management, etc. and technical assistance consulting firms (e.g. the Owner's Engineer (OE) and the Business support Firm (BSSF)), financed under the IDA Grant, providing contractors and consultants with support and guidance during project implementation, as well as to supervise contractors' and suppliers' compliance with all their contractual obligations, as well as compliance with Environment and Social Safeguards requirements. The PIUs will be responsible for collecting, verifying, and collating information, integrating the M&E reports, and submitting to the World Bank both the quarterly and annual progress reports.

The following institution will play key roles in the implementation of the project:

Two PIUs have been established one in Mogadishu (FGS) and another one in Hargeisa. The PIUs are experienced in the implementation of Bank funded projects and programs in the power/energy sector. The PIUs team include Engineers, Project Engineers, Procurement Specialists, Environmental and Social Safeguards Specialists, Monitoring and Evaluation Specialists etc. who will provide expert technical guidance on the matters concerning the SEARP component and its sub-projects.

The Director General (DG) responsible for Energy in the MoEWR and MoEM shall have the overall responsibility of ensuring that the project achieves the Project Development Objectives and is implemented in accordance with the agreed and applicable laws and procedures. Lastly, BSSF will also be responsible for assessing whether an ESP has capacity to manage the E&S aspects in their operations.

Contractors' Safety Health and Environment (SHE) unit will ensure the proper and safe storage of materials in their respective warehouses, as well as the management of wastes generated from removed packaging. Specifically, as concerns the implementation of the ESMF and execution of environmental and social management responsibilities; the Health Safety and Environment Departments will nominate a senior manager/officer (of the HSE Department) to oversee and communicate environmental and social matters directly to the Safeguards Specialists in the PIUs.

Business Support Services Firm (BSSF) shall offer the technical assistance to ESPs to enhance their capacity in utility business management operations and guide the day-to-day sector undertakings. The BSSF will also support the sector line ministries for the adequate management of sector policies and planning, establishment of an enabling environment for sector operations, including regulations (primary and secondary), safeguards, and day-to-day management and oversight. BSSF will also be responsible for assessing whether an ESP has capacity to manage the E&S aspects in their operations.

Supervisory Consultants will supervise the activities of Contractors engaged to implement the main activities with regards to environmental and social performance, their responsibilities will include monitoring of the implementation of mitigation measures.

Independent Consultant(s) will be procured by the PIUs to undertake required environmental and social assessment(s); and likewise prepare the requisite reports.

Civil Society Organisations (CSOs) will assist the PIUs in strategizing and developing practicable and sustainable community driven approaches for project implementation.

The World Bank has overall responsibility to ensure that ESF's ESSs are complied with. In addition, the Bank will be responsible for the final review and clearance of environmental and social assessment instruments; as well as reviews and the giving of a "no objection".

Capacity Development for Environmental and Social Management and Monitoring

There is low capacity of the implementing agency to manage and monitor environmental risks as shown by an assessment of the key implementing agencies MoEWR, FGS; and the MoEM, Somaliland and ESPs. Noted is the poor safety records among the ESPs, absence of regulations and standards codes of practice and mechanism to vet and enforce electricity services quality, health and safety standards. There is very limited capacity in terms of staffing, financial resources and skills on ESF requirements.

Capacity enhancement of the environmental and Social Standards skills and competencies of the projects PIU has been built into the project design under component 4, where an incremental E&S capacity building is envisioned. This subcomponent will finance execution, design, and supervision consultants to assist the MoEWR/MoEM PIUs and associated agencies in project implementation, sector management and coordination. This subcomponent will also support key functions of the PIUs Project Management Teams (project management, procurement, financial management (FM), safeguards, and Monitoring and Evaluation) required for project implementation. The

subcomponent will also include technical assistance to enhance sector fiduciary arrangements as well as setting up an E&S risk & impact management system, enhancing the E&S capacity through staffing and training on the ESF requirements based on a robust capacity building plan. The Sectoral Environment and Social Assessment shall inform the sector wide development framework and E&S risk & impact management capacity and performance for the sector. Specifically, the subcomponent will finance the Owner's Engineer Consultancy Services to support the PIUs with regard to the project design, procurement and contracts' management, including fiduciary and E&S aspects covering responsibility of preparing E&S documents along with the sub project specific designs. A dedicated Environmental and Social Firm will support the PIUs in the areas of health, safety, labor management, land, resettlement, community engagement and security issues. In addition, the sub-component will support other technical assessment and capacity building activities for the successful implementation of the project. This will include, for instance, trainings for the Ministries of Health and Education for the management and operations of the solar PV systems beyond the lifetime of the project.

Grievance Redress Mechanism (GRM)

A systematic and functional GRM will be adopted to address the concerns of aggrieved parties (PAPs, vulnerable groups including women, IDPs, gender-sensitive issues, workplace concerns and community concerns). Such a mechanism will detail the processes involved in registering grievances at no cost to the aggrieved parties as mentioned above. A grievance could mean a simple query or inquiry, concern, issue, or formal complaint that bothers the lives of aggrieved parties. The layers of the GRM will be well publicized as a way of educating PAPs, recruited workers and other residents on the process. Alternative means of access, however, will be the public information centres that will be established at various project sites. At the same time, information about where complaints can be lodged will be provided by the PIU and or the consultant will be published on public notice boards, communicated verbally at all public meetings, and outreach sessions so that there is a wider public understanding and acceptance of the mechanisms proposed for grievance redress.

The primary purpose of the GRM is to hear the complaints or address the concerns of aggrieved parties to a fair extent and on time. Dissatisfaction can cause an aggrieved party to act beyond expectations, which would culminate in some unforeseen repercussions that would negatively affect project implementations and stall project progression. For this reason, the GRM will strive to resolve grievances at the lowest level possible, but with opportunities for the aggrieved parties to escalate their complaint to higher tiers of the project's GRM should they be dissatisfied by the resolution of the project's lower GRM tiers. The GRM will be time bound at each tier, and will include information on the opportunity access external GRM channels including arbitration/mediation, the country's legal redress systems and the World Bank's Grievance Redress Service (GRS) and the Inspection Panel, if the complainant is not satisfied with the project level GRM.

Public Consultations and Concerns

First round of Stakeholder consultations was held on April 28th 2021 (Somaliland) and on 22nd, 24th to 26th May, 2021 for FGS (Somalia). Additional Stakeholder Engagement was held during the month of June as from 15th to 30th 2021, all this have been and has been documented. Stakeholder consultations is a continuous process built in to project design and will continue throughout the project implementation. Subsequent E&S assessment operations will ensure that stakeholder concerns are taken into account. As part of the disclosure plan, the ESMF have been released publicly by the government. The ESMF report would also be available in these &WB external website within which it could be possible to collect feedback, comments, and suggestion from interested entities. Copies of these documents and a brief of the reports should be made available to communities and interested parties on accessible locations in English and/or if possible in local languages.

Relevant baseline data has been Collected, reviewed and analyzed of existing information about biophysical and socio-economic resource has been collected. stakeholder consultation were made with Federal Ministry of Energy and Water Resources, Directorate of Environment & Climate Change at the OPM, Puntland Ministry of Public Works, Ministry of Environment Puntland, Puntland Ministry of Labour and social affairs, South West Directorate of the Environment, South West - Ministry of Energy and Water Resource, South West – Ministry of labour and social affairs, South West – Ministry of Public Works, Jubaland – Ministry of Energy, Jubaland Ministry of Environment and Jubaland Ministry of Public Works. In Somaliland, consultations were held with Ministry of Environment and Rural Development, Ministry of Energy and Minerals, Ministry of Public Works and the Somaliland Lawyer Association, Hargeisa Water Agency. More consultation was done with the Electricity Service Providers including: Blue Sky, WESCO, NEPCO, Baidoa Electric Company, Solar chain technology, Safa Energy, Tamarso, Solar Chain Tech, Dalsan Power and SunMax. The Leaders of the IDPS at several camps were also consulted as one of the vulnerable groups. The project draft SEP will be updated continuously to ensure it provides a clear roadmap for an inclusive stakeholder's consultations throughout the life of the project.

Key issues identified during consultation include: the need to prepare ESMF using up to date, adequate and appropriate baseline data by thorough review of the sector specific regulatory framework and good international industry practices, identification of the roles and responsibilities of the key players in project implementation including the private sector and civil society actors, assessment of potential environment and social risks and impacts associated with the project including community health and safety concerns, labour influx, gender based violence, sexual harassment, Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, inclusion of the vulnerable and disadvantaged members of society in the project's activities and access to project opportunities and services occupational safety and health, HIV/AIDs, communicable diseases and also COVID 19 through an all-inclusive consultative process of stakeholders with a gender balance.

The capacity of existing institutions for handling environment, social, occupational health and safety aspects of the project is not adequate. However, the government has taken the initiative to institute ESS requirements by ensuring PIUs have fully fledged Safeguards team. Waste management systems in the country in particular is weak (waste collection, storage, transportation and disposal) and usually local governments especially the municipalities face the greatest burden with very limited support from the central administrations. Furthermore, a Capacity Assessment and Capacity Development Plan will be developed at the beginning of project implementation to address the technical and institutional strengthening needed to implement the different E&S instruments.

On environment issues, the support of the Directorate of Environment is required in all the environmental related safeguards during all the project phases in managing the project aspects especially: the hazardous materials and waste management, habitat destruction and alteration, health and safety issues in relation to the electric and magnetic fields, implementation and enforcement of the environmental and social mitigation measures of the project related safeguards.

On social issues, the local government in the respective federal states have a major role and responsibilities of land take from the citizen or institution for development purposes. However, the local governments work hand in hand with line ministry of Land Government and particularly the Land Department in order to oversee and observe how the process of land take relates with legislative provisions.

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1 Introduction

The Federal Government of Somalia (FGS) is preparing Somali Electricity Sector Recovery Project (SESRP) to be financed by International Development Association IDA to the tune of US$150 Million. The SESRP aim is to increase access to electricity services and to re-establish the Electricity Supply Industry (ESI) in the Project Areas. The FGS and Somaliland have created the Ministry of Energy and Water Resources (MoEWR) and the Ministry of Energy and Minerals (MoEM) respectively that will be in charge of implementing the project. The Ministries also aim to; to define and implement overall energy sector policies and to regulate the sector. The MoEWR and MoEM hosts the Project Implementing Unit (PIU).

1.1 OBJECTIVE, RATIONALE AND METHODOLOGY OF ESMF

1.1.1 OBJECTIVE OF ESMF

The objectives of the Environmental and Social Management Framework (ESMF) is to clarify E&S Standards, processes, and mitigation principles, organizational arrangements and design criteria to be applied to subprojects, which are to be prepared during project implementation by PIUs.

The specific objectives of this ESMF are:

- To ensure that the implementation of the project, for which the exact locations of the subproject sites are not definitively identified at this stage, will be carried out in an environmentally and socially sustainable manner.
- To provide information about scope of adverse E&S risks and impacts expected during subproject planning, construction and operation; describe the approach to mitigation and monitoring actions to be taken; and cost implications.
- To clarify the roles and responsibilities of PIU with regard to E&S due diligence, management of risks and impacts, and monitoring.
- To provide the project implementers with an E&S screening process and risk & impact management procedures that will enable them to identify, assess and mitigate potential E&S impacts of subproject activities, including through the preparation of a site-specific Environmental and Social Impact Assessments (ESIA), Resettlement Action Plan, Security Management Plan and/ or Environmental and Social Management Plans (ESMP), among other safeguards instruments where applicable.

1.1.2 RATIONALE OF ENVIRONMENT AND SOCIAL MANAGEMEMT FRAMEWORK

Somalia Electricity Sector Recovery Project (SESRP) is designed as first of a series of three projects (SOP), that will support the re-establishment, reconstruction and expansion of Somalia's electricity sector to be able to deliver on its mandate – expand access, improve electricity service delivery, support the clean energy transition, and attract new financing. SESRP selection of investment options investments will be based on feasibility studies with concept design to be carried out in the initial phase of implementation, therefore project details around, the footprint, quantum and severity of impacts required to prepare framework tools are difficult to establish at this stage. To aid assessment and management of environmental and social impacts at this early stage in project appraisal and planning, an Environment and Social Management Framework is carried out to provide a general E&S impact identification framework to assist project implementers identify preliminary E&S risks of the projects and institute measures to address adverse environmental and social impacts. Specific information on country-wide project locations, land requirements, biophysical features, etc., when known at a later stage, will be subject to the provisions herein and of framework documents (Resettlement Policy Framework (RPF) and Security Management Framework (secMF)) and site-specific

instruments such as Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP) and Resettlement Action Plan (RAP) reports to be prepared at later phases of the project.

The Environment and Social Management Framework (ESMF) cover SOP 1 and constitutes the proponent's commitment to ensure SESRP is implemented in accordance with the Environmental and Social Standards (ESSs). The ESMF will facilitate compliance with relevant National, World Bank and other safeguard requirements for this project. The ESMF is prepared to identify and mitigate the environmental and social impacts of the SESRP project.

1.1.3 ESMF PRINCIPLE

This ESMF will guide the PIU in implementing the Project in line with World Bank and Somalia Government environmental and social management precepts.

1.1.4 ESMF METHODOLOGY

The methodologies adopted for the preparation of the ESMF include review of literatures including study documents, reports, previous related project ESMF reports, national policies, legislations and guidelines, international frameworks and standards; stakeholder engagement and consultation with relevant city administration, federal, regional, district sector institutions and community representatives. The consultant undertook a review of the Project Appraisal Document and Environment and Social Review Summery (ESRS) for the SESRP, as well as a review and analysis of relevant national legislation, policies, and guidelines, including the World Bank Environment and Social Standards (ESS) related to this Project.

List of the stakeholder's consulted is provided in Annex II of this report. The main points outlined in the consultative meetings with key stakeholders are captured in chapter 9.

1.2 BACKGROUND COUNTRY CONTEXT

Somalia bears the development burden of two and a half decades of conflict, fragility and state fragmentation following the collapse of the Siad Barre government in January 1991 and ethnic and border disputes in the Horn of Africa. Concentrated mainly in Southern Somalia, the protracted conflict and fragility led to the collapse of rule of law, institutions, basic public services, and the social contract, resulting in the impoverishment of millions. It also destroyed much of the country's governance structure and economic infrastructure – undermining legitimate institutions and creating widespread vulnerability. Somalia's current political structure broadly consists of three self-administered and self-governed regions: Somaliland, Puntland and Southern Somalia, whose main cities are Hargeisa, Bossaso and Mogadishu respectively. Somaliland is an autonomous region which declared its independence in 1991 and has since maintained a separate government. Puntland is a semi-autonomous region which declared autonomy in 1998 and has its own constitution and hybrid political system, while Southern Somalia is the remaining territory consisting of Galmudug, Jubaland, South West and Hirshabelle states.

Recovering from conflict, Somalia has been on a trajectory towards political stabilization and reconstruction. In 2012, a provisional constitution was adopted, establishing a new Federal Government and seat of government in the city of Mogadishu. The 2012 Provisional Constitution established a federal political structure, including a parliament, the Federal Government of Somalia (FGS) and the Federal Member States (FMS). Following this political transition, the international community agreed to the Somali Compact with the FGS, based on the New Deal, a guiding set of principles for peace building and state building. The second elections were peacefully held in the Federal Republic of Somalia (FRS) in 2017 to establish the current administration. In 2018, the Federalization Negotiation Technical Committee (FNTC) was established by FGS to accelerate state and national constitution dialogue. The sustained political,

economic and institutional reforms have enabled rebuilding core state capabilities. However, the recent decision to postpone the elections, initially scheduled for February 2021, by the lower house parliament by two years may lead to an erosion of the political stabilization so far achieved.

Somalia has a population of about 15 million, of which roughly 60 percent are nomadic and semi-nomadic pastoralists, and 60 percent live in rural areas. About 70 percent of the population live below the poverty line (US$1.90 a day in 2011 purchasing power parity terms), and another 10 percent live close to the poverty line. Approximately 44 to 66 percent of households are female headed. About 6.2 million Somalis face acute food insecurity and 2 million are internally displaced primarily as a result of drought and flooding. Almost nine out of 10 Somali households are deprived in at least one dimension of poverty—monetary, electricity, education, or water and sanitation—and nearly seven out of 10 households suffer in two or more dimensions. The country's Gross Domestic Product (GDP) is about 5 billion US dollars and GDP per capita is about US$339.

About 70 percent of the population lives below the poverty line (US$1.90 a day in purchasing power parity terms), and another 10 percent live close to the poverty line (2019). About 6.2 million Somalis face acute food insecurity and 2 million are internally displaced. For over two decades, Somalia has experienced protracted conflict and fragility. Mogadishu in particular experienced several violence and security incidents, and the current uncertainty regarding FGS elections could heighten existing tensions in Somalia and shift the development priorities: this calls for the need to offer security (government security personnel) within the insecure, fragile and Al-Shabab targeted areas. Somalia is highly prone to cyclical floods and droughts. Short- and long-term climate change and disaster risks. The country currently does not have a national land acquisition law, land tenure is likely to remain more collective than individual in nature, particularly in rural areas. The land tenure situation within the major load centers is also not clearly regulated and ESPs do not have a service territory agreement detailing their geographic outreach. The two major load centers of Mogadishu and Hargesia have high concentration of Internally Displaced People (IDPs).

Before the COVID-19 pandemic, Somalia's economy was on an upward trajectory, recovering from the 2016-17 drought. The combined impacts of the COVID-19 pandemic together with devastating flooding and a new infestation of desert locust project a decline in the growth rate to a 2.3 percent contraction, from preliminary estimates forecasting a 3.2 percent growth. The growth estimates include the combined impact on the economy such as fall in consumption, lowered exports, trade taxes and remittances, and a potential slowdown in private investments. Recessionary impacts related to COVID-19 in more advanced economies are expected to result in a lowering of the remittance-to-GDP ratio from 32 percent to 23 percent, which may contribute to a fall in demand for food imports and increase vulnerability of those close to the poverty line. Other factors which may affect the growth outlook include vulnerability to climate-related shocks and security incidences, as well as the potential for further instability due to the uncertainty regarding the general elections.

Somalia recently adopted its ninth National Development Plan (NDP9) for the period 2020-2024, which outlines the country's priorities to reduce poverty and boost inclusive growth. It aims at promoting human development, boost economic recovery, strengthening governance, establishing peace and security and making politics more inclusive. The NDP9 strategic interventions focus on four pillars: (1) Inclusive and Accountable Politics; (2) Improved Security and the Rule of Law; (3) Inclusive Economic Growth (including increased employment); and (4) Improved Social Development. Each pillar integrates cross-cutting policy priorities of: (a) gender, human rights and other kinds of social equity; (b) resilience of households, communities and the government; (c) Somalia's environment and its natural resources; (d) durable solutions to long term displacement; (e) interface between humanitarian and development planning; and (f) governance.

Somalia's population remains highly vulnerable to natural disasters and climatic changes - expected to increase in both frequency and severity - which in turn could strongly impact on-going conflicts. The livelihoods of roughly half of

Somalia's population is reliant on pastoralism or agro-pastoralism, which implies that a significant portion of Somalia's population remains highly vulnerable to climate change and natural disasters. Since 2019 for instance, Somalia has experienced devastating floods and drought, as well as locusts, which have left about 5.2 million people in need of assistance and at risk of food insecurity. In addition, while Somalia has very low greenhouse gas emissions, it is highly vulnerable to the impacts of climate change. Somalia is ranked 181st out of 188 countries in terms of its vulnerability to climate change impact. Climate and disaster risk screening indicates that Somalia has a high risk of river, urban and coastal floods, landslides, extreme heat and wildfires, which will add additional stress to Somalia's vulnerability, particularly given its high economic dependence on climate-sensitive activities such as agriculture and densely populated coastline. Somalia's extremely weak health system further exacerbates the country's vulnerability against natural disasters.

In March 2020, Somalia qualified for debt relief through Heavily Indebted Poor Countries (HIPC) Initiative, a major milestone that allows resource flows from International Financial Institutions (IFIs). Reducing the debt-to-GDP ratio from 111 percent in 2018 to 84 percent in 2020, this milestone reopens access to regular concessional resources from IDA and other IFIs, together with investment of private capital from the International Finance Corporation. Sustaining a positive trajectory will require predictable financing and improved institutions (amongst other factors) as numerous challenges prevail, such as weak government capacity, asymmetric federal structures, security concerns, human capital deficits, and low levels of state legitimacy.

1.3 SECTORAL CONTEXT

The energy sector in Somalia is beset with intertwined challenges emerging from years of conflict, ad-hoc service provision, and lack of overarching regulations. Biomass accounts for 96 percent of energy sources in the country. This high reliance on biomass has caused both profound deforestation and environmental degradation across many areas; with an estimate of about 83 percent deforestation between 1985-2015. The prevalence of charcoal and wood for cooking also has some serious health impacts at the household level. Petroleum products, which account for about 10 percent of total energy use, are essentially used for transport and electricity generation and in smaller quantities for cooking and lighting. Electric power generation (almost entirely diesel-fueled) accounts for about two of the ten percentage points provided by petroleum fuels. Transportation fuels (gasoline and diesel) account for most of the rest.

The conflict destroyed public electricity infrastructure in Somalia. Pre-conflict, the Somalia National Electric Corporation (ENEE) was the single public utility in operation, supplying Mogadishu and the main regional centers of Hargeisa, Berbera, Burao, Baidoa and Kismayo through distributed diesel generators and localized distribution grids with a combined total installed capacity of about 70MW and annual energy production of about 250GWh(1987). However, public electricity infrastructure was destroyed during the conflict and the associated public institutional frameworks are almost completely defunct at present. ENEE currently only operates 12 MW installed capacity in Boosaaso and Qardho in the North East Part of the country. The energy sector in Somalia has many features common to countries in or emerging from conflict whereby several private service providers stepped in by creating small electricity companies called Energy Service Providers (ESPs). The most common supply of electricity in such contexts is a decentralized, private supply of electricity using relatively low-capacity Medium Voltage (MV) and Low Voltage (LV) networks with embedded small-scale High-Speed Diesel Generators (HSDGs), initially serving their own loads and gradually expanding to serve the neighborhoods.

The electricity system in Somalia comprises of isolated diesel based mini-grids operated by ESPs on the basis of licenses issues by Ministries of Energy. The system of delivering electrical energy to users comprises a network of isolated distribution grids with embedded generation. These island networks are owned and operated by ESPs, each of whom owns and operates their independent generation-distribution-customer revenue chain. The ESPs supply more

than 90 percent of the electricity in the country and it is estimated that there are at least 55 operators in the large cities and towns. Some Non-Governmental Organizations (NGOs) also contribute to Somalia's power supply but at a smaller scale. The total estimated installed capacity in the major load centers is about 138MW (2021) (Table 1-1). The ESPs operate on an ad-hoc basis bases on licenses issued by Ministries which has led to a highly fragmented private electricity sector throughout the country that is inefficient and expensive given the lack of economies of scale. Thus, with the ongoing initiatives to enact the sector laws, substantial efforts are needed to operationalize an enabling institutional and regulatory framework with adequate staffing and capacity.

Table 1-1: Total estimated installed capacity in the Major Load Centers

City/Major Load Center	Estimated Installed Capacity (MW)	Tariff (US$/KWh)	Lead ESP[2]
1. Mogadishu, Benadir	47	0.25 to 0.55	BECO owns about 85 percent of the total capacity
2. Hargeisa, Somaliland	60	0.75	SomPower owns about 95 percent. There exist 4 ESPs, out of which 3 have agreed to merge further.
3. Berbera, Somaliland	7	0.5	BEC operates the entire network that was formerly state owned
4. Garoowe, Puntland	10	0.79	NESCOM is the main ESP
5. Boosaaso, Puntland	14	0.8	ENEE owns about 85 percent of the total capacity
6.			
7.			
Total	**138**		

NB:. This is an indicative list. Of the Major Load Centers to be selected based on several considerations including security, population among others. The other major centres may include: Baidoa, Caabduwaaq, Afgoye, Kismayu, Borama, Burao

Somali Government sector institutions are in the formative stage with nascent institutional and legal framework. In the Federal Government of Somalia (FGS), the Ministry of Energy and Water Resources (MoEWR) has the mandate to oversee operations in the electricity sector, whereas in Somaliland, the Ministry of Energy and Minerals (MoEM) has the mandate over the energy sector. At the federal level, there are Ministers responsible for Electricity though most of these are yet to be fully functional. Key sector decisions are made by the MoEWR in the FGS and MoEM in Somaliland respectively. Due to the absence of regulations and codes of practice, there is no mechanism to vet and enforce electricity services quality, health and safety standards thus exposing both ESP employees and the consumers to safety risks. This is further compounded by the lack of capacity to develop, enforce and monitor the sector by the government institutions. The FGS has taken some initial steps to create a favorable enabling environment of policies and regulations that include: (i) Preparation and adoption of a sector development plan - the Somali Power Sector Master Plan (PSMP) - which aims at having in place the fundamental building blocks for establishing a modern energy sector in Somalia, and (ii) enacting the requisite legislation (the Electricity Act). The FGS Electricity Bill and Energy Policy were approved by the Council of Ministers in December 2020. The electricity Bill is expected to be ratified by Parliament and enacted by end of 2021. In Somaliland, government efforts have led to the emergence of a nascent policy, legal, and regulatory framework through the Somaliland Energy Policy adopted in 2010 and Somaliland

[2] There is increasing interest in establishing mergers and joint ventures amongst ESPs.

Electrical Act (2013) which is awaiting parliamentary approval. The Somaliland Electricity Regulatory Commission (ERC) was also established to regulate the sector.

Somalia reports one of the highest costs of power in the world. Considering the major load centers alone, there are at least 227 HSDGs systems currently operating, with a median capacity of 315 kW. Of these, 113 are in Somaliland alone, while a further 28 are in Puntland. These generators are estimated to consume over 121,000 liters of diesel per day, with Somaliland accounting for 36,000 liters daily. With increasing demand for electricity, it is projected that diesel consumption could increase to 694,000 liters per day in the medium term, if additional capacity is to be met by HSDGs alone. This trend is changing as ESPs are increasingly integrating renewable energy (solar and wind) in their generation mix. However, these are of small-scale capacity due to inadequate financing and limited technical capacity to design and synchronize the systems. Based on field data collected in 2017, the cost per kWh in Somalia excluding Somaliland ranges from US$0.25-1.3 per kWh, with a weighted average of about US$0.61 per kWh. In Somaliland, the cost per kWh ranges from US$0.30-0.90 per kWh, with a weighted average of about US$0.68 per kWh (PSMP, 2018).

Close of two-thirds of Somali population live without electricity. The access rate is estimated at 35 percent nationally3, leaving 9 million Somalis coping without electricity. A disparity remains between access rates in urban areas (approximately 60 percent), rural areas (15 percent) and nomadic households (1 percent) in addition to high tariffs and connection fees which are barriers to access expansion. The country does not yet have a comprehensive electrification strategy with targets, but it is committed to the 2030 SDGs Agenda, including SDG7 for the achievement of universal access to modern energy. Access to electricity services is key for the achievement of the goals of its 2020-2024 National Development Plan (NDP9) for reducing poverty and boosting inclusive growth and the Power Sector Masterplan (PSMP) set out the sector priorities for universal electrification, including development of a national grid, regional integration and power trade, and off-grid solutions – particularly for the nomadic population.

Installed generation capacity is inefficiently used. Nearly 100 percent of generation is derived from HSDGs. Due to the lack of sector regulations and limited capacity of ESPs to invest in the equipment required to synchronize existing HSDG units coupled with a shortage of operations and maintenance staff trained in the use of equipment required for synchronous operation; most of the existing installed generation capacity is not being used efficiently and many of the units are operating below the designed performance criteria. As a result, “wet stacking” (diesel fuel waste, increased pollution, performance degradation and shorter HSDG lifespans) is widespread. By addressing the synchronization of generation units and, ideally, supplementing the thermal units with a renewable energy source, the gains could contribute to lower cost of generation by about 30 percent.[4]

1.4 Somalia Electricity Sector Recovery Project

The Project Development Objective is to increase access to lower cost and cleaner electricity supply in the Project Areas and to reestablish the electricity supply industry.

SESRP has been conceptualized as the first of a series of three projects. The SOP vision has four themes (a) infrastructure development, (b) renewable energy generation, (c) electricity supply to public institutions, (d) sector capacity enhancement. These themes aim to achieve the following outcomes:

[3] https://trackingsdg7.esmap.org/ (Accessed 9 April 2021).

[4] Results from the Energy Security and Resource Efficiency in Somaliland Project (ESRES) indicate that ESPs that have hybridized the HSDGs with Solar PV systems coupled with Battery Energy Storage System have been able to reduce the consumer tariffs by about 34 percent.

- Increased access to lower cost electricity supply from diverse energy resources especially from renewable energy resources for climate change mitigation; and increased access to electricity services.
- Improved access to functional health and education services.
- Sector institutional, legal and regulatory enabling environment for sustained sector operations, including enhancing both the public and private capacity to manage and operate the sector.

1.4.1 The SOP themes are transformed into four components (or categories of interventions).

These four components define the program framework and capture the activities necessary to achieve the key results and outcomes. Figure 1.1 below provides a summary of the four components: Component 1. Sub transmission and distribution network reconstruction, reinforcement, and operations efficiency in the major load centres of Mogadishu and Hargeisa (US$75 million)

The **component activities include sub transmission and distribution network reconstruction and reinforcement in the major load centers of Mogadishu and Hargeisa.** This will improve network reliability and operational efficiency by interconnecting the current ESPs' distribution networks and existing generation to optimize overall distribution network operations. These activities will support the ESPs to (1) decrease the cost of operations (increased generation efficiency, reduction in distribution network losses, and distribution network duplications) and (2) improve electricity supply and reliability and (3) building of bus-bars to permit the generation from several generating units to be synchronized. These investments will enable the establishment of interconnected distribution off-take infrastructure (bulk supply points) that will allow deployment of larger generation capacity and interconnection to the proposed transmission grid with neighboring countries. Both distribution and sub transmission investments are a key precondition for the establishment of a transmission backbone and interconnection with neighboring countries. To enable the network to adapt to worsening climate condition (increasing rainstorms and flooding), steel tubular and concrete poles with concrete foundations will be used to construct the MV/LV lines and MV/LV poles. In addition, for the proposed new lines, the line route will be selected to avoid known flood prone areas.

Selection Criteria. The beneficiary ESPs will be selected taking into account the following aspects: (i) Regional balance with regard to the project scope coverage to include some of the large load centers in the FMS; (ii) maximum impact (reduced GHG emissions) based on the existing load demand; and (iii) optimized investment costs, for example, ESPs with existing hybrid Solar PV already installed but without battery storage would be ranked higher due to the lower cost; (iv) availability of land at the existing ESPs generation sites to uptake additional infrastructure and (v) other criteria as deemed appropriate including E&S past performance and capacity.

Subcomponent 1-A: Generator Synchronization[5] and Automation[6]. Currently, most of the ESPs have not implemented synchronization and automation as part of their generation processes. As a consequence, separate generator units are connected to exclusive feeder lines and, as result, many generators operate below their expected optimal performance criteria. Further, the absence of automation and synchronization prevents the ESPs from utilizing parallel generation to ensure optimal generator performance and dynamic reactivity to electricity load variations. This kind of operation results in significant amounts of "wet stacking" (diesel fuel waste, extra pollution, and performance degradation). These all combine to reduce the potential maximum generation power output, reduce lifespans of the generator engines, and elevate maintenance costs and unscheduled generation downtime. Investments under this component will support equipment supply and installation that will enable synchronizing and automation of the numerous generators presently in operation. Automation and synchronization of the numerous generators will permit the optimization of electricity generation as the synchronization will enable the parallel operation of the generation so that each generator is operating in its optimal performance zone, and the automation would make it easy for a particular generator to be brought online or offline easily and smoothly. The application of automation and synchronization to the numerous generators in each of the targeted major load centers (Mogadishu and Hargeisa) will provide reduced cost of generation accruing from augmentation in generation capacity and reduced wet stacking with concurrent lower fuel consumption and maintenance costs and reduced GHG emissions.

Subcomponent 1-B: Sub transmission and Distribution network interconnection[7] in the major load centers of Mogadishu and Hargeisa (). Most of the ESPs with a presence in the targeted project areas operate independently

[5] Generator synchronization is the process of matching parameters such as voltage, frequency, phase angle, phase sequence, and waveform of alternator (generator) or other source with a healthy or running power system. This is done before the generator is reconnected to the power system. Once a generator is synchronized with the parameters of another generator, alternator, or bus bar, the system can run smoothly again. Generator synchronization to a power system must be conducted carefully to prevent damage to the unit, as well as the power system itself. When synchronizing a generator to a power system, the frequency and voltage of the generator must match closely. The rotor angle and the instantaneous power system phase angle must be close prior to closing the generator breaker and connecting the isolated generator to a power system.

- In the majority of cases for generator synchronization, the synchronization process is automated via an automatic synchronizer with manual control capabilities that can be used in backup situations. Synchronizing panels generally indicate any adjustments that the operator should make in regards to the governor and excited and when it's deemed acceptable to close the breaker. Generator synchronization can be a complex idea to understand, but here are the basics of three techniques for generator synchronization:
- Three Dark Lamps Method – uses bus bar to synchronize second generator; cannot provide information on generator and bus bar frequency.
- Two Bright, One Dark Method – measures frequency but cannot check the correctness of the phase sequence.
- Synchroscope Method – indicates whether the alternator frequency is higher or lower than the bus bar frequency

Modern synchronization equipment automates the entire synchronization process in order to avoid manual lamps and synchroscope observations. These methods are far more reliable: https://woodstockpower.com/blog/generator-synchronization/

[6] Generator Automation-the control panel system of a transfer switch is what makes the unit automatic in nature. With an automatic transfer switch, power failures are detected immediately and the transition from utility power to generator power is seamless. The control panel's job is to detect a power failure and initiate procedures to start the new or used generator's engine. Once the new or used generator reaches the correct voltage and frequency (for the end use application) the control system signals the switch to transfer from the normal source of power to the generator. The following systems shall be embedded in the generators: Frequency and Voltage Sensing, Time Delays, Engine Control Contact Point, and Control System Testing: https://www.generatorsource.com/Automatic_Transfer_Switch_Controls.aspx

[7] An interconnection refers to the physical connection between a Customer's Distributed Energy Resources (DER) and the utility system. Generation is the act of producing electrical energy. A generator produces electrical energy from a resource that can be operated chemically, thermally, mechanically, etc. DERs which interact, even momentarily with the electric grid, must be continuously maintained and safely operated:
https://srpnet.com/menu/electricbiz/PDFX/Distributed_Generation_Interconnection_Handbook.pdf

and, as a consequence, there is significant infrastructure and operations duplication.[8] In addition, lack of network interconnection limits the opportunity to share existing generation facilities as well as the prospect of investing in larger capacity and more efficient generation systems. The subcomponent activities will support investments in the subtransmission, and distribution network infrastructure required to enable generation synchronization and interconnection between the different ESP networks in addition to increased network capacity and reduced network losses. Specific activities include (1) interconnection of distribution facilities of individual ESPs with their neighbors, (2) distribution network reinforcement, and (3) construction of a greenfield 132 kV subtransmission line and associated substations, medium voltage line (<33kV) corridors and possible expansion of existing and green field mini-grids. The intention to focus on establishment of an interconnected subtransmission and distribution network is deliberate, considering the need to consolidate the currently existing investments in infrastructure and concretize the "bottom-up" infrastructure building blocks required to meet increasing electricity demand.

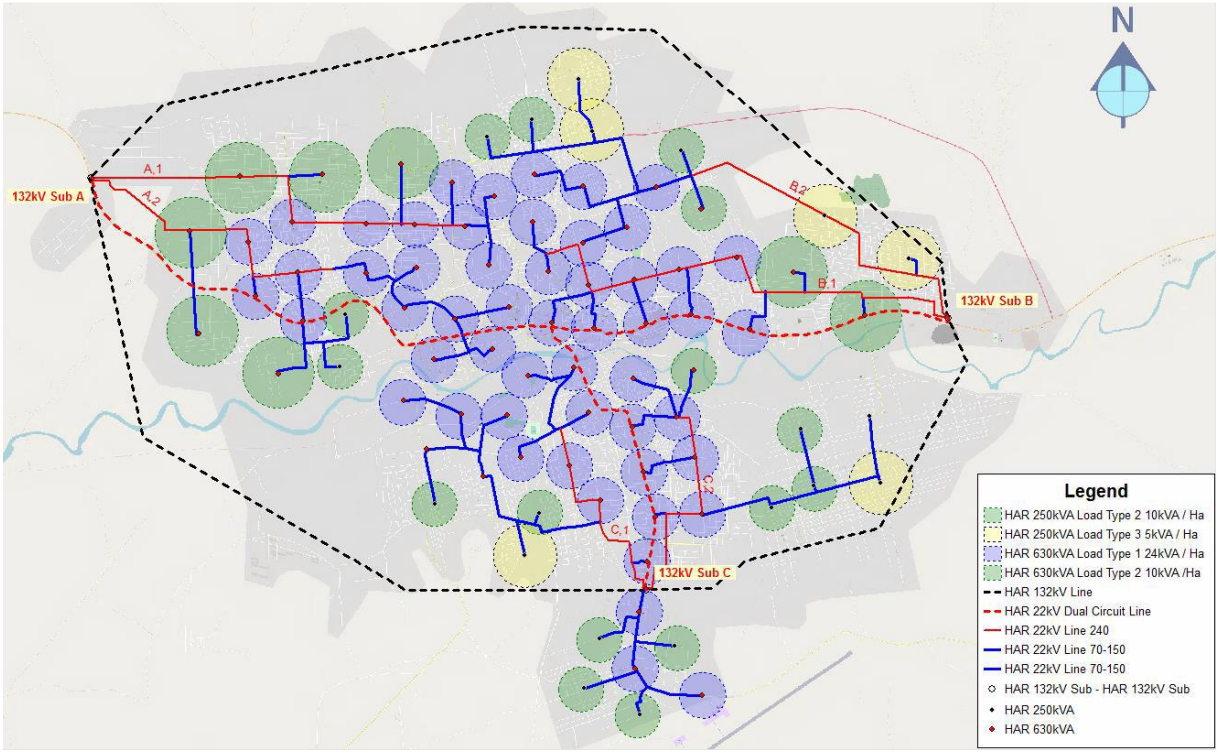


Figure 1-1: Proposed Sub-transmission and Distribution Network Development for Hargeisa

Source: a) Unicon, 2018. Hargeisa City Development Report; b) Unicon, 2018. Mogadishu City Development Report.

Note: The development of the sub-transmission network is preliminary expected to involve: the installation of 30 km of 132 kV lines in a ring around the city and 77 km of 22 kV lines within the city plus auxiliary equipment including: 3x132 kV HV substations and 3 132 kV MV substations; 77 step-down transformers (630 kVA and 250 kVA). The ESPs Hargeysa Energy Company, Telesom Electric Company and National Electric Power have the main generation capacity and network in better conditions (out of the estimated six ESPs operating in the city).

[8] There are three major ESPs in Mogadishu (Blue Sky, Mogadishu Power, and BECO). In Hargeisa there are four ESPs, of which three led by SomPower are in talks to merge their operations.

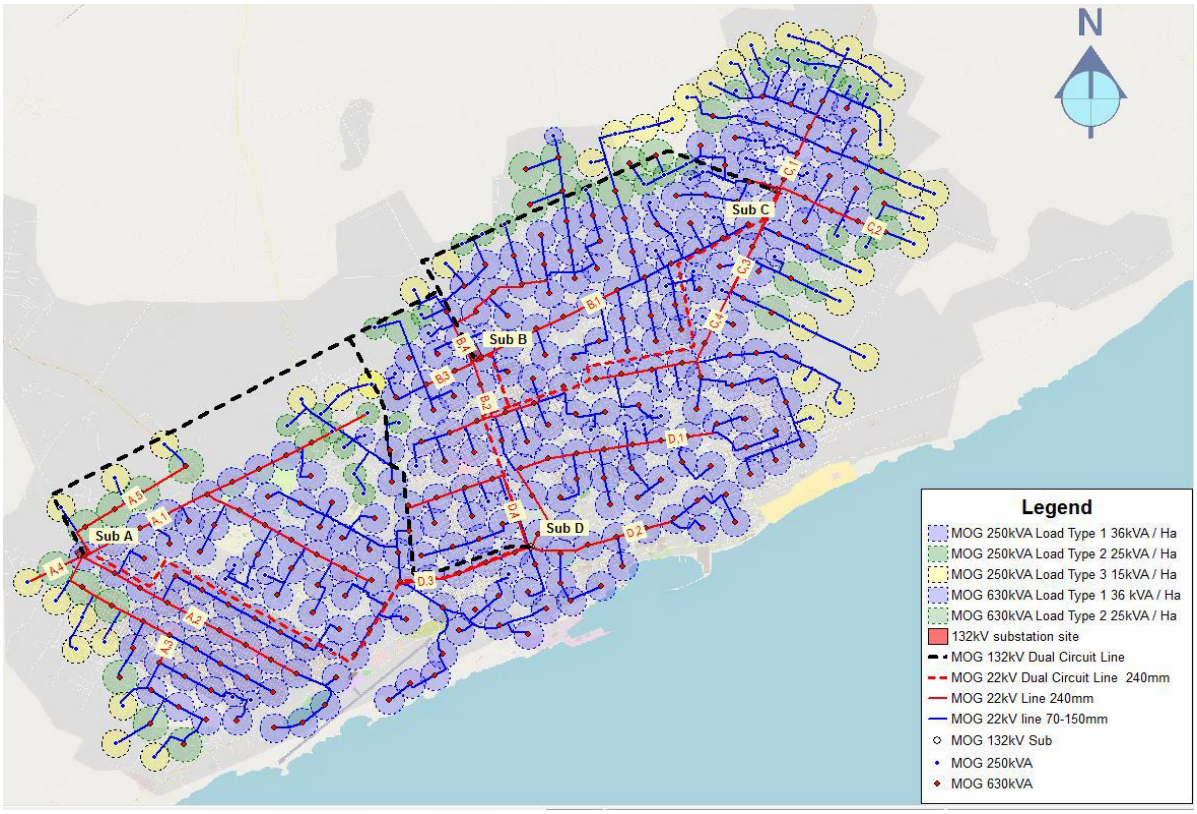


Figure 2: Proposed Sub-transmission and Distribution Network Development for Mogadishu

Note: The development of the sub-transmission network is preliminary expected to involve: 1 installation of 23 km of 132 kV lines in a ring around the city and 244 km of 22 kV lines within the city plus auxiliary equipment including: 4x132 kV HV substations and 4x132 kV MV substations; 380 step-down transformers (630 kVA and 250 kVA). Activities will involve the three ESPs serving Mogadishu, where BECO is the leading one.

The route alignments for the proposed sub-transmission and distribution lines is yet to be determined at this stage. A separate consultancy is underway to support options analysis for the preparation of electricity sub-transmission and distribution integrated development least cost investment plans that will prioritize and confirm the possible routes.

This component will support activities aimed at the hybridization and optimization of existing mini-grids. It will support installation of Battery Energy Storage Systems (BESS) and solar PV systems at existing diesel-based generation stations in selected load centers. This component aims at increasing the efficiency of the existing hybrid mini grids (diesel and solar) by optimizing the generation capacity and where possible reduce the diesel consumption by augmenting the installed capacity with BESS and additional solar PV generation. There are several ESPs that have commenced converting their generation systems into hybrid electricity generation mostly via solar PV. These systems are synchronized to operate as part of solar PV-HSDG hybrid generation, with the solar component providing daytime generation. Such hybrid opportunities offer significant improvements in fuel efficiency, fuel consumption, extended generator lifespans, reducing GHG emissions and combustion pollution, along with less reliance on fuel imports. In addition, hybridization has enabled some ESPs to reduce the electricity tariffs by about 40

percent. Further to the proposed efficiency enhancements under component 1, this component will support increased penetration of renewable energy and increased resilience of the existing mini-grids. Retrofitting of the existing ESP owned HSDGs with a BESS unit and setting up additional Solar PV plants would provide them a faster, easier path to greater electrification, better quality of service, lesser cost of generation and also lesser usage and replacement cost of old diesel engines. Complemented by activities under component 1, having synchronized systems offers several benefits: reduce grid shutdowns due to load imbalance, ensure proper load flow and match the generation with the supply available. Further, the synchronized system offers a foundation to foster further greater integration of renewable energy systems like rooftop solar and opens opportunities for future net-metering.

1.4.2 Component 2. Hybridization and battery storage systems for minigrids (US$20 million)

This component will support activities aimed at the hybridization and optimization of existing minigrids. It will support installation of BESS and SPV systems at existing diesel-based generation stations in selected load centers. Possible load centres to be considered under this component have not been agreed upon, but may include other cities, except Mogadishu and Hargeisa, such as Baidoa, Garowee, Berbera, Boosaaso, Caaduwaaq, Afgoye, Kismayu, Borama, Burao, and other cities as may be determined by the government. This component aims at increasing the efficiency of the existing hybrid minigrids (diesel and solar) by optimizing the generation capacity and, where possible, reducing the diesel consumption by augmenting the installed capacity with BESS and additional SPV generation. There are several ESPs that have commenced converting their generation systems into hybrid electricity generation, mostly via SPV. These systems are synchronized to operate as part of SPV-HSDG hybrid generation, with the solar component providing daytime generation. Such hybrid opportunities offer significant improvements in fuel efficiency, fuel consumption, extended generator lifespans, reduced GHG emissions, and reduced combustion pollution, along with less reliance on fuel imports. In addition, hybridization has enabled some ESPs to reduce the electricity tariffs by about 40 percent. Further to the proposed efficiency enhancements under component 1, this component will support increased penetration of renewable energy and increased resilience of the existing minigrids. Retrofitting of the existing ESP-owned HSDGs with a BESS unit and setting up additional SPV plants would provide them a faster, easier path to greater electrification, better quality of service, lesser cost of generation, and also lesser usage and replacement cost of old diesel engines. Complemented by activities under component 1, having synchronized systems offers several benefits: reducing grid shutdowns due to load imbalance, ensuring proper load flow, and matching the generation with the supply available. Further, the synchronized system offers a foundation to foster further greater integration of renewable energy systems, like rooftop solar, and opens opportunities for future net-metering.

Selection criteria. The beneficiary ESPs will be selected taking into account the following criteria: (1) regional balance with regard to the project scope coverage, to include some of the large load centers in the FMS; (2) maximum impact (reduced GHG emissions) based on the existing load demand; (3) optimized investment costs, for example, ESPs with existing hybrid SPV already installed but without battery storage would be ranked higher due to the lower cost; and (4) availability of land at the existing ESP generation sites for additional infrastructure.

1.4.3 Component 3. Stand-alone solar off-grid access to public institutions (health and education) (US$40 million)

This component complements and expands ongoing activities under the Somalia Electricity Access Project (SEAP) (P165497). While SEAP already provides support for nation-wide solar home system (SHS) connectivity scale-up,

including for the nomadic population,[9] this component will expand activities to target health and education facilities, which were not part of the SEAP project scope.

This component will finance the delivery, installation, and operation and maintenance (O&M) for Lighting Global–certified SPV systems over the lifetime of the project for selected education and health facilities. Besides playing a key role in enablement of community co-benefits, facilities that have access to electricity may be better positioned to attract and retain skilled workers, especially in rural areas. Further, this will equip public service institutions to better respond to emergencies, such as COVID-19. The activities under this component support the resilience of the Somali population from the conflict's impact on livelihoods through improved access to functional basic services, such as health and education facilities. Further, it would also strengthen the government's legitimacy to its citizens through the delivery of the social contract. The component will contribute to the reestablishment of the mandate of the health and education line ministries for the provision of adequate services. The design is also consistent with World Bank health and education projects, implementing arrangements to build state capacity and expand revenue mobilization for the line ministries (through improved services), which will lead to improved budget discipline and adequate allocation to cover operational costs after the lifetime of the project. In addition, the component will establish a platform to rally development partner contributions to the budget in the event the revenue mobilized is not sufficient to cover for the facilities' expenses.

Selection of the facilities will be underpinned by the Least-Cost geospatial analysis and the list of priority facilities identified by the FGS (in consultation with the FMS) and Somaliland. The overall financing needs for providing access to the 4,141 health and education facilities identified by the government is about US$160 million. The project will provide electricity access to 585 facilities prioritized by the government following a selection criterion agreed with ministries of energy, health, and education[10]. Selection criteria include (1) rural and remote areas with no connectivity, (2) priority connectivity to maternal health centers and secondary schools, (3) presence of both health and education facilities, and (4) presence of internally displaced persons (IDPs) and high levels of poverty and vulnerability. The project activities will also be complemented by similar interventions under the Somalia Education for Human Capital Development (P172434) and the Improving Healthcare Services in Somalia (P172031) projects. Further site profiling will be conducted during project implementation to select the actual facilities and the adequacy of the technology choice. Site profiling will also integrate available updated information coming from the education and health WB projects ad provide technical assistance as needed to inform further support to the line Ministries (provided under Component 4). Figure 1-2 provides a high-level prioritization of the Districts expected to benefit from the project (fulfilling the agreed selection criteria) based on available information

[9] SEAP provides, under component 1—electrification of households and businesses through stand-alone solar home systems (US$3 million)—results-based grant financing to provide off-grid connectivity.

[10] Prioritization was also informed by the mapping of health facilities conducted under the Improving Healthcare Services in Somalia (Damal Caafimaad, P172031) project.

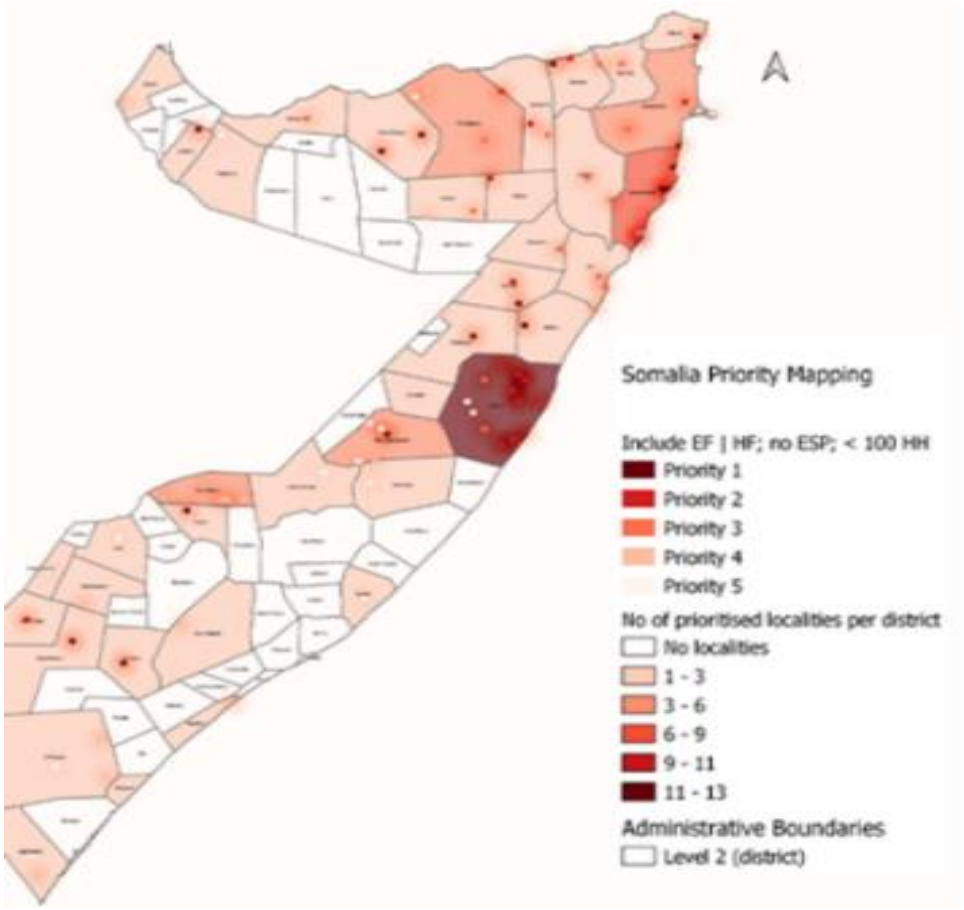


Figure 1-3: Priority districts for social facility connections: Source: WB estimates

From Figure 1-2: Provides a high level geographic location of the facilities to be prioritized under the project, based on the selection criteria identified with the client and described in PAD on paragraph 49, namely: (i) rural and remote areas with no connectivity; (ii) priority connectivity to maternal health centers, hospitals, secondary and tertiary schools/institutions; (iii) presence of both health and education facilities, (iv) presence of IDPs and high levels of poverty and vulnerability. During the first phases of implementation, a field-based site profiling will be conducted to finalize the list of beneficiary districts and facilities. However, the geographic location is highly preliminary due to limited and inconsistent data availability. The actual number of social facilities and their geographic location will be determined by a site profiling exercise to be conducted early on in the implementation of the project to fill the information gap through field assessments, which will also further take into account the security dimension.

Overall, the component will contribute to about 25 percent of the overall investment needs to provide access to all the priority facilities identified. An analysis of prioritized sites suggests that 205 health facilities and 380 educational facilities can be electrified with the proposed US$40 million budget under component 3. This also includes support to critical tertiary education and health facilities such as hospitals (including district and referral ones). The preliminary budget breakdown is provided on**Error! Reference source not found.**. The preliminary budget breakdown is based on the prioritization of health and education facilities provided by the counterparts, based on the available financing envelope. During the first phases of implementation, a field-based site profiling will be conducted to finalize the list of beneficiary districts and facilities. The budget was split in favor of health facilities (US$30 million out of the US$40 million for component 3) to emphasize the importance of the health sector in responding to ongoing shocks (providing adequate

power to the facilities to improve their readiness to respond to the spread of the COVID-19 pandemic) and to increased resilience in the future.

Table 1-2: Preliminary Estimates of facilities to be connected under the project

Type	Number	Unit Capacity (kW)	Unit Consumption (kWh per year)	Unit Cost (US$, thousands)	Total Installation Cost (US$, million)	Total O&M Cost[a] US$, million)	Battery replacement cost[b] (US$, million)
Health facilities							
Hospital	10	148	518,592	885,040	8.8	0.9	2.3
Health Center/Unit[c]	170	10	35,040	59,800	10.2	1.0	2.7
Maternal Health Clinic	25	20	70,080	119,600	10.2	1.0	2.7
Subtotal	**205**				**22.0**	**2.2**	**5.8**
Educational facilities							
Primary[d]	100	2	1,444	14,053	1.4	0.1	0.1
Secondary	250	4	2,458	23,920	6.0	0.6	0.5
NFE	15	2	102	11,960	0.2	0.0	0.0
Tertiary[e]	15	9	460	5,517	0.8	0.1	0.1
Subtotal	**380**				**8.4**	**0.8**	**0.7**
Totals	**585**				**30.4**	**3.0**	**6.6**
Total (US$, million)							**40.0**

Source: World Bank estimates.

Notes:

[a] O&M contract duration is five years.

[b] Assuming the battery pack is replaced during the O&M contract. Assumed battery cost is US$165 per kWh. The size of the battery is estimated on the assumption that the battery needs to be able to store the daily expected consumption at a 40 percent load factor.

[c] Health centers/units include referral health centers, IDP health centers, primary health units, and IDP primary health units.

[d] Primary schools include sites identified as H/Dhexe (Primary and Middle School).

[e] Tertiary education facilities include Universities and TVET (Technical and Vocational Education and Training).

1.4.4 Component 4 – Institutional Development and Capacity Building (US$ 15 Million).

Component 4 activities consists of five tailored to the reestablishment of the sector's soft infrastructure for the adequate day-to-day management and establishment of an enabling institutional and regulatory environment for sector operations. Taken together, these activities will lead to the rebuilding of the electricity supply industry in the country and establish the fundamentals for sector development and private sector participation sustainable in the long-run. The component will also support the implementation of the recommendations provided under the ongoing Energy Supply Industry (ESI) Institutional Design option analysis for sector development and project implementation arrangements:

a. *Subcomponent 1 – Policy and regulatory development*. The technical assistance is aimed at strengthening sector governance and regulation to foster autonomy, accountability, and transparency. Specific activities will, among others, include sector policy, regulation, planning, management, and operations. The process of reestablishing the ESI and integrating infrastructure network operations will require a mix of planning and monitoring, advancement of the national skill set, and enhancement of institutional entities. This will require

having in place appropriate regulations, standards, safety protocols, and technical capabilities, including for environmental and social performance. Further, the establishment of a regulatory framework will require the ESPs to improve technically, be environmentally and socially responsible, and provide better operations within a levelled and regulated marketplace. This sub-component would also provide technical assistance for renewable energy development. Based on stakeholder interests, this can include assessments that support enabling environment for renewable energy uptake such as a feed-in-tariff study, off-grid and mini-grid market assessments and regulatory frameworks, standardization of bidding documents, private sector engagement etc.

b. *Subcomponent 2 - Sector Planning and Feasibility Studies for Renewable Energy Projects*. Following the adoption of the PSMP, there is a need to undertake detailed feasibility studies, such as site-specific wind resource measurements and geothermal prospecting. The technical assistance will also support MoEWR and MoEM to undertake integrated planning, including preparation of a Least-Cost Development Plan covering generation, transmission, and distribution as well as an Electricity Access Strategy and Investment Prospectus. Improved sector and electrification planning will inform a more comprehensive electrification program in the country, adequately targeting the different segments of the population, including residential, commercial, and nomadic, as well as public institutions. In addition, an assessment for productive uses of electricity will be conducted in the project areas to inform a pilot and the broader electrification planning and rollout agenda. This will incorporate learning from the support provided under the SEAP project in providing off-grid connectivity to businesses. This pilot will be accompanied by an additional pilot on consumer awareness campaign, building on the experience gained in similar contexts. The technical assistance is aimed at supporting the establishment of a sector-wide development framework that will enhance crowding-in funding, both private and public.

c. *Subcomponent 3: ESP and MOEWR/MOEM Business Support Services*. The technical assistance will support ESPs to enhance their capacity in utility business management operations. It will also assist them in setting up business processes that would not only enable them to comply with license obligations but also help them grow *their* businesses and revenue streams, leading to long-term additional sector investments. The intent of the assistance is to enhance and increase the role of the ESPs, and the private sector in general, in sector ownership, management, and operations. The technical assistance to enhance the ESI institutional capacity would initially support and guide the day-to-day sector undertakings through a business support services firm (BSSF) approach. The BSSF approach seeks to support and guide the day-to-day sector undertakings over a medium term to reestablish the Somali electricity sector, covering policy, oversight, operations, and management. It would include coaching and hands-on training of the sector staff and sector studies. The subcomponent will also support ESPs to build capacity to manage environmental and social (E&S) aspects of their operations, including preparation of ESP ESIA and Management Plans based on screening and EHS manuals that will focus on the ESP refurbishing or expansion as well as operations and maintenance obligations of the facilities financed by the project. The BSSF will also support the sector line ministries for the adequate management of sector policies and planning, establishment of an enabling environment for sector operations, including regulations (primary and secondary), capacity to develop and oversee the implementation of Environment and Social standardsStandards, and day-to-day management and oversight. The BSSF will be responsible for assessing whether an ESP has capacity to manage the E&S aspects in their operation as well as capacity enhancement in training.

d. *Subcomponent 4: Project Implementation Support including for environment and social standards*. This subcomponent will finance execution, design, and supervision consultants to assist and build the capacity of the MoEWR and MoEM Project Implementation Units (PIUs) and associated agencies in project implementation, sector management, and coordination. This subcomponent will also support key functions of the PIU project management teams (project management, procurement, financial management [FM], safeguards, and monitoring and evaluation) required for project implementation. The subcomponent will also include technical assistance to enhance sector fiduciary arrangements as well as setting up an E&S risk management system, enhancing the E&S capacity through staffing and training on the Environmental and Social Framework (ESF) requirements based on a robust capacity building plan. The Sectoral Environment and Social Assessment and the E&S Capacity

Assessment and Building Plan shall inform the sector-wide development framework and E&S risk management capacity and performance for the sector. Specifically, the subcomponent will finance the owner's engineer (OE) consultancy services to support the PIUs with regard to the project design, procurement, and contracts' management, including fiduciary and E&S aspects. A dedicated E&S firm will support and help build the PIUs capacity in the areas of health, safety, labor management, land, resettlement, community engagement and security. In addition, the subcomponent will support other technical assessment and capacity-building activities for the successful implementation of the project. This will include, for instance, trainings for the Ministries of Health and Education for the management and operations of the SPV systems beyond the lifetime of the project.

e. *Subcomponent 5: Implementation of Gender Action Plan*. This subcomponent will support a series of interventions envisioned to close the identified gender gaps. A preliminary Gender Diagnostic Assessment to identify specific gender gaps in the energy sector, particularly barriers that limit career progression of women, was undertaken as part of the project preparation. The assessment highlighted four critical areas to be considered: (1) pipeline (education sector), (2) skills-training, (3) women's employment and retention in the energy sector, and (4) policy and legal framework to support women's employment. The diagnostic Gender Gap Assessment will be undertaken as part of the project implementation. It will inform the activities necessary to close gender gaps in the sector, including the design and implementation of a pilot incubator to accelerate the employment of women engineers and the preparation of a Gender Action Plan and a Gender Capacity-Building Plan.

1.5 Project Area

The project activities will be implemented under different social and environmental conditions and context. It is expected that the Project's physical footprint will be into existing ESPs generation sites, existing Health and Education Facilities in rural and remote areas with no connectivity, and existing ESPs distribution networks way leaves. The route alignments for the proposed sub-transmission and distribution lines is yet to be determined Component 1 including the proposed new 132 kv sub transmission line is expected to follow a green field alignment in the towns of Mogadishu and Hargesia. Line route selection for the proposed new lines for Sub transmission and distribution would require to factor in various parameters such as land availability, security situation, Involuntary resettlement, flood prone areas etc.

This project will support improved the establishment of interconnected distribution systems in and the establishment of greenfield sub-transmission lines of 132 kv in the major load centers of Mogadishu and Hargeisa. In addition, the project will support the hybridization of generation capacity in Major Load Centers within large cities and towns (Mogadishu, Hargeisa, Berbera, Boosaaso, Garowee, Caabduwaaq, Baidoa, Afgoye, Kismayu, Borama, Burao) identified for renewable generation optimization; and will provide benefits from improved health and education services. While component 1 and 2 will target major urban areas where selected ESPs are based, component 3 locations will mostly be in rural, with the exception of some tertiary facilities that may be located in peri-urban and urban areas. Specific locations for component 3 sub-projects will be identified during site profiling to be conducted during project implementation to select the actual facilities and the adequacy of the technology choice. a more complete picture of the location of and the amount of land to be affected by the installation of sub-transmission substations, sub-transmission and distribution lines, the expansion of brownfield and greenfield mini-grids, etc. is not available and will be provided in the in the site specifc 16nstruments during implementation Bulletins (a) to € below is a google map links, with more visual insights of the project areas and zone of influence.

The preliminary budget breakdown is based on the prioritization of health and education facilities provided by the counterparts, based on the available financing envelope. During the first phases of implementation, a field-based site profiling will be conducted to finalize the list of beneficiary districts and facilities. Further site profiling will be conducted during project implementation to select the actual facilities and the adequacy of the technology choice. provides a high-level prioritization of the Districts expected to benefit from the project (fulfilling the agreed selection criteria) based on

available information. During the first phases of implementation, a field-based site profiling will be conducted to finalize the list of beneficiary districts and facilities. Table 1-2 shows the number of existing health facilities (205) and educational facilities (380) in the beneficiary districts for the support to public institution under component 3 (Stand-alone solar off-grid access to public institutions (health and education)).

1.6 Project Beneficiaries

Households. The project will support improved electricity service delivery in the major load centers of Mogadishu and Hargeisa and in seven major load centers identified for renewable energy generation optimization through hybridization of minigrids (component 2). The project will also provide benefits from improved health and education services. Overall, the project will benefit about 1.1 million households, equivalent to almost 7 million people, of which 3.5 million will be females, including those benefiting from improved health and education services.[11]

Health centers and schools. The project will provide electricity access to 585 social institutions, 205 health facilities (including hospitals, health centers/units, and maternal health clinics) and 380 schools (including primary, secondary, tertiary, and non-formal education facilities). Overall, the project is expected to provide improved health services for 330,000 households (about 2 million people), and improved education services for 83,000 households (about 500,000 people).

Sector institutions. In addition to the direct beneficiary households, the sector institutions, including the public (MoEWR/MoEM) and the private sector (ESPs), are expected to benefit from the reestablishment of the ESI. Associated improvements in the efficiency, transparency, and accountability of the sector operations will not only shore up the sector's performance but also enhance the image and credibility of the institutions and thus build support for sustained operations. The project will also benefit the Ministries of Health and Education and their service delivery.

[11] This assumes 6.2 people per household, an electricity access rate of about 70 percent in urban areas, and a 50 percent female population.

2 LEGAL AND REGULATORY FRAMEWORK FOR SOMALIA AND SOMALILAND

2.1 FEDERAL LEVEL OVERVIEW

In all Somali (Somalia and Somaliland) territories policy and legislation with respect to the environment and social is nascent, in terms of assessing the potential impact of such policies on the environment and social, or how they could contribute to environmental conservation and sustainable livelihood improvement.

A number of international agreements and Multilateral Environment Agreements (MEAs) exist, and although binding on Somalia and Somaliland there has been little progress in implementation due to the chronic conflict. Such international environment agreements areare documented on Table 2-1..

In recent years Somalia and Somali territories have effected constitutional changes that define natural resources, common environmental goods and ecosystem services as protectable public assets and ascertain the right to a clean and healthy environment.

The Somali Cabinet, on February 13, 2020, approved the National Environmental Policy. The stated goal of environmental policy is to improve the health and quality of life of the Somali people. To strengthen environmental legal frameworks, the National Environment Management Bill of 2020 was passed by a Cabinet resolution on November 26, 2020. The Bill, based on 25 and Article 45 of the Provisional Constitution, will be moved to the two houses of parliament for approval. The Bill has 18 sections and has clauses relevant to this project. The next step is for the Parliament to endorse it. The Directorate of Environment and Climate Change under the OPM is also drafting the regulations to Operationalization and implementation the environmental legal framework, the process of drafting the Environmental and Social Impact Assessment Regulation together with the Environmental and Social Audit is underway. Other relevant regulatory frameworks include: National Climate Change Policy 2020, Draft National Charcoal Policy, Draft National Forest Management Policy, and Draft Ozone Layer Protection Regulation. In addition to that, there are other sectoral policies, acts and regulations relevant to the labour, water, livestock, agriculture, petroleum, fish and marine resource sectors.

2.1.1 Provisional Constitution of the Federal Republic of Somalia

Somalia passed its Provisional Constitution in 2012. Article 12 of the Constitution addresses public assets and natural resources. The provisional constitution contains a number of parameters relevant for various operational activities in the country.[12]

1. Art. 11 provides that all citizens have equal rights regardless of sex, and that the State must not discriminate against any person on the basis of gender.
2. Article 14 stipulated that a person may not be subjected to slavery, servitude, trafficking, or forced labor for any purpose.
3. Art 15. Prohibits Female Genital Mutilation (FGM).
4. Art 24. Prohibits sexual abuse in the workplace. The Puntland Sexual Offences Act 2016 prohibits sexual harassment. Human trafficking: A person may not be subjected to slavery, servitude, trafficking or force labor offences. Every labor law shall comply with gender equality.
5. Article 24.5 stipulated that all workers, particularly women, have a special right of protection from sexual abuse, segregation and discrimination in the work place. Every labor law and practice shall comply with gender equality in the work place
6. Article 25 states that every Somali has the right to an environment that is not harmful to them, and to be protected from pollution and harmful materials. Every Somali has a right to have a share of the natural

[12] SCORE - ESMF

resources of the country, whilst being protected from excessive and damaging exploitation of natural resources.

7. Article 26 (section 1 and 2) state that a) every person has the right to own, use, enjoy, sell and transfer property, b) the state may compulsorily acquire property only if doing to in in the public interest, c) any person whose property has been acquired in the name of public interest has the right to just compensation form the State as agreed by the parties or decided by a court.
8. Article 43 provides guidelines on environmental and social safeguards that can be observed.
9. Article 43 further states: a) land is Somalia's primary resource and the basis of the people's livelihood.; b) land shall be held, used and managed in an equitable, efficient, productive and sustainable manner, c) the FGS shall develop a national land policy, which shall be subject to constant review, d) no permit may be granted regarding the permanent use of any portion of the land, sea or air of the territory of the Federal Republic of Somalia, e) the FGS, in consultation with the FMS and other stakeholders, shall regulate land policy, and land control and use measures.
10. Article 45 states that the Government shall give priority to the protection, conservation, and preservation of the environment against anything that may cause harm to natural biodiversity and the ecosystem. Furthermore, all people have a duty to safeguards and enhance the environment and participate in the development, execution, management, conservation and protection of the natural resources and the environment. The FGS and the governments of the FMS affected by environmental damage shall take urgent measures to clean up hazardous waste dumped on the land or in the waters of the FGS; take necessary measures to reverse desertification, deforestation and environmental degradation, and to conserve the environment and prevent activities that damage the natural resources and the environment of the nation, among other measures.

The Labour Code of 1972[13] stipulates that 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 labor inspector for pre-approval.

In regards 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 sanitary facilities, water and other basic tools and appliances ensuring workers' health and safety.

The Code further stipulates that workers have the right to submit complaints and the employer must give the complaints due consideration. Remuneration must be adequate in view of the quality and quantity of the work delivered, and must be non-discriminatory in regards to age, gender and other aspects. Maximum number of working hours per week are 8 hours per day and 6 days per week.

Some work is considered dangerous and unhealthy and forbidden for women and youth (defined as 15-18 years of age). This includes the carrying of heavy weight or work at night.

The Labor Code further forbids work for children below the age of 12, but allows employment of children between the age of 12-15, yet employment has to be compatible with proper protection, health and the moral of children. The Code also recognizes freedom of association. Employers are prohibited from engaging in any kind of discrimination or restriction of the right of freedom of association. Workers are allowed to join trade union.

The Labor Code stipulates right to equal pay for the same work as men, paid maternity leave. Women are entitled to 14 weeks of maternity leave at half pay.

[13] The Code has recently been revised, but the revisions have not yet been passed and signed into law.

The Somali Penal Code of 1962. The Code criminalizes rape and other forms of sexual violence as well as forced prostitution. Articles 398-9 provide that 'carnal intercourse' and 'acts of lust committed with violence' are punishable with 5-15 years and 1-5 years of imprisonment. Abduction for the purpose of lust or marriage is prohibited under Art 401.

The Agricultural Land Law (1975). The law transfers all land from traditional authorities to the government. Individuals desiring land were to register their holdings within a 6 months' period. The law does not recognize customary land holdings.

2.1.2 November 14, 2019, the new National Policy, National Eviction Guidelines and the Interim Protocol on Land Distribution for Housing to Eligible Refugee-Returnees and IDPs

The National Policy provides a framework that seeks to protect persons of concern – IDPs, and refugee-returnees – from further forced displacement, provide protection and assistance during displacement, and find a durable solution to their displacement. The policy codifies the roles and responsibilities between the Federal Government and the Federal Member States. The National Eviction Guidelines address the human rights implications of evictions in urban and rural areas by preventing arbitrary and forced eviction of occupiers of public and private properties, from homes, encampments and other lands.

Family Code of 1975. Minimum age for marriage 18 for male and females. Females between the age of 16 and 18 can marry with their guardian´s consent. Marriage and Divorce. Marriage is based on equal rights and duties. A husband can divorce by repudiation (talaq). Custody of children. The mother retains custody after separation but she loses custody if she remarries.

Somalia National Gender Policy (2016). Includes strategies to eradicate harmful traditional practices such as FGM/C and child marriage and to improve services for the management of GBV cases

The National Environmental Policy (2015) promotes the use of appropriate environmental assessment instruments.

National Climate Change Policy, 2020: This environment and climate change policy brief aims at briefly presenting key environmental sustainability challenges and opportunities in Somalia, their linkages to poverty reduction and the millennium development goals three, four and five.

2.1.3 National Energy Policy (NEP) of the Federal Republic of Somalia

The policy goal of the National Energy Policy is to provide adequate, affordable and sustainable access to efficient energy to the Somali society, with commitment to environmental stewardship, while also improving quality of life, promoting socio-economic growth, developing clear policies, regulations, building strong institutions, and unlocking the country's renewable energy potential.
The following policy objectives are relevant to the SESRP:

- To increase access to efficient, affordable and sustainable energy for urban and rural communities; for the private sector to thrive, as well as for the public sector to meet its energy demand in order to provide better essential services, boost economic growth and reduce poverty.
- To foster the creation of reliable, continuous and sustainable energy provision networks throughout Somalia from source to end-consumers in order to attract investments, promote industrialization, create business and increase quality of life, while tapping into cleaner energy sources and ensuring environment protection and stewardship,
- To build strong institutions with well-defined mandates, roles and capacity to oversee, manage, implement, monitor and evaluate this policy and related initiatives, based on principles of transparency,

inclusiveness, dialogue and consultation with multiple stakeholders, as well as fairness and the pursuit of innovation,

- To establish strategic partnerships with the public and private sectors, investors, universities, in Somalia and abroad, in order to boost Somalia's critical mass in the energy sector, from building a solid community-based workforce to investing in scientific innovation and technology transfer, as a catalyst to create jobs, improve energy access, reduce inefficiencies and generate growth, and
- To promote widespread production, use and storage of renewable energy through diversification, innovation, technical cooperation, technology transfer, as a way to reduce the pressures on deforestation for biomass energy generation, and to promote investment in modern, integrated and commercially viable models of energy supply.

2.1.4 Occupational Health and safety Regulatory Framework

Legislation on occupational safety and health (OSH) in Somalia is limited, with the labour code known as Act No. 31 of 2004: Private Sector Act as the main reference on occupational safety and health issues. The Labour Code establishes the rights, duties and responsibilities of the parties of labour relations, as well as conditions for ensuring the safety and health of workers.

The Act officially establishes the Directorate of Labour under the Minister of Health and Labor". The purpose of establishing the Directorate is:

- To develop employees and the conditions of work within the sectors of employment.
- To protect the rights of employers and employees;
- To reduce the disputes between the employers and employees.

The Act also enlists the duties and obligations of the Director of Labour of the Minister of Health and Labor as follows:

- Registration of the employees of Companies, local non-governmental organizations, international non-governmental organizations, and the United Nations.
- Dispute resolution of the work relationships between employers and employees within the private sector, which are registered.
- The Director is responsible for all employment related work, conditions of work, development of unskilled labor, and the statistics for private sector employment.
- Encouragement and helping the establishment of Trade Unions according to the Act.
- Ensuring that the employees of companies are given justice and equality during the hiring process, during which one of the member of the Department of Labour will be present when competing for the hiring of a new employee.
- To give current information and consultation to the Minister of Health and Labor on the conditions of work for employees of the state so as to produce a strategy and policy towards the development of the employees,
- Giving permission to foreign employees for which their experience is necessary, and
- Inspecting and ensuring the conditions of workplace.

This act will be instrumental throughout the project implementation in terms of employer/employees responsibility, OHS risks and disputes abatement, mitigations and resolutions.

2.1.5 Somaliland Wildlife and Forest Conservation Laws

The Somaliland Forestry and Wildlife Conservation Law – No. 69/2015 (As Gazetted 06/02/2016) has come into force on it signature by President on its publication in the Official Gazette on 02 February 2016. The Law is the first comprehensive law on this subject that has been passed in Somaliland since 1991 and replaces the dated 1969 Law

in so far as the provisions of the that Law are inconsistent with the new Law - an imprecise repealing wording which is commonly used in Somaliland legislation (as well as in most of the pre 1991 Somali Republic laws.

Amendments to the 1969 Law that I can trace are, as follows in the following provisions: :

- Trophies Decree No. 30 December 1969 (titled Protection of Wild Games) – ordering the surrender of trophies meant for export and ordering any dealers to abide by the provisions of the 1969 Law.
- Establishment of National Park Agency – Law No 34 of 1 March 1971– Agency for national parks and reserved areas.
- Fauna (Hunting) and Forest Conservation (Amendment) Law – No. 43 of 1 November 1978 – increases the offences and levels of fines in respect of the killing of a number of listed wild animals listed in Articles 2 and 3 of this Law, or possession of their ivory, horns, hides etc. and
- Range Development & Management law – Law No 3 of 4 February 1979 – deals mainly with rangeland reserves but it also covers "absolute reserves" set aside for wildlife,

2.1.6 State and regional level

State level laws and regulation are slightly advanced for some states and regions like Puntland and Somaliland, while in others like South-West State, Hirshabelle, Galmudug and Jubbaland do not have any significant legislative frameworks governing the management of the environment and natural resources sector in place. Other than the pieces of legislation available in some states as discussed below

Puntland

The state of Puntland has an Environmental Policy which was produced in 2014 and framework documents for ESIA guidelines and regulations is in place. Puntland Environmental Impact Assessment Act operationalizes a technical team, known as the "Environmental Impact Assessment unit" at the Ministry, headed by a Director of ESIA and comprising a team of qualified and with specialized training in Environmental Impact Assessment whose functions shall be : a. Receive, process and safeguard all documents related to ESIA that are submitted to the Ministry, b. Review and recommend to Director General, and c. Recommend to the Ministry that a proposed major project be objected to commence or continue due to the unacceptable environmental impacts of the potential or existing project.. Other existing policies, laws and regulations in Puntland State relevant to environmental management include the following:

- Environmental Policy (2014) approved by the Cabinet and Parliament;
- Puntland Rangeland Management Policy 2nd Edition (2016-2025);
- Puntland Waste Management Policy (2016);
- ESIA Act and Regulation (2016) approved by Cabinet and Parliament;
- Puntland Climate Change Strategy (2016); and
- Ministry of Environment and Climate Change Strategic Plan (2016-2020).

Somaliland

For Somaliland, the institutions at National, Regional and District Levels responsible for the implementation and monitoring environmental compliance are shown below and include:

- The Minister, in consultation with the Parliamentary Environment committee and civil society organizations working in the environment shall establish Environmental Watch Councils at National level (NEWC).
- The Ministry of Environment and Rural Development (MoERD) in Somaliland in consultation with Regional Authorities, the civil society at the Regional level and communities, shall establish the Regional Watch Councils (REWC).

- The MoERD in consultation with the Local Government Councils/ District Governor, local Community-Based Organizations (CBOs) and the community shall establish the District Environment and Environment Watch Council (DEWC).
- The members of the Council shall come from both genders and should be Somaliland citizens in good standing in the community and are environmentally conscientious. The council shall serve five-year terms at a time and can be re-appointed.

The environmental licensing process in Somaliland is regulated by the Ministries. The key principles are:

- The MOERD (Somaliland) or any person authorized by him/her may grant any of the licenses enumerated. Every license shall be subject to such conditions as may be specified therein.
- The Minister or any person authorized by him/her may at any time cancel or suspend any license granted by or on behalf of the Minister, the holder of which has been on reasonable grounds suspected by the Minister or such other authorized person, to have infringed any of the conditions upon or subject to which said license has been granted, and may at any time vary the conditions of any such license.
- Any person aggrieved by any order under this Article may appeal to the Minister of MOERD for Somaliland whose decision shall be final.

Somaliland National Environmental Management Act: the general principles of environmental management is to ensure all people living in the country the fundamental right to an environmental adequate for their health and wellbeing, enjoying appropriate natural resource management in dealing with land degradation and reclaiming /reversing the lost ecosystems. So as promote equitable access to environmental resources and take into account the functional integrity of ecological systems to ensure the sustainability of the systems and to prevent harmful effects.

Somaliland's National Climate Change Policy (NCCP). The overall aim of the Somaliland's National Climate Change Policy (NCCP) is to enhance the resilience and improve adaptive capacity of the country as whole, and in particular, the vulnerable communities and the ecosystems on which they depend, to the adverse effects of climate change, whilst equally, pursuing a path of economic growth that uses natural resources in a sustainable manner. This policy is intended to guide the development policies and operations of those concerned with development matters in Somaliland, including government institutions, non-governmental international and local organisations, with the intention of enhancing coping and recovery mechanisms of the Somaliland citizens to the risks of climate change.

Somaliland National Gender Policy: The overall objective of the National Gender Policy is to facilitate the mainstreaming of the needs and concerns of women and men, girls and boys in all areas for sustainable and equitable development and poverty eradication. Policy refers to guiding principles to a course of action arrived at by decision-makers to address a particular issue or issues. The following are the 9 priority areas, (i) Poverty Reduction And Economic Empowerment (livelihoods), (ii) Education and Training, (iii) Health and Reproductive Health, (iv) Nutrition Security, (v) Water Resources And Supply, (vi) Employment, (vii) Political Participation And Decision- Making; (viii) Democratic Governance And Human Rights and (ix) Sexual and Gender Based Violence (SGBV). The ultimate objective of this sector is to ensure that opportunities for education and training for all citizens, male as well as female, are guaranteed so that they may develop their individual potentials to the optimum and that they may be able to play a more meaningful role as productive and upright citizens.

Somaliland National Environment Policy (NEP) provides a framework for the sustainable management of the territory's environment and natural resources. The policy seeks to ensure that the territory's natural resource assets retain their integrity to support the needs of the current and future generations. This policy, developed in 2015 by the Ministry of Environment and Rural Development, addresses the nexus between poverty alleviation, food security and national development objectives. The policy emphasizes on the need to establish new prospects for the improvement to the standard of living, which enable people to become self -sufficient and realize their own potential without damaging the environment. The policy seeks to catalyse the implementation of sustainable environmental, social and economic development initiatives for equitable benefits sharing. The policy advocates for community participation, information

dissemination, environmental education and awareness raising and gender equality in order to fully harness the Somaliland's "latent capacity" in this regard. The guiding principles of the NEP state that "EIAs [are] necessary to ensure that public and private sector development options are environmentally sound and sustainable and that any environmental consequences are recognized early and taken into account in project design, and implementation." The project activates proposed in SESRP is expected to incorporate EIA as an essential tool in aid of development programs and projects.

The environmental licensing process in Somaliland is relatively straightforward. Ministry of Environment and Rural Development control the licensing procedures.

- The Ministry of Environment and Rural Development has the powers to grant any of the licenses sought.
- Every license shall be subject to such conditions as may be specified therein during the issuance stage.
- The minister (or any person authorized by him or her) may at any time cancel or suspend any license granted by or on behalf of the minister:
- Grounds for cancellation include suspicions of infringement of any of the conditions upon which said license has been granted,
- The minister may, at any time, also vary the conditions of any such license.
- Any person aggrieved by any order under this clause may appeal to the minister whose decision shall be final.

Land Use Planning Guideline for Somaliland: The Government of Somaliland recognizes the importance of land use planning. The Ministry of Agriculture (MoA) mentions integrated land use planning as one of the tools to promote sustainable agricultural resource use and management and LUP is listed as one of the short-term interventions (MoA, 2007). The same Ministry, in its Draft National Agriculture Policy (MoA, 2008), also advocates village land use planning as a tool for implementing policies for better land use and management and a basis for agricultural extension services. The Ministry of Pastoral Development and Environment (MoPD&E) in its Strategic Plan 2008-2010 recognizes that land is a primary natural resource that requires wise usage for sustainable development, and land use planning based on accurate and reliable data. And both MoA and MoPD&E in their Somaliland land tenure policy (2008) give local authorities and district governments the authority to undertake land use planning and enforcement of approved development plans in collaboration with representatives from the respective line ministries.

Presently, due to the socio-political situation of the country, land resources are mostly used and managed by individual land users, without much consideration for the welfare and future of the wider population. However, the current Government has identified Land Use Planning as a tool that could guide the implementation of policies, programs and projects based on a sound technical framework towards sustainable natural resources management. Land Use Planning is a tool that is successfully used by many countries in the world for natural resources management and the improvement of livelihoods.

South West State

South-West State has within the government echelons the Ministry of Environment and Tourism (MoE&T), which manage environmental related issues within the state. The MoE&T has developed and passed environmental and social impact assessment (ESIA) regulations, which are meant to govern environmental matters, including licensing of landfills, waste pits and medical waste incinerators, in addition to oversight over environmental governance

2.2 Institutional capacity for environmental management

A Directorate of Environment is integrated in the Office of the Prime Minister at federal level. It is mandated to draft relevant policies and legislation, including establishing of the Environmental Quality Standards, and Sectoral Environmental Assessments, Environmental Impact Assessments (ESIA). Laws on environmental governance in some FMS are at infancy stages while in other states like Puntland and Somaliland slightly advanced than other states. Overall Environmental impact assessment capacity is nascent. Somalia is signatory to some international conventions, and at the FGS has enacted a number of key environmental Acts recently. However, necessary regulations have not been formulated yet.

Most States have Ministries of Environment, which manage environmental issues. The State Ministries of Environment are to be consulted before any infrastructure activities in their respective state with potential environmental and social risks and impacts. The institutional arrangement for the Safeguard related matters including the approval process are yet to be established or agreed upon.

Some States and municipalities have offices responsible for land adjudication matters.

For the project implementation, this project will rely on the existing national environmental and social legal frameworks and World Bank ESS.

SESRP will also support capacity building of institutions under Component 4 Terms of Reference for preparing Capacity Building Plan for Somalia Electricity Sector Recovery Project (Annex VII).

2.3 Energy Sector Institutional Framework

Regulation of the energy sector, particularly of the electricity sub-sector generation, transmission and distribution, is limited or not in place at all in Somalia. The Ministry of Energy and Water Resources at the federal level has the responsibility to oversee operations in the electricity sector. It has introduced a system where players in the electricity market must register with the Ministry to obtain proper certification. At this point, building and consolidating strong institutional capability to properly manage all the processes involved in the regulation of the private sector and to proper implement this policy is a federal government priority. The authority to regulate, with well-defined, stable and transparent rules is an important step to encourage investment, increase access and ensure energy security.

Outside the sphere of the federal government each federal member state has a ministry of energy responsible for regulatory matters and has the mandate to implement energy-related initiatives, but has limited power to pass new regulations and laws.

Overall, the renewable energy sector lacks specific policies and regulations, Renewable energy is highly valuable to the nation and requires adequate policies, investment, capacity building, technology transfer and incentive schemes to promote the integration of rural electrification and the use of off-grid and mini-grid systems.

2.4 International Conventions Signed and Ratified by Somalia

Table 2-1: International Conventions/Treaties In Relation To Environmental & Social Safeguards Standards The Somalia Has Ratified/Signatory

Convention /Treaty	Date Ratified/Signed	Relevance
Environment Agreements and Conventions		
The 1992 United Nations Framework Convention on Climate Change	2009	The primary purpose of the Convention is to establish methods to minimize global warming and in particular the emission of greenhouse gases. The Convention was adopted in 1992 and came into force in 1994.

Convention /Treaty	Date Ratified/Signed	Relevance
United Nations Convention on Biological Diversity (1992).	September 2009	The Convention has three main goals including which are, the conservation of biological diversity (or biodiversity); the sustainable use of its components; and the fair and equitable sharing of benefits arising from genetic resources.
Convention on International Trade Against Endangered Species (CITES).	1986	The convention aims to protect endangered plants and animals.
Vienna Convention on the Protection of the Ozone Layer March 1985	2001	The Vienna Convention was an intergovernmental negotiation for an international agreement to phase out ozone depleting substance. The Convention encourages intergovernmental cooperation on research, systematic observation of the ozone layer, monitoring of CFC production, and the exchange of information.
United Nations Convention to Combat Desertification (2002).	2002	The Convention combats desertification in those countries that experience serious droughts and/or desertification.
Basel Convention	July 2010	The overall goal of the Basel Convention is to protect human health and the environment against the adverse effects that may result from the generation, trans boundary movements and management of hazardous and other wastes.
Stockholm Convention	July 2010	The Stockholm Convention is a global treaty that aims to protect human health and the environment from the effects of persistent organic pollutants (POPs). The Convention entered into force on May 17, 2004.
Social Related Agreement and Convention		
The Freedom of Association and Protection of the Right to Organize Convention (1948) No 87	March 22, 2014	Article 3 (1) Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programs. (2). The public authorities shall refrain from any interference, which would restrict this right or impede the lawful exercise thereof. Article 5 Workers' and employers' organizations shall have the right to establish and join federations and confederations and any such organization, federation or confederation shall have the right

Convention /Treaty	Date Ratified/Signed	Relevance
		to affiliate with international organizations of workers and employers.
The Right to Organize and Collective Bargaining Convention, 1949 (No. 98)	March 20, 2014	Article 1 Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency. Article 2 For the purposes of this Convention, the term child shall apply to all persons under the age of 18.
Convention concerning Forced or Compulsory Labour (ILO No. 29)	Nov 18th, 1960.	Article I 1. Each Member of the International Labour Organization, which ratifies this Convention, undertakes to suppress the use of forced or compulsory labour in all its forms within the shortest possible period. Article 5 1. No concession granted to private individuals, companies or associations shall involve any form of forced or compulsory labour for the production or the collection of products which such private individuals, companies or associations utilize or in which they trade
Convention on the Rights of the Child, 1989.	2015	The Convention on the Rights of the Child is the most comprehensive compilation of international legal standards for the protection of the human rights of children. It acknowledges children as individuals with rights and responsibilities according to their age and development, as well as members of a family or community. This includes non-discrimination, the best interest of the child, the right to life, survival and development and the right to participation.
Constitution of the International Labor Organization:	1960	The constitutional principle is that universal and lasting peace can be established if it is based on social justice. The ILO has generated such hallmarks of industrial society as the eight-hour work day, maternity protection, child labor laws, and a range of other principles.
ILO Convention 182 on Worst Forms of Child Labor.	2014	Ratification of this Convention makes a country commit itself to taking immediate action to prohibit and eliminate the worst forms of child labor. Some predefined worst forms of child labor include sale of a child, trafficking of children, forced or compulsory labor, commercial exploitation of children, prostitution or the production

Convention /Treaty	Date Ratified/Signed	Relevance
		of pornography, and work by its nature that is likely to harm the health, safety and morals of children.
UN Convention on the Rights of the Child.	2015	The Convention is a Human Rights treaty that sets out the civil, political, economic, social, health and cultural rights of children. It defines a child as any human being under the age of 18 unless the age of majority is attained earlier under national legislation.
Convention on the Elimination of All forms of Discrimination against Women (CEDAW 1981):	Not yet	The CEDAW affirms that gender equality is a precursor for development and peace. It establishes legal standards for the attainment of gender equality through the elimination of discrimination against women in all aspects of political, social, economic and cultural life. It highlights the importance of equality and equal opportunity in political and public life as well as education, health and employment. Ratifying Governments are required to set in place measures to enable and expedite gender equality in law and fact as well as confronting the underlying social political inequalities that perpetrate asymmetrical power relations based on gender.
Rotterdam Convention	Effectiveness in 2004	The purpose is to promote shared responsibilities in relation to importation of hazardous chemicals. The convention promotes open exchange of information and calls on exporters of hazardous chemicals to use proper labelling, include directions on safe handling, and inform purchasers of any known restrictions or bans. Signatory nations can decide whether to allow or ban the importation of chemicals listed in the treaty, and exporting countries are obliged to make sure that producers within their jurisdiction comply. Some types of asbestos are listed as banned under this treaty but Chrysotile asbestos is not yet banned though there is global discussions to include it on the listed chemicals. Somalia acceded the Convention in 2010.
Maputo Protocol	Not ratified	Protocol to the African Charter on Human and People´s Rights on the Rights of women in Africa. Somalia has signed but the Protocol.

2.5 The Relevant World Bank Environmental and Social Standards (ESSs)

The ESSs are technical reference documents which form part of the World Bank's 2016 Environmental and Social framework (ESF)The ESF has a set of 10 Environmental and Social Standards (ESSs) guidelines that are designed to

ensure that all social and environmental risks and impacts of development project are identified and managed effectively.

The ESSs are designed to be used together with the General EHS Guidelines document, which guides the developer in the management of environmental, health and safety aspects of a project. These guidelines are considered for implementation of SESRP, and with specific application to the construction of power distribution lines and installation of solar PV systems in the targeted areas. The ESHS Guidelines for Electric Power Transmission and Distribution include information relevant to power transmission between a generation facility and a substation located within an electricity grid, in addition to power distribution from a substation to consumers located in residential, commercial, and industrial areas.

The World Bank's Environmental and Social Framework (ESF) requires the Bank and Borrowers to better manage environmental and social risks and impacts of projects and to improve development outcomes. SESRP is therefore subject to the World Bank ESF requirement. 9 of the 10 Environmental and Social Standards (ESSs) apply to the project. The ESS applicable to the project are:

2.5.1 ESS1: Assessment and Management of Environmental and Social Risks and Impacts

ESS1 prescribes that the borrower (FGS / Somaliland) will assess, manage and monitor the environmental and social risks and impacts of the project throughout the project life cycle so as to meet the requirements of the ESSs in a manner and within a timeframe acceptable to the Bank. In order to meet this requirement, the borrower will: (a) Conduct an environmental and social assessment of the proposed project, including stakeholder engagement;, (b) Undertake stakeholder engagement and disclose appropriate information in accordance with ESS10; (c) Develop an ESCP, and implement all measures and actions set out in the legal agreement including the ESCP; and (d) Conduct monitoring and reporting on the environmental and social performance of the project against the ESSs.

The project ESCP has committed the government to prepare safeguard instruments with specific measures and actions over a specified timeframe to avoid, minimize, reduce or mitigate specific risks and impacts of the project. The government will not carry out any activities in relation to the project that may cause material adverse environmental or social risks or impacts until the relevant plans, measures or actions have been completed in accordance with the ESCP.

The ESSs are designed to be used together with the General EHS Guidelines document, which guides the developer in the management of environmental, health and safety aspects of a project. These guidelines are considered for implementation of SESRP, and with specific application to the construction of power distribution lines and installation of solar PV systems in the targeted areas. The EHS Guidelines for Electric Power Transmission and Distribution include information relevant to power transmission between a generation facility and a substation located within an electricity grid, in addition to power distribution from a substation to consumers located in residential, commercial, and industrial areas.

The Bank has classified the proposed project as "High Risk" project in consideration on the type of project, location, sensitivity, and scale of the project and the nature and magnitude of its potential environmental impacts associated with evacuation of high voltage power lines. The World Bank's ESS 1. Strongly advocates for the Environmental and Social Screening for each sub-activity under the SESRP project. These screening forms are to be filled and reviewed by an environmental and social safeguards expert in the SESRP project management unit at MoEWR (FGS); and the MoEM (Somaliland). The safeguards expert will decide, on a case-by-case basis, whether an ESIA/ESMP or a standalone ESMP must be developed. The Terms of reference for preparing ESIA and ESMP are provided as Annex III and IV.

2.5.2 ESS2: Labour and Working Conditions

This ESS recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. However, the ESS prescribes that the project proponent should promote sound worker-management relationships and enhance the development benefits of the project by treating workers in the project fairly and providing safe healthy working conditions. The activities in the sub-projects may have high potential occupational health and safety risks because occupational health and safety management regulation and its implementation capacity as well as the safety culture in the relevant authorities, in the private sector and in the country as whole are very weak. SESRP will have direct workers employed or engaged by the project implementing agencies, contracted workers, and primary supply workers for the solar panel equipment. These will include, PIU's of the implementing institutions (MoEWR/MOEM) including technical consultants supporting PIU from owners engineer and E&S firm and BSSF providing support to ESPs, construction workers hired for the anticipated transmission/distribution line construction/rehabilitation, mini-grids civil works (as required under component 1 and 2), trained technicians for the installation and maintenance of the institutional PV systems and mini grids (component 2 and 3) and direct or contracted security personnel to protect the project sites and people (for all components). The project Labour Management Plan has been prepared.

2.5.3 ESS3: Resource Efficiency and Pollution Prevention and Management

ESS3 recognizes that economic activity and urbanization often generate pollution to air, water, and land, and consume finite resources that may threaten people, ecosystem services and the environment at the local, regional, and global levels. This ESS sets out the requirements to address resource efficiency and pollution prevention and Management throughout the project life cycle consistent with GIIP. There are potential ESS 3 related risks with project activities under component 2 and 3 (mini grids and SHS) that may generate hazardous wastes. This is due to the generation of solid and hazardous wastes associated with Photo voltaic panels and used solar batteries. The potential for environmental contamination will be a significant if they were damaged or improperly disposed upon their end life and decommissioning.

2.5.4 ESS4: Community Health and Safety

ESS4 addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable. The project is expected to result in health and safety impacts to the community in the project area, such as impacts associated to exposure to dust, noise and vibration, electric magnetic field, an increase in traffic, risk of children climbing towers for component 1 activities in urban setting as well as transmissible diseases or violent behaviors related to labor influx. The laying of green field 132 kv sub transmission network and associated substations, medium voltage line (<33kV) corridors and possible expansion of existing and green field mini-grids, rehabilitation and expansion of distribution networks and erection of poles may potentially cause risks to communities, including falling in to uncovered and unreasonably left open utility pole holes.

The installation of Standalone Solar Systems in schools and health institutions, can disrupt regular functions of the institutions through impacts such as dust emission, noise, and increased generation of solid waste. Furthermore, the emission of lead and battery acid to the environment can causes severe and potentially life-threatening health risks for workers and the communities surrounding if left uncontrolled.

While project associated traffic movements are expected to be moderate, there is the likelihood for traffic congestion at the onset of construction activities, while the material is being transported. This matter is further amplified by the fact the project is targeting major load centers which are in busy urban dense setting of Hargeisa and Mogadishu.

The project may engage international contractors and experts as well as establishment of contractor's camp in the project area during construction activities. While it is expected that the contractor comes with a team of skilled personnel to carry out the specialized tasks such as laying out the lines, local contractors, service providers, unskilled or semi-skilled workers may be required to prepare the base of the sub transmission towers and substations, supply and install solar systems and hybrid systems. Moreover, some material such as cement may be procured at the local level. This labor influx is expected to subside after the completion of the civil works. Nevertheless, labor influx associated with disposable income may increase the risk of exposing the communities to transmissible infections, GBV/SEAH cases, HIV/AIDS and COVID 19.

Security. On the broader risk considerations, the project will have major benefits for local populations, the government(s) and for commercial entities; whether in rural areas or metro agglomerations such as Mogadishu, these benefits will attract considerable attention and probably competition. Conflict and insecurity remain persistent challenges in Somalia and have, in the past, impeded delivery of projects. Ensuring security for project operations amid armed groups in a region with a recent history of relative lawlessness and the potential for increased conflict due to the drought, will remain a significant challenge. This general insecurity may impact generation facilities, substation, project workers and beneficiaries. In addition, the project planning and implementation will require deployment of security personnel for the protection of project workers and equipment, the presence of security services in the project area can pose a threat to the community through violence, exploitation and abuse. The government (FGS/Somaliland) will be guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such security workers. The project will not sanction any use of force by direct or contracted workers in providing security except when used for preventive and defensive purposes in proportion to the nature and extent of the threat. Due diligence will be done to ensure the hires security firm are (i) not implicated in past abuses; (ii) adequately trained (or determine that they are properly trained) in the use of force (and where applicable, firearms), and appropriate conduct toward workers and affected communities; and (iii) compliance with the applicable law and any requirements set out in the ESCP.

2.5.5 ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

The overall objectives of the World Bank's ESS 5. Are to avoid land acquisition and involuntary resettlement where feasible, or to minimize resettlement while exploring all viable alternatives. Where it is not possible to avoid resettlement, activities will be conceived and executed as sustainable development programs, providing sufficient investment to enable the persons displaced by the project to share in the project benefits.

The project activities will lead to potential land acquisition due to the installation of green field sub-transmission and distribution network. The project may need to manage legacy around unsettled/multiple claims to land and assets proposed for sub project level investments inside or outside the existing facilities occupied by private or public service providers.

While some municipalities have some form of land administrations and tenure systems in the cities, Land administration and management is fragmented and non-existent in most part of Somalia. The country currently does not have a national land acquisition law, land tenure is likely to remain more collective than individual in nature, particularly in rural areas. When compared to requirement of ESS 5, the federal Government of Somalia laws has inadequacies around consultation requirements, eligibility for compensation, valuation method, grievance redress mechanism, disclosure of information and the timing of compensation payments. Hence, the Bank's ESS5 will take precedence over FGS laws. Compounded by gaps in legal and regulatory frameworks, compensation requirements for affected assets, land appropriation and asset valuation will be very challenging. Stakeholder consultation will be fundamental in relation to the required land take. Community heads, clan leaders, local government leaders and PAPs should be timely consulted to enable them rally support for the project activities and to agree not only on compensation modalities, but also on who is to be compensated.

2.5.6 ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources,

ESS6 recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. ESS6 recognizes the importance of maintaining core ecological functions of habitats, including forests, and the biodiversity they support. This ESS also addresses sustainable management of primary production and harvesting of living natural resources. ESS6 recognizes the need to consider the livelihood of project-affected parties, including Indigenous Peoples, whose access to, or use of, biodiversity or living natural resources may be affected by a project.

The project's activities are likely to be restricted to urban areas where there are major load centers, existing road, energy corridors or Way Leave/ROW and within mini grids existing footprint and therefore impacts on natural and sensitive habitats is expected to be limited.

2.5.7 ESS7 Sub-Saharan Historically Underserved Traditional Local Communities

This ESS applies to a distinct social and cultural group identified in accordance with paragraphs 8 and 9 of this ESS. There are no communities identified so far meeting the requirements of ESS7 in Somalia, however the application of ESS7 will be analyzed (included in the SESIA/ESMP) and a commitment to consult experts and potentially affected groups and to prepare an IPPF. IPPF will be prepared if there is a likelihood that SSAHUTLCs can be found in, or have collective attachment to, project areas or nearby. At this stage, the individual subprojects and project areas are not known. The application of ESS7 will also be analyzed further through a bank led due diligence led by experts and consultation with potentially affected groups during project implementation phase. The finding of this due diligence will form part of SESIA/ESIA/ESMP scope. A commitment to consult experts and potentially affected groups and to prepare an IPPF if needed is included in the ESCP

2.5.8 ESS8: Cultural Heritage

This ESS recognizes that cultural heritage, in its many manifestations, is important as a sourced of valuable scientific and historical information, as an economic and social asset for development, and as an integral part of people's cultural identity and practice. The objective of this ESS is to protect cultural heritage from the adverse risks and impacts of project activities and to promote meaningful consultations with stakeholders regarding cultural heritage.

This ESMF also includes a set of Guidelines for the Protection of Cultural Heritage Sites that covers 'known sites', and 'unknown sites' plus procedures for 'chance finds', as can be found in Annex IX.

2.5.9 ESS10: Stakeholder Engagement and Information Disclosure

ESS 10 applies as it addresses the importance of open and transparent stakeholder engagement, which is essential in improving the environmental and social sustainability of the project. Stakeholder engagement must be a socially inclusive process conducted throughout the project life cycle.

Where properly designed and implemented, it supports the development of strong, constructive responsive relationships that are important for the successful management of a project's environmental and social risks.
Construction and rehabilitation of electricity infrastructure will impact the social and economic life of people and their environment. For any such project to be sustainable, stakeholder engagement has to be conducted throughout the life cycle of the project.

Stakeholder Engagement was held during the month of June as from 15th to 30th 2021 and has been documented. However, more consultation will be done throughout the project operational period in line with the draft SEP for the project (see details on Section 9.0).

2.6 World Bank Group (WBG) General EHS Guidelines, 2007

The Environmental, Health, and Safety (EHS) Guidelines are technical reference documents with general and industry-specific examples of good international industry practice. These general EHS guidelines are designed to be used together with the relevant Industry Sector EHS guidelines, which guide users on EHS issues in specific industry sectors. Under the General EHS guidelines, the World Bank has several guidelines many of which apply to various components of the proposed project namely: Environmental, Occupational Health and Safety, Community Health and Safety, and Construction and Decommissioning.

2.7 World Bank Environmental, Health, and Safety Guidelines for Electric Power Transmission and Distribution

The EHS Guidelines for Electric Power Transmission and Distribution include information relevant to power transmission between a generation facility and a substation located within an electricity grid, in addition to power distribution from a substation to consumers located in residential, commercial, and industrial areas. Some of the followings are addressed in the EHS Guidelines:

- Construction site waste generation; ·
- Terrestrial Habitat Alteration
- Construction of Right-of-Way
- Avian and Bat Collisions and Electrocutions

These guidelines should be followed and incorporated into contracts and followed by contractors and consultants. The project should also follow relevant COVID-19 guidance, such as ESF/Safeguards Interim Note: COVID-19 Considerations in Construction/Civil Works Projects. PIU and Owners engineer will supervise and monitors the implementation by the Contractor(s) who will take note and implement as part of the contractual obligation of these guidelines.

2.8 Comparison of Somalia Laws and World Bank ESS

The activities in the SESRP project need to comply with both Somali laws and regulations and World Bank Environmental and Social Standards. This sub-section compares the national public sector environmental management rules, regulations and standards with the World Bank Group Environment and Social framework. The objective of the gap analysis is to understand whether the WB's ESSs or the relevant national laws and regulations apply to the project; this gap analysis is to help implement environment and social standards more effectively at the Federal and State levels in Somalia through an understanding of existing gaps and provide the bap fill measures appropriately. Table 2-2below summarizes a comparison focusing on the World Bank Environment and Social Standards relevant to the project and gaps identified in existing Somalia and Somaliland laws and regulations.

Table 2-2: GAP analysis for WB and FGS (Somalia) / Somaliland Polices, Laws & regulations relevant to this ESMF

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts			
Objectives of ESS 1 are: To identify, evaluate and manage the environment and social risks and impacts of the project in a manner consistent with the ESSs. To adopt a mitigation hierarchy approach to: (a) Anticipate and avoid risks and impacts; (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; (c) Once risks and impacts have been minimized or reduced, mitigated; and (d) Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible. To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities resulting from the project. To utilize national environmental and social institutions, systems, laws, regulations and procedures in the assessment, development and implementation of projects, whenever appropriate.	Provisional Constitution of the Federal Republic of Somalia. Article 12 of the Constitution addresses public assets and natural resources. Article 43 provides guidelines on environmental and social safeguards that can be observed. Article 12 of the Constitution of Somaliland addresses Public Assets, Natural Resources and Indigenous Production with the following key provisions 1. The land is a public property commonly owned by the nation, and the state is responsible for it. 2. The care and safeguarding of property, endowments and public assets is the responsibility of the state and all citizens; and shall be determined by law. Article 12 of the Constitution of Somaliland address the Duties of the Citizen sub section 4: Every person shall have the duty to care for, protect and save the environment	Laws have not been developed yet, ESIAs not incorporated in federal law yet, and not strong in State-level legislation	SESRP is designed as part of a series of projects (SOP), that will support the re-establishment, reconstruction and expansion of Somalia's electricity sector to be able to deliver on its mandate – expand access, improve electricity service delivery, support the clean energy transition, and attract new financing. SESRP selection of investment options investments will be based on feasibility studies with concept design to be carried out in the initial phase of implementation, therefore project details around, the footprint, quantum and severity of impacts required to prepare framework tools are difficult to establish at this stage. To aid assessment and management of environmental and social impacts at this early stage in project appraisal and planning, an Environment and Social Management Framework has been prepared to provide a general E&S impact identification framework to assist project implementers identify preliminary E&S risks of the projects and institute measures to address adverse environmental and social impacts. Specific information on country-wide project locations, land requirements, biophysical features, etc., have havebeen included in this

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
To promote improved environmental and social performance, in ways which recognize and enhance Borrower capacity.	Provisional Constitution of the Somaliland. Article 18: The Environment and the Relief of Disaster. The state shall give a special priority to the protection and safeguarding of the environment, which is essential for the wellbeing of the society, and to the care of the natural resources. Therefore, the care of and (the combating of) the damage to the environment shall be determined by law. Somaliland National Climate Change Policy enhance the coping and recovery mechanisms of the Somaliland citizens to the risks of climate change.		ESMF and RPF). Site-specific instruments such as Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP) and Resettlement Action Plan (RAP) reports to be prepared at later phases of the project. The Environment and Social Management Framework (ESMF) cover SOP 1 and constitutes the proponent's commitment to ensure SESRP is implemented in accordance with the Environmental and Social Standards (ESSs). The ESMF will facilitate compliance with relevant National, World Bank and other safeguard requirements for this project. The ESMF is prepared to identify and mitigate the environmental and social impacts of the SESRP project
ESS 2: Labor and Working Conditions			
The Objectives of ESS 2 are: To promote safety and health at work. To promote the fair treatment, non-discrimination and equal opportunity of project workers. To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted	Provisional Constitution of the Federal Republic of Somalia. Article 14 stipulates that a person may not be subjected to slavery, servitude, trafficking, or forced labor for any purpose. Provisional Constitution Somaliland Article 19: The Care of the Vulnerable of the Society. The state shall be responsible for the health, care, development and education of the mother, the child, the disabled who have no one to care for them, and the mentally handicapped persons who	The Somalia labor code, amending the code from 1972, has not been passed yet The implementation of the existing articles in practice may not be very strong A decree in Somaliland and legislation in Puntland prohibiting FGM have been drafted.	The Project will not allow any forced and child labor. It will hold all contractors liable to the implementation of the LMP The PIU will have overall responsibility to monitor the implementation of the LMP

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
workers, community workers and primary supply workers, as appropriate. To prevent the use of all forms of forced labor and child labor. To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law. To provide project workers with accessible means to raise workplace concerns.	are not able and have no one to care for them. Article 20 of the Constitution of Somaliland: Work, Trade, and the Welfare of Employees with the following provisions: 1. All able citizens have a right and a duty to work. 2. The conditions of work of the young and women, night working and working establishments shall be regulated by the Labour Law. 3. All employees have a right to payment appropriate to the work they undertake, and are free to enter into agreements with their employers on an individual or collective basis. Forced labour is prohibited.		
	Provisional Constitution of the Federal Republic of Somalia Article 24.5 stipulates that all workers, particularly women, have a special right of protection from sexual abuse, segregation and discrimination in the work place. Every labor law and practice shall comply with gender equality in the work place The Puntland Sexual Offences Act 2016 prohibits sexual harassment.		The LMP has spelt out the workers' grievance redress mechanism; and the GBV Action Plan provides referral pathways for cases of GBV.

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
	Human trafficking: A person may not be subjected to slavery, servitude, trafficking or force labour offences. Every labour law shall comply with gender equality. Dismissal for pregnancy. All women have a special right of protection from discrimination.		
	Somalia Labour Code of 1972 stipulates that all contracts 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 labor inspector for pre-approval.	n/a	The Project will fully comply with WB ESS 2. This is set out in the LMP that has been developed,
	Somalia Labour Code of 1972. 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 sanitary facilities, water and other basic tools and appliances.	n/a	The Project will apply occupational health and safety management system that is consistent with the WBG General Environmental Health and Safety Guidelines (EHSGs) on Occupational Health and Safety
	Somalia Labour Code of 1972. Workers have the right to submit complaints and the employer must give the complaints due consideration.	n/a	The LMP has been developed sets out the workers' grievance redress mechanism
	Somalia Labour Code of 1972. Remuneration must be adequate in view of the quality and quantity of the work	Women are restricted from being employed in night work, and the specific types of work	The Project will fully comply with the national law and WB ESS 2. This is set

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
	delivered, and must be non-discriminatory in regards to age, gender and other aspects. Maximum number of working hours per week are 8 hours per day and 6 days per week.	prohibited for women may be prescribed by decree. No provisions on the protection of the rights of domestic workers	out in the LMP developed for the project.
	Somalia Labour Code of 1972. Some work is considered dangerous and unhealthy and forbidden for women and youth (defined as 15-18 years of age). This includes the carrying of heavy weight or work at night.	n/a	The Project will only allow deployment from the age of 18 (defined in LMP). However, children under 18 are not to be considered for hazardous work and the work cannot interfere with their education or be harmful for their health.
	Somalia Labour Code of 1972. The Labor Code forbids work for children below the age of 12, but allows employment of children between the age of 12-15, yet employment has to be compatible with proper protection, health and the moral of children.	Children are deployed in worst forms of child labor (forced recruitment by army, forced labor in domestic work, agriculture and herding, breaking rocks for gravel, construction work, commercial sexual exploitations) However, Somalia made efforts to construct a rehabilitation center for former child combatants and establish a Human Trafficking and Smuggling Task Force. Children are further deployed in agriculture (farming, herding livestock, fishing); industry (construction, mining and quarrying); services (street	The Project will only allow deployment – in all project worker categories – from the age of 18 (defined in LMP). Rigorous monitoring will ensure the application of the LMP. ESS 2 shall prevail in recruiting the workers of age 18 and above.
	Somalia Labour Code of 1972. The Code also recognizes freedom of association. Employers are prohibited from engaging in any kind of discrimination or restriction of the right of freedom of association. Workers are allowed to join trade union. Provisional Constitution Somaliland Article 17: Health: In order to fulfil a policy of promoting public health, the state shall have the duty to meet the country's needs for equipment to combat communicable		The project will follow national law and ESS 2.

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
	diseases, the provision of free medicine, and the care of the public welfare. Provisional Constitution Somaliland Article 20: Work, Trade, and the Welfare of Employees 3. All employees have a right to payment appropriate to the work they undertake, and are free to enter into agreements with their employers on an individual or collective basis. Forced labour is prohibited. Somaliland Labour/Employment Law has the provision(s) that addresses workers' grievance mechanism on Chapter 10: Employees' grievances Somaliland Labour/Employment Law: Chapter 11: Health and safety in the work place.	work, working as maids in hotels, domestic work, voluntary recruitment of children by army); children also perform dangerous tasks in street work Laws do not identify hazardous occupations or activities prohibited for children, and child trafficking for labor and commercial sexual exploitation is not criminally prohibited. Government does not employ labor inspectors and conducts no inspections.	
ESS 3: Resource Efficiency and Pollution Prevention and Management			
The Objectives of ESS 3 are: To promote the sustainable use of resources, including energy, water and raw materials. To avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities.	Provisional Constitution of the Federal Republic of Somalia. Somalia passed its Provisional Constitution in 2012. Article 12 of the Constitution addresses public assets and natural resources. Article 18 of the Somaliland Constitution: The Environment and the Relief of Disaster states that "The state shall give a special priority to the protection and safeguarding of the environment, which is essential for the	Laws in support of the Constitution are still not available. Implementation of the laws and Constitution may be hampered due to the weak justice system	The Project will promote the sustainable use of resources and avoid or minimize adverse impacts on human health according to the Constitution and the WB's ESS3. Detailed measures are laid out in the ESMF

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
To avoid or minimize project-related emissions of short and long-lived climate pollutants. To avoid or minimize generation of hazardous and non-hazardous waste.	well-being of the society, and to the care of the natural resources. Provisional Constitution of the Federal Republic of Somalia. Article 25 of the Constitution states that every Somali has the right to an environment that is not harmful to them, and to be protected from pollution and harmful materials. Every Somali has a right to have a share of the natural resources of the country, whilst being protected from excessive and damaging exploitation of natural resources. Provisional Constitution of the Federal Republic of Somalia. Article 45 states that the Government shall give priority to the protection, conservation, and preservation of the environment against anything that may cause harm to natural biodiversity and the ecosystem. All people have a duty to safeguards and enhance the environment and participate in the development, execution, management, conservation and protection of the natural resources and the environment. The FGS and the governments of the FMS affected by environmental damage shall take urgent measures to clean up hazardous waste dumped on the land or in the waters of the FGS; take necessary measures to reverse desertification, deforestation and environmental		

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
	degradation, and to conserve the environment and prevent activities that damage the natural resources and the environment of the nation, among other measures. Somaliland National Climate Change Policy enhance the coping and recovery mechanisms of the Somaliland citizens to the risks of climate change. **Provisional Constitution Somaliland Article 18: The Environment and the Relief of Disaster: The state shall give a special priority to the protection and safeguarding of the environment, which is essential for the wellbeing of the society, and to the care of the natural resources. Therefore, the care of and (the combating of) the damage to the environment shall be determined by law**		
ESS 4: Community Health and Safety			
The Objectives of ESS 4 are: To anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life-cycle from both routine and non-routine circumstances. To avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials.	The Somali Penal Code of 1962. The Code criminalizes rape and other forms of sexual violence as well as forced prostitution. Articles 398-9 provide that 'carnal intercourse' and 'acts of lust omitted with violence' are punishable with 5-15 years and 1-5 years of imprisonment. Abduction for the purpose of lust or marriage is prohibited under Art 401. Art 39(i) makes abuse of power in the commission of a crime an aggravating	The Somali Penal Code of 1962 fails to protect survivors and prosecute perpetrators The crimes under Articles 398-9 are too narrowly defined to satisfy international law standards of protection from sexual and gender-based violence Furthermore, in practice however it has been	A GBV/SEAH Child Protection Prevention and Response Plan has been prepared and consulted upon. This Plan shall later be approved, disclosed and implemented accordingly. The Project will also implement a Security Management Plan, and activity-specific ESMPs as required for other community health and safety risks.

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
To have in place effective measures to address emergency events. To ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the project-affected communities. To promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure, including dams	circumstance and Article 33 provides that when a superior officer orders the commission of an offence both the perpetrator and his superior will be liable. Provisional Constitution Somaliland Article 17: Health: In order to fulfil a policy of promoting public health, the state shall have the duty to meet the country's needs for equipment to combat communicable diseases, the provision of free medicine, and the care of the public welfare.	documented that women complaining about a rape may find themselves trapped by the Article 426 prohibition against adultery that makes no exception for the case of rape. In practice provisions under Art 39(i) offer little more than theoretical protection Domestic violence: Somalia does not have a law that specifically addresses domestic violence. Marital rape: It is not specifically criminalized. Women owe a duty of obedience to their husbands and are expected to fulfill conjugal duties in the marriage. Abortion for rape survivors: Art. 418-422 Abortion, with or without consent and for honor, including for women who have been raped is prohibited. Art. 426. Adultery is an offence. Art. 409. Homosexual conduct between consenting adults is criminalized. Honor crimes: Mitigation of penalty for a person who kills a female relative in the sudden heat of rage after finding her in a sexual act.	

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
		Art. 405-408. Prostitution is prohibited. Human trafficking: No comprehensive law on the issue.	
	The Somali Penal Code of 1975 Minimum age for marriage 18 for male and females. Females between the age of 16 and 18 can marry with their guardian´s consent. Marriage and Divorce. Marriage is based on equal rights and duties. A husband can divorce by repudiation (talaq). Custody of children. The mother retains custody after separation but she loses custody if she remarries.	Sharia and customary laws are used to address family matters. Lack of legal protections from early and force marriage. Sharia rules apply to marriage and divorce. Poligamy is allowed in limited specific circumstances but family Code is seldom applied. Inheritance: Women have a right to inheritance, but in many cases receive less than men. Fathers are the guardians of children.	n/a
	Somalia´s National Gender Policy (2016) includes strategies to eradicate harmful traditional practices such as FGM/C and child marriage and to improve services for the management of GBV cases. Somaliland National Gender Policy (2009): The objective of the Policy is to facilitate the mainstreaming of the needs and concerns of women and men, girls and boys in all areas for sustainable and equitable development and poverty eradication.	n/a	This is taken up in the GBV Action Plan
	n/a	n/a	Several measures will be undertaken, including contractors will develop road safety management plan and a Health

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
			and Safety Plan as part of the CESMP to address the impacts on local communities of moving construction equipment; measures and actions developed to assess and manage specific risks and impacts outlined in the ESMF and subsequent ESMPs.
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement			
The Objectives of ESS 5 are: To avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives. To avoid forced eviction. To mitigate unavoidable adverse social and economic impacts from land acquisition or restrictions on land use by providing timely compensation for loss of assets at replacement	Provisional Constitution of the Federal Republic of Somalia. Article 26 states that every person has the right to own, use, enjoy, sell and transfer property. The State may compulsorily acquire property only if doing so is in the public interest. Any person whose property has been acquired in the name of the public interest has the right to just compensation from the State as agreed by the parties or decided by a court. Compensation is provided only for occupants of temporary structures. Affected persons are to be settled in suitable land and their eviction and settlement costs be paid for by the local government. Provisional Constitutions of Somalia (Article 43) call for consultation between the Mayor and the Planning Committee prior to the expropriation of private land The Somalia Agricultural Land Law (1975). The law transfers all land from traditional authorities to the government. Individuals desiring land were to register their holdings	There is a lack of detailed legislation governing land use and ownership Evictions are reported to be commonplace in Somalia ESS 5 recognizes three categories of Project Affected Persons, which are eligible for compensation: 1. Those with formal legal rights to land (including customary and traditional rights recognized under the laws of the country) 2.Those who do not have formal legal rights to land at the time of census, but have a claim that is recognized under the laws of the country 3. Those who have no recognizable legal right or claim to the land they are occupying. Those without legal title to land, including squatters and encroachers, are eligible for	A Resettlement Policy Framework (RPF) will guide the development of site-specific RAPs once the project footprint is known. (Refer to the project RFP). ESS 5 shall prevail over the Somalia / Somaliland legislation on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
	within a 6 months period. The law does not recognize customary land holdings. Article 12 of the Constitution of Somaliland addresses Public Assets, Natural Resources and Indigenous Production with the following key provisions 1. The land is a public property commonly owned by the nation, and the state is responsible for it. 2. The care and safeguarding of property, endowments and public assets is the responsibility of the state and all citizens; and shall be determined by law. Article 31 of the Somaliland Constitution talks over: The Right to Own Private Property, has the following provisions: 1. Every person shall have the right to own private property, provided that it is acquired lawfully. 2. Private property acquired lawfully shall not be expropriated except for reasons of public interest and provided that proper compensation is paid. 3. The law shall determine matters that are within the public interest, which may bring about the expropriation of private property.	only limited protection under Somali laws and policies ESS 5 further defines types of losses to be compensated to include physical and economic displacements and cover land, residential or commercial structures, and lost income caused by temporary or permanent economic displacement While under Article 26, people have a right to be compensated, it is not clear how the amount for the compensation is determined. ESS 5 requires full replacement costs for all assets. Somali law does not determine compensation schedule and cut-off date. ESS 5 determines that improvements of the living situations of displaced vulnerable people should be undertaken, Somali Law does not provide for that. No meaningful consultations with project affected persons may take place, consultation mechanisms seem to make a	

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
	Provisional Constitution of Somaliland. Article 12: Public Assets, Natural Resources and Indigenous Production: 1. The land is a public property commonly owned by the nation, and the state is responsible for it. 2. The care and safeguarding of property, endowments and public assets is the responsibility of the state and all citizens; and shall be determined by law. 3. The Government shall have the power to own and possess movable and immovable property; and to purchase, sell, rent, lease, exchange on equivalent value, or otherwise expend that property in any way which is in accordance with the law 5. Where it is necessary to transfer the ownership or the benefits of a public asset, the transfer shall be effected in accordance with the law.	preference in regards to governmental bodies rather than community stakeholders The Agricultural Land Law led to disparities between statutory tenure and actual land use and allocation.	
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources			
The Objectives of ESS 6 are: To protect and conserve biodiversity and habitats. To apply the mitigation hierarchy and the precautionary approach in the design	Provisional Constitution of the Federal Republic of Somalia. Article 25 of the Constitution states that every Somali has the right to an environment that is not harmful to them, and to be protected from pollution and harmful materials. Every Somali has a right to have a share of the	No detailed laws govern biodiversity conservation and sustainable management of living natural resources at this point.	The Project will avoid any encroachment into any modified, natural, critical habitat and/or protected areas

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
and implementation of projects that could have an impact on biodiversity. To promote the sustainable management of living natural resources. To support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities.	natural resources of the country, whilst being protected from excessive and damaging exploitation of natural resources. Provisional Constitution of the Federal Republic of Somalia. Article 45 states that the Government shall give priority to the protection, conservation, and preservation of the environment against anything that may cause harm to natural biodiversity and the ecosystem. Furthermore, all people have a duty to safeguards and enhance the environment and participate in the development, execution, management, conservation and protection of the natural resources and the environment. Article 12 of the Somaliland Constitution: Public Assets, Natural Resources and Indigenous Production has the following key provision on subsection 4: The central state (government) is responsible for the natural resources of the country, and shall take all possible steps to explore and exploit all these resources which are available in the nation's land or sea. The protection and the best means of the exploitation of these natural resources shall be determined by law.		

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
	Provisional Constitution of Somaliland. Article 12: Public Assets, Natural Resources and Indigenous Production: 2. The care and safeguarding of property, endowments and public assets is the responsibility of the state and all citizens; and shall be determined by law. 4. The central state is responsible for the natural resources of the country, and shall take all possible steps to explore and exploit all these resources which are available in the nation's land or sea. The protection and the best means of the exploitation of these natural resources shall be determined by law.		
ESS7 Sub-Saharan Historically Underserved Traditional Local Communities			
The Objectives of ESS 8 are: To ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resourcebased livelihoods of Sub-Saharan African Historically Underserved Traditional Local Communities. To avoid adverse impacts of projects on Sub-Saharan African Historically Underserved Traditional Local Communities, or when avoidance is not	Somalia Provisional Constitution and the Somaliland Constitutions contain good human rights guarantees. Somalia Penal Code Somalia and Somaliland are party to the International Covenant on Civil and Political Rights,	The Constitutional review process offers an opportunity to address gaps including; violence against women, participation of IDPs and Persons with Disabilities in decision making and public life. Somalia's Penal Code, which is still being extensively used throughout Somalia goes against international criminal and human rights standards, particularly areas regarding rape as well as provisions preventing abuse and	The Social assessment on presence and ESS7 eligibility of Sub-Saharan Historically Underserved Traditional Local Communities shall be conducted to: 1) Determine the applicability of the standard; 2) Prepare an IPPF.

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
possible, to minimize, mitigate and/or compensate for such impacts. To promote sustainable development benefits and opportunities for SubSaharan African Historically Underserved Traditional Local Communities in a manner that is accessible, culturally appropriate and inclusive. To improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with the SubSaharan African Historically Underserved Traditional Local Communities affected by a project throughout the project's life cycle. To obtain the Free, Prior, and Informed Consent (FPIC)[14] of affected Sub-Saharan African Historically Underserved Traditional Local Communities in the three circumstances described in this ESS. To recognize, respect and preserve the culture, knowledge, and practices of Sub-Saharan African Historically		exploitation of IDPs; minorities; and persons with disabilities. Weak judicial system characterised with no accountability and lack of due process for fair administration of justice. There is no federal human rights institution,	

[14] The purpose of ESS7 is not to specify terminology to identify or describe these groups, which will be defined solely in accordance with the criteria set out in paragraphs 8 and 9 of the ESF, 2019

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
Underserved Traditional Local Communities, and to provide them with an opportunity to adapt to changing conditions in a manner and in a timeframe acceptable to them.			
ESS 8: Cultural Heritage			
The Objectives of ESS 8 are: To protect cultural heritage from the adverse 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 use of cultural heritage.	Somalia has a National Strategy for Culture Article 16 of the constitution of Somaliland: Promotion of Knowledge, Literature, Arts and Culture. Sub Article 3 states that "The state shall promote the Arts and the modest culture of the society whilst at the same time benefiting from the knowledge of other world societies. Literature, the arts, and indigenous sports shall be specifically encouraged whilst Islamic behaviour is observed.	The law regarding the management of Physical Cultural Resources exists as a draft	The Project will implement chance find procedures to protect cultural or archeological findings during project activities The Project will further conduct community consultations (as per SEP) prior to project activities in order to ensure protection of other tangible and intangible cultural heritage
ESS 10: Stakeholder Engagement and Information Disclosure			
The Objectives of ESS 10 are: To establish a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties. To assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be taken into account in project design and environmental and social performance.	Provisional Constitution of the Federal Republic of Somalia. Article 32 stipulated that every person has the right of access to information held by the State. The Federal Parliament shall enact a law to ensure the right of access to information	The law on the right of access to information currently only exists as a draft	The Project will implement stakeholder consultations throughout the lifetime of the project, as per the SEP. The PIU will ensure that a grievance mechanism for the project is in place, in accordance withESS10 as early as possible in project development to address concerns from project affected persons.

ESF Objectives	National Laws and Requirements	Gaps	Proposed GAP fill Measure
To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life-cycle on issues that could potentially affect them. To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format. To provide project-affected parties with accessible and inclusive means to raise issues and grievances, and allow Borrowers to respond to and manage such grievances.			SEP shall be disclosed to all stakeholders and made available to the stakeholders in public areas, SEP will ensure that all stakeholders are not only identified, but that their information disclosure needs are also identified to guide information disclosure to each stakeholder category as appropriate

3 Baseline Environmental and Social Conditions

3.1 Environmental Baseline

This section describes the overall baseline condition of Somalia in terms of biophysical environment, as well as the socio-economic background. The baseline conditions obtaining in the three affected states of Somalia mentioned are principally similar to those generally obtaining in Somalia as a nation, except for minor variations.

3.1.1 Geography and Climate

Geography:

Somalia is Africa's easternmost country, and is bordered by Kenya to the south, Ethiopia to the west, Djibouti to the north-west, the Gulf of Aden to the north, and the Indian Ocean to the east. It has a land area of 637,540 km^2, and a coastline of 3,300 km, the longest of any African country, 1,300 km of which is on the Gulf of Aden and the other 2,000 km on the Indian Ocean. The country stretches for almost 1,550 km from north to south between latitudes 12o00'N and 1o37'S, and 1,095 km from west to east between longitudes 41o00' and 51o21'E. The map below shows location of Somalia in relation to the neighbouring countries (see Figure 3-1):

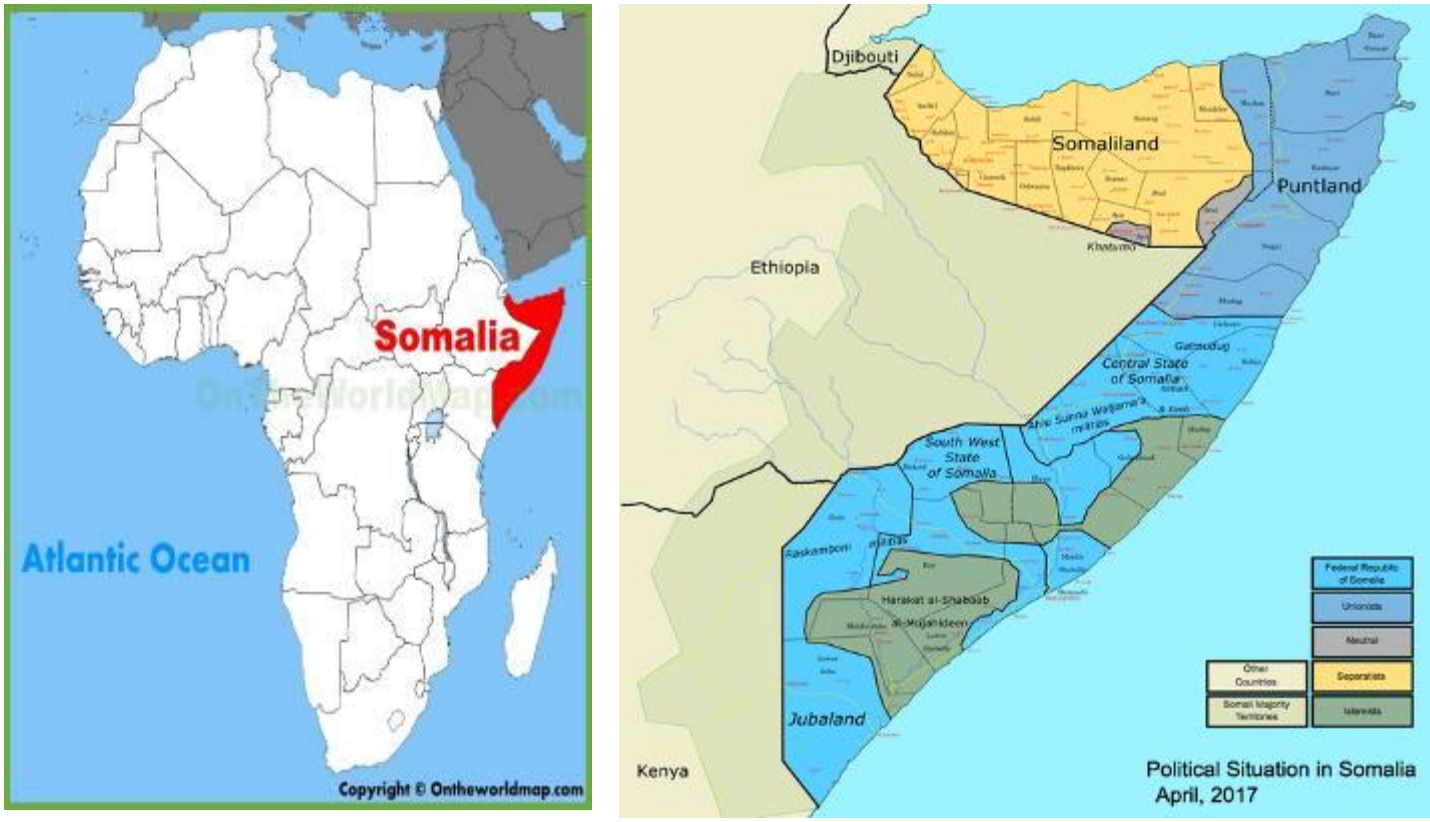


Figure 3-1: Somalia location on Africa Map and Map of Somalia

Source: https://www.google.com/search?q=Somalia+Atlas+Map

This project will support improved electricity access in the major load centers of Mogadishu and Hargeisa identified for renewable generation optimization; and will provide benefits from improved health and education services. While component 1 and 2 will target major urban areas where selected ESPs are based, component 3 locations may be in

peri-urban, rural and deep-rural areas. Specific locations for component 3 sub-projects will be identified during site profiling to be conducted during project implementation to select the actual facilities and the adequacy of the technology choice. Overall, the project will benefit about 1.1 million households, equivalent to almost 7 million people, of which 3.5 million females. The Map below shows distribution of Somalia States and regions including Somaliland (see Figure 3-2):

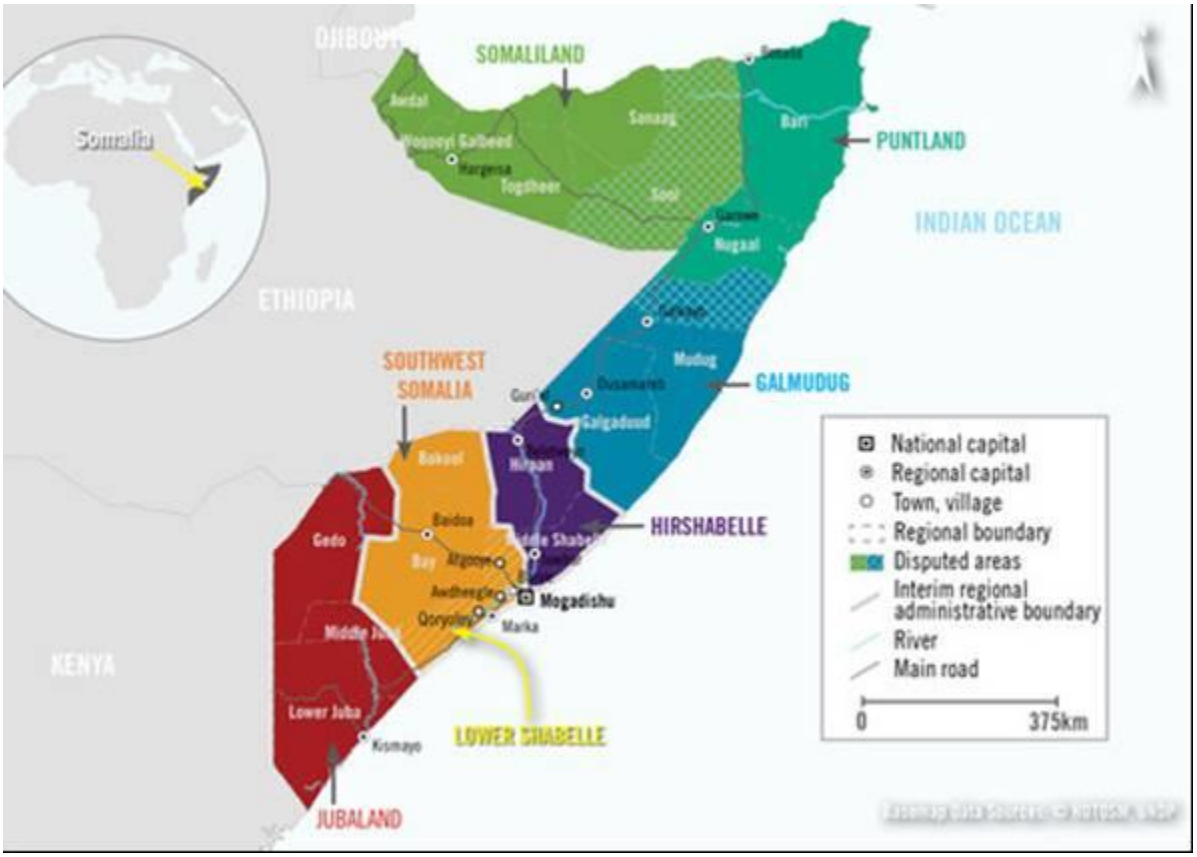


Figure 3-2: Map of Somalia showing geological locations of states

Source: https://www.google.com/search?q=somalia+states+atlas+map

Climate:

Somalia is a large, relatively flat country, with an arid or semi-arid climate and prone to severe droughts and floods. Its twelve million or so people mostly support themselves through nomadic pastoralism and agriculture. They are among the poorest in the world, and the although too few data are available to allow the country to be ranked relative to others according to the Human Development Index (HDI), it is believed to score very poorly on all HDI indicators.

As alluded to earlier, Somalia has a warm desert climate in the north and a semi-arid climate in the south. The country is characterized by four seasons: between the two monsoons, there are irregular rain and hot and humid periods. From April to June, there is the main rainy season, Gu. This is followed by the dry Xagaa season before the Dayr provides further rainfalls from October to December, with approximately 500 mm rainfall annually in the northern highlands, 50-150mm along coast, and 300-500 mm in the southwest. The annual cycle is completed as the dry Jilaal season stretches from December to March. The climate in the Horn of Africa is affected by the Indian Ocean's variable sea-

surface temperatures and the El Niño–Southern Oscillation (ENSO) cycle[15]. Different ENSO phases have diverse impacts during seasons and across different parts of the Horn[16].

3.1.2 Climate Change

Climate is the primary determinant for Somali life. Over half of the populations are pastoralists where the timing and amount of rainfall are crucial factors determining the adequacy of grazing and the prospects of prosperity. Unfortunately, Somalia has been highly susceptible to the effects of climate change and extreme weather conditions, such as periods of extended drought, flash floods, erratic rainfall, disruption to the monsoon seasons, strong winds, cyclones, sandstorms and dust storms[17]. Recognizing the impact of climate risks on the country's future, in December 2009, Somalia became a signatory to the UN Framework Convention on Climate Change (UNFCCC). In 2013, it formulated its National Adaptation Programme of Action to Climate Change; in 2015, it became one of 165 countries that submitted its Intended Nationally Determined Contribution (INDC) action plan ahead of the Paris Summit, outlining proposed programs and interventions that would contribute to emissions reductions and the adaptation of its agricultural systems for improved climate resilience. Together, the National Adaptation Programme of Action to Climate Change and the INDC provide a road map to inform and guide technical and financial contributions from all stakeholders[18].

Somalia has had a fair share of extreme weather events for the past 25 years[19]. The three states under discussion are heavily affected, with this type of weather, threatening food security in the respective areas.

SESRP tackles climate change both from a mitigation and an adaptation perspective. By reinforcing the grid and building a more efficient and resilient network, the project will reduce technical losses in the grid and make the grid more climate resilient. In addition, by supporting the installation of BESS and solar PV systems, the project will optimize renewable energy generation and reduce greenhouse gases emissions. Finally, by increasing access to electricity services to the health and education institutions in communities highly vulnerable to climate change, the project will contribute to increased resilience. Several of the project activities will generate climate change mitigation and adaptation co-benefits as highlighted below:

- *Component 1* activities (generator synchronization and the sub-transmission and distribution network reconstruction and capacity reinforcement, including reconducting of existing lines with higher capacity conductors), will result in a reduction in technical losses, estimated at 120 GWh energy savings annually in addition to reduced generator fuel consumption from wet-stacking estimated at about 24 million liters of diesel annually. Both the reduction in losses and reduced fuel consumption are estimated to lead to reduced GHG emissions equivalent to about 52 $ktCO_2$ annually.

- *Component 2* (Renewable Energy Generation Optimization) will support installation of renewable energy capacity (both Solar PV and BESS) equivalent to about 19 MW equivalent to about 65 $ktonCO_2$ of avoided GHG emission annually.

- *Component 3* will support installation of Solar PV systems with a total capacity of around 5.1 MWp leading to about 16 $ktCO_2$ of avoided GHG emissions per year. The activities under the project will also address climate change vulnerability and hazards as facilities to be installed (transmission lines, synchronization systems and BESSs) will

[15]Williams and Funk 2011, pp. 2417–35.

[16]Anyah, and Semazzi, 2006, pp. 39–62.

[17]Ministry of National Resources 2013, p. 14.

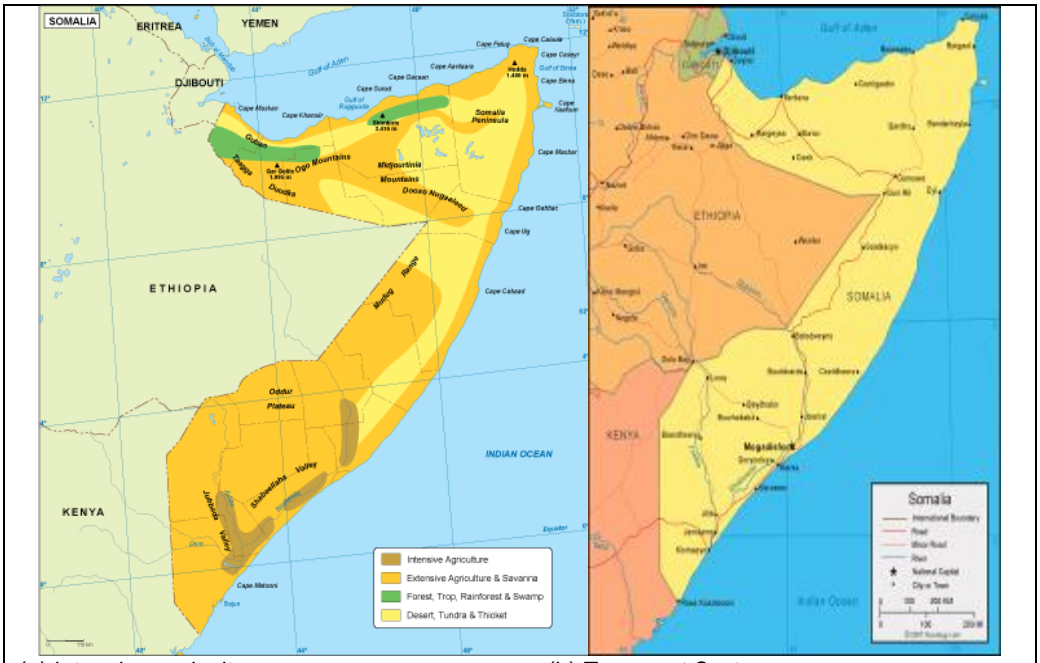
[18]Somalia Country Economic Memorandum 2018.

[19]Food and Agriculture Organization of the United Nations (FAO) 2018.

integrate resilient designs (such as the use of steel/concrete poles with concrete foundations, dust proof enclosure for the BESS equipment) that will shield the power sector from the future impacts of extreme weather. Such measures are expected to address structural stability and impact of high temperature, floods and high winds and will generate climate change adaptation co-benefits.

- *Component 4* will contribute to climate mitigation as the activities related to capacity building and institutional strengthening will support to have in place institutional policies that will enhance both increased uptake of renewable energy (through the prioritization to be undertaken under the Sector Least Cost Development Plan and the associated Wind Resource site specific measurements, geothermal resource mapping) in addition to enabling the sector's energy Policy that prioritizes renewable energy based generation given the country's comparative advantage. Further, the component will support to establish a regulatory regime that will require the existing ESPs to improve their efficiency and lower cost of operations.

The maps below (Figure 3-3 (a)) show concentration of livelihood activities in Somalia where intensive agriculture is practiced and this is seen to concentrate in the southern region of Somalia. Other areas mostly practice extensive agriculture which by definition is not as high labor and capital intensive as the former. The second map (Figure 3-3 (b)) shows the transport network available in the southern region and the river system available.



(a) intensive agriculture (b) Transport System

Figure 3-3: Map showing intensive agriculture and transport system in the southern region

Source: https://geology.com/world/somalia-satellite-image.shtml

3.1.3 Bio Physical Environment

Somalia's natural resources fall into three broad categories: marine resources such as fish and salt; surface resources which include forests and forest products such as the aromatic extracts of frankincense (from *Boswellia spp*.) and myrrh (from *Commiphora spp*., both *Burseraceae*), as well as surface water; and sub-surface resources such as rocks and minerals such as gypsum, iron ore, copper, gold, kaolin, limestone, fossil fuels, and groundwater. Many of them have been directly or indirectly impacted by the extended civil conflict, but competition for access to some resources has also been, and continues to be, a source of conflict in itself.

In the absence of a government, many traditional forms of natural resource management and control systems have been abandoned or are now ignored. In several instances, this has resulted in clearly unsustainable exploitation, a trend which may prove difficult to reverse.

Biodiversity and Protected Areas: Only 0.8% of the Somalis area is under some form of protection (2000). A National Conservation Strategy used to exist but is now extremely low on the territories' agenda. Somalia is part of Conservation International's Horn of Africa Hotspot which has over 60 endemic genera and over 2,750 endemic species. Somalia is a part of Somalia-Masai steppe geographic region of plant endemism (savannas and shrub lands) and has 24 important bird areas. Generally, fauna has been depleted due to hunting and culling to protect livestock. Some of the endangered species of mammals include: Somali Wild Ass (*Equus africanus somaliensis*), Hirola (*Beatragus hunter*) and Somali Wild Dog (*Lycaon pictus somalicus*); endangered plants include: *Acacia flagellaris, acacia densispina, acacia manubensis*, *Andenopodia rotundifolia, Albizia obbiadensis;* endangered birds: *Heteromirafra archeri, Mirafra ashi, Acrocephalus griseldis,* and *Dorcatragus megalotis* [20] Some of the notable invasive species include: *Prosopis spp. and the Indian House crow, Corvus splendens*) have widespread effects on local fauna and flora and important to address, although Prosopis could be used to substitute endemic trees for charcoal production**Error! Bookmark not defined.** (see Figure 3-4):

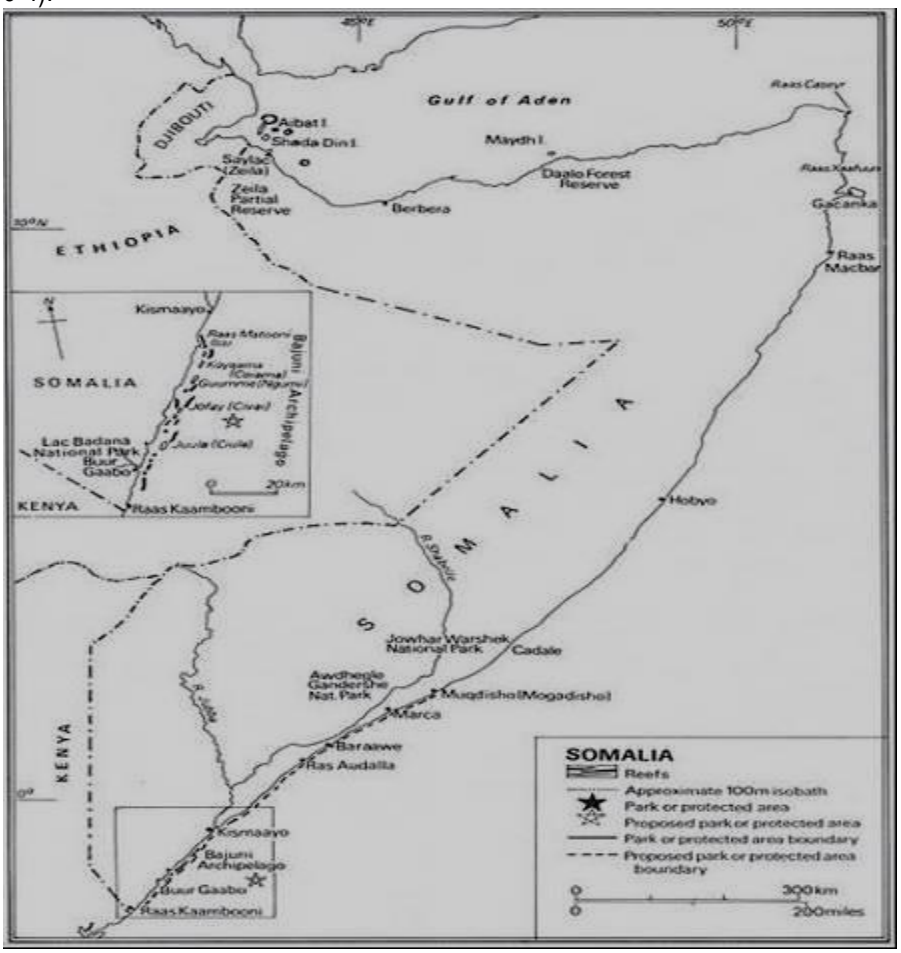


Figure 3-4: Map showing Somalia's ecological parks, coral reefs and protected areas

Source: https://en.wikipedia.org/wiki/List_of_national_parks_of_Somalia

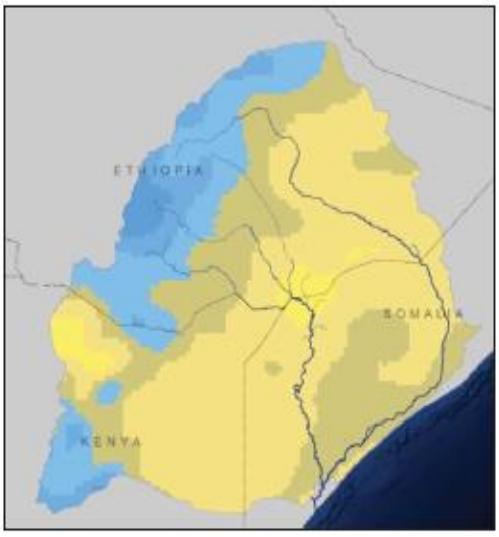
[20] http://www.earthsendangered.com/search-regions3.asp?mp=&search=1&sgroup=allgroups&ID=307

Forests and Woodlands: The vegetation in Somalia is predominantly dry deciduous bushland and thicket dominated by species of Acacia and Commiphora, with semi-desert grasslands and deciduous shrub land in the north and along much of the coast. Forest growth in general is limited due to poor soils and low rainfall. Closed forest cover occupies only about 2.4 per cent of the country (IUCN, 1992) but, if the Juniperus forests and evergreen tracts in the mountains in the north are included, the total forest coverage would probably amount to around 14 per cent (90,000 km^2) of the land**Error! Bookmark not defined.**.

Land Degradation: Over the past two decades, land degradation, deforestation and desertification have rapidly accelerated; the Lower Juba area was estimated to have lost 50 per cent of its forest cover during the years between 1993 and 2014[21]. Even with current temperatures, the flora in Somalia is strained to such an extent that it is often unable to rehabilitate itself[22].

3.1.4 Water Resources (Hydrology)

Somalia's two main rivers, the Juba and the Shabelle, generate fertile floodplains, sustain essential agriculture and crop production, and supply Mogadishu with water. Ethiopia, Kenya and Somalia share the Juba–Shabelle river basin, with Somalia being the lower riparian (see figure 3-5)[23]. Both rivers emerge in the Ethiopian highlands and are Somalia's only perennial rivers. Given the lack of rainfall in the downstream areas, these two rivers are highly dependent on precipitation in the Ethiopian highlands. The low rainfall downstream and also high evaporation and water withdrawal are reasons why both rivers lose runoff on their descent to the Indian Ocean (see figures 3-6 and 3-7). Increased dam-building activities in Ethiopia affect the river system further[24].



Note:

Rainfall levels are graded on a colour spectrum with yellow representing areas with low amounts of rainfall and blue representing areas with high amounts of rainfall.

Source: United Nations Environment Programme (UNEP), Africa Water Atlas (UNEP: Nairobi, 2010).

Figure 3-5: Juba–Shabelle river basin average annual rainfall

[21]Ogallo, L. A. et al., 'Land cover changes in Lower Jubba Somalia', *American Journal of Climate Change*, vol. 7, no. 3 Sep. 2018, pp. 367–87.

[22]Thulstrupa, A. W. et al., 'Uncovering the challenges of domestic energy access in the context of weather and climate extremes in Somalia', *Weather and Climate Extremes*, Sep. 2018.

[23]UN Environment Programme (UNEP), *Africa Water Atlas*, Nairobi, 2010.

[24]Somalia Water and Land Information Management (SWALIM) and Food and Agriculture Organization of the United Nations (FAO), 'The Juba and Shabelle rivers and their importance to Somalia', 2016.

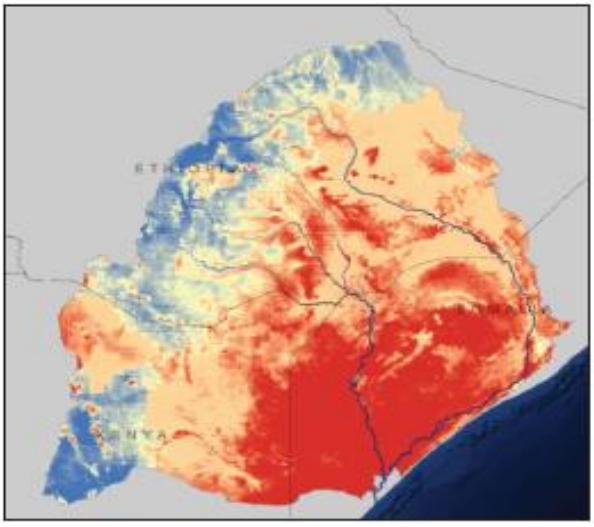


Figure 3-6: Juba–Shabelle river basin modelled available runoff

Note:

Runoff levels are graded on a color spectrum with red representing areas with low amounts of runoff and blue representing areas with high amounts of runoff.

Source: United Nations Environment Programme (UNEP), *Africa Water Atlas* (UNEP: Nairobi, 2010).

Figure 3-7: Map of Somalia showing Jubba and Shebelle River System

Map showing most pronounced rivers in the southern part of Somalia being Jubba and Shebelle Rivers.

Source: https://www.google.com/search?q=somalia+states+atlas+map

3.1.5 Water Scarcity

Generally, water scarcity is a persistent phenomenon in Somalia, even without drought. There are concerns about the rivers, which face overall decreasing volumes and have tended to temporarily dry up completely on several occasions. The country's water supply comes mainly from boreholes, shallow wells and berkads, and access to water and sanitation is very low. The majority of open wells, berkads (e.g. seasonal water reservoir) and some shallow boreholes in Somalia are likely to be contaminated due to the common practice of open defecation and the absence of a system for controlling water quality. Water sources have been increasingly drying out as a result of the drought, and the scarcity of water has prompted abnormal migrations and increased the cost of potable water. The average distance to water points has increased to 50km, with some communities making a round trip of up to 125km for water. The lack of water and competition for this scarce resource is also one of the triggers for conflict in Somalia. The drought has affected not only the quantity but also the quality of drinking water. There are noticeable weaknesses in the water sector related to water quality testing and monitoring in Somalia, which is compounded by the relatively poor understanding of how the water supplies become contaminated and the risks associated with the use of contaminated water.

The cost of water has increased by 50 percent during critical dry periods. In Gedo region in southern Somalia, Jubaland State, 90 percent of villages are now reliant on unsafe water sources for drinking and domestic purposes. South West State also usually experience acute water shortage due to lack of permanent source of water. Parts of the state that experience the shortage include, Buur Hakaba, rural Baidoa, Diinsoor, Qansaxdheere among others.

3.2 Socio-Economic Baseline

3.2.1 Economic Outlook and Macro-economic Performance

On March 5 2020, the FGS cleared its arrears to IDA, and with that fully re-established its access to new resources from IDA, as well as receive debt relief under the Heavily Indebted Poor Country (HIPC) and Multilateral Debt Relief Initiative (MDRI).[25]

Somalia's economy is largely consumption-based and dominated by agriculture, while it is also supported by remittances and large aid flows. Remittances and aid flows are estimated at USD 1.4 billion a year, which represents 29 per cent of Somalia's GDP in 2018. Agriculture plays a key role by constituting 75 per cent of GDP, and 93 per cent of total exports. Other sectors driving growth are construction, telecommunications and money transfer services.[26]

Continued conflict and frequent natural disaster have contributed to significant poverty in Somalia. About 69 per cent of Somalis live below the poverty line. Poverty is thereby most acute among children, youth, and IDPs, as well as persons living in rural areas.[27]

Approximately half of Somalia's population depends on pastoralist and agro-pastoralist activities. According to the recent Flood Impact Needs Assessment conducted by the FGS and the World Bank, this means that people remain highly vulnerable to natural disasters.[28] However, the findings from the assessment also show that while the recent flood has had devastating impacts on infrastructure, it has helped to increase agricultural outputs, due to above average

[25] See The World Bank, Somalia Clears Arrears to World Bank Group, Press Release March 5, 2020, accessed at: https://www.worldbank.org/en/news/press-release/2020/03/05/somalia-clears-arrears-to-world-bank-group

[26] Government of the Federal Republic of Somalia and The World Bank, Somalia. 2019 Flood Impact and Needs Assessment, February 2020, p. 18.

[27] Government of the Federal Republic of Somalia and The World Bank 2020, p. 18.

[28] Government of the Federal Republic of Somalia and The World Bank 2020, p. 18.

rainfall.[29] In turn, the recent floods pose a significant threat of a desert locust outbreak, which poses risks to the macroeconomic outlook and a threat to livelihoods of the population. [30]

3.2.2 Human Development, Education and Health

Somalia scores very low on UNDP's Human Development Index. Although it has not been ranked for a few years, different indicators reveal low scores. For example, life expectancy at birth lies at 57.1 years with a global average of 56 years[31] in low human development countries[32]; and the mortality rate under the age of 5 lies at 127 per 1000 life births[33], while the global average is 39[34].

Education: The school enrollment rates in Somalia are among the lowest in the world. In the education sector, only 16 per cent of the Somali population have completed primary school and only 7 per cent have finished secondary school.[35] 3 million children between the age of 6 and 18 do not attend any school. At the primary level, about 60% of children do not attend school. At the secondary level 92 per cent of children (in south central parts of the country) do not attend school. The recent flooding has caused additional challenges on the education of children, as it has displaced people, made access more difficult and has caused the exclusion of some.[36]

Literacy in Somalia is 40 per cent among the adult population, with male literacy being 8 per cent higher than female. There are significant differences in the literacy rate between social groupings. For example, urban populations have the highest literacy rate with 64 percent, while nomadic populations have the lowest literacy rate with 12 per cent. Among the FMS, Hirshabelle has the lowest literacy rate with 20 per cent; South West State has 26 per cent and Jubaland 29 per cent.[37]

In particular in South Central Somalia, child recruitment, compulsory military training, segregation of boys and girls classes and concerns over attacks on education institutions remain key challenges in the provision of education for all children. Furthermore, there are inadequate water and sanitation facilities, limited classrooms and supplies, as well as a shortage of teachers in overcrowded schools. Additional enrollments of IDP children makes the situation even more dire. Absence of school feeding programs in famine and drought zones disrupts school attendance as well and drops the nutrition status of children.[38]

Access to education is particularly difficult for nomadic / pastoralist populations. Only 16 per cent of nomadic population age 6 and above are enrolled in education.[39]

Health: Availability and access to health facilities is similarly dire. A comprehensive review of the health sector in 2015 showed that health facilities are mainly located in the urban areas and difficult to access for the majority of the rural population. Health facilities are resourced poorly, and there is a critical lack of health workers. According to WHO, only

[29] Government of the Federal Republic of Somalia and The World Bank 2020, p.17.
[30] Government of the Federal Republic of Somalia and The World Bank 2020, p. 19.
[31] UNDP, Human Development Reports. Somalia, accessed at: http://hdr.undp.org/en/countries/profiles/SOM
[32] UNDP, Human Development Report 2019, p.38.
[33] UNDP, Human Development Reports. Somalia, accessed at: http://hdr.undp.org/en/countries/profiles/SOM
[34] WHO, Children. Reducing Mortality, factsheet, accessed at: https://www.who.int/news-room/fact-sheets/detail/children-reducing-mortality
[35] UNICEF and World Health Organization, Joint Monitoring Program, 2019, accessed at: . https://washdata.org/data#!/som>.
[36] Government of the Federal Republic of Somalia and The World Bank, Somalia. 2019 Flood Impact and Needs Assessment, February 2020, p. 58
37 FGS, Ministry of Education, Culture and Higher Education, Education Sector Strategic Plan 2018-2020, p.29
[38] Ditto, p. 25-26
[39] Ditto, p. 30

one in three Somalis have access to safe water, and one in nine Somali children die before their first birthday, and ca. 3.2 million Somalis are in need of emergency health services.

Due to poor living conditions, there are high risks of measles outbreaks, acute watery diarrhea and cholera. Those residing in IDP settlements are most affected.[40]

Reproductive health indicators are poor. Maternal mortality is estimated at 734 for every 100,000 births. Under-five mortality rate was at 133 per 1,000 births before the recent drought.[41] Neonatal mortality rate per 1000 live births is 39.7.[42]

WASH: Access to safe water is low in Somalia, access to basic water supply lies at 83 per cent in the urban areas and 28 per cent in rural areas. 61 per cent of the population has access to basic sanitation facilities in urban areas and 20 per cent in rural areas. According to a UNICEF report, the key challenges are weak water supply management models, high operational management costs and technical limitations. There is further a lack of a harmonized legal and policy framework and policies in place and inconsistent with implementation.[43]

Continued droughts have had negative impact on the water sector, and conflicts have weakened the water supply and sanitation services. WASH facilities have been destroyed as a result of conflict, and there is a lack of sufficient WASH facilities for the large number of IDPs. Furthermore, the population pressure causes over pumping of ground water, and the wearing out of equipment.[44]

Various aid programs have supported the development of latrines. However, UNICEF remarks that there is little impact on increased use of latrines or improved sanitation and hygiene. There is further a lack of sustainability of latrines and little indication of behavioral changes among the population.

Widespread displacement and recurrent emergencies contribute to this dire picture. Diseases like cholera are therefore widespread in Somalia, with a total of 164,000 cases reported between 2006 and 2015.[45]

3.2.3 Governance Structures

The Provisional Constitution of Somalia established the Federal Government of Somalia as well as the legal framework for the formation of Federal Member States (FMS). The latter have a degree of autonomy over regional affairs and maintain their own police and security forces. Somalia is currently divided into six FMS, namely South West State of Somalia, Somaliland, Puntland, Jubaland, Hirshabelle and Galmudug.

The Provisional Constitutions (Article 48) also acknowledges the local governments in Somalia, although levels of administration, fiscal autonomy and other issues still need to be determined. At the local government level, States are divided into administrative regions, which in turn are divided into districts.

The Federal Parliament has the mandate to select the autonomous regional states. Legislature in 2014 established the Boundary and Federalization Commission for this purpose. States are further divided into Districts and Zones.

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[40] WHO, Humanitarian Response Plan 2015, accessed at: https://www.who.int/hac/donorinfo/somalia.pdf

[41] UNICEF and World Health Organization, Joint Monitoring Program, 2019, accessed at: . https://washdata.org/data#!/som>.

[42] WHO, Somalia, Country Cooperation Strategy at a Glance, 2018, p.1, accessed at: https://apps.who.int/iris/bitstream/handle/10665/136871/ccsbrief_som_en.pdf;jsessionid=01FEF030DB9DD0DE3F6C832FEF64EDCD?sequence=1

[43] UNICEF Somalia Country Office, Water, Sanitation & Hygiene (WASH) Profile, February 2020, p.2, accessed at: https://www.unicef.org/somalia/media/1251/file/Somalia-wash-profile-February-2020.pdf

[44] Ditto, p. 2

[45] Ditto, p. 3.

3.2.4 Agriculture

Somalia has a total area of about 137,600sqkms. Land under cultivation is currently estimated at 3 per cent of the total geographical area. Another 7 per cent has potential for agricultural development. The rainfall, soil (fertility and depth), and topography are the main determinants of these estimates. The agricultural system in Somalia is predominantly subsistence in nature. The principal crops are sorghum and maize grown mostly for household consumption. Fruit and horticultural farming, which is relatively small, is mainly commercial. Here, farmers grow mainly tomatoes, lettuce, onions, peppers, cabbages, oranges, lemons, and papaya. Rain-fed farming accounts for 90 per cent of the total area cultivated, while the area under irrigation constitutes only 10 per cent.

The sector is dominated by smallholder farmers who tend small farms ranging from 2 to 30 hectares in area. The size of the average farm is approximately 4 hectares. Somaliland's agriculture was practically destroyed during the civil war from 1982 to 1991 – agricultural equipment and farmers' property were looted, and infrastructure was devastated. The majority of the farmers fled as refugees to neighboring countries and returned home only when the conflict ended. Although some recovery has been made in the past 20 years, a lot more remains to be done.

During the war, the institutional capacity of the Ministry of Agriculture (MoA) was eroded severely because of the brain drain resulting from the migration of professionals to other countries, looting of assets, and the destruction of Ministry's facilities. The reduced capacity of the agricultural sector to produce food for the nation is clearly demonstrated by the total cultivated area under Sorghum and maize, the two main crops, which in 2009 was less than 23,000 hectares, and average yields were only 0.5 tons per hectare.[46]

Rainfed Farming and Irrigation: Rain-fed farming is the main agricultural production system. The main crops grown are cereals. Sorghum is the principal crop, utilizing approximately 70 per cent of the rain-fed agricultural land. Another 25 per cent of the land is used for maize. Other crops such as cowpeas, millet, groundnuts, beans, and barley are also grown in scattered marginal lands. Irrigation farms are mainly situated along the banks of streams (togs) and other water sources close to the riverbanks. Channeling from the source to the farm is mainly done by diversion of perennial water (springs) to the farm through rudimentary earth canals or floods. The cultivable area of these farms is subject to floods and is, therefore, in danger of being washed away. Most of the irrigated farms have in them areas set aside for the cultivation of vegetables and fruits for commercial purposes.

Livestock: The economy of Somalia mainly depends on livestock production, which has historically and culturally been the mainstay of livelihood for the majority of the people. The livestock production system in Somaliland is predominantly pastoral and agro-pastoral, with the industry providing 29.5 per cent of GDP in Somaliland and employing 27 per cent and 20 per cent of the female and male workforce, respectively in Somaliland.

Livestock is the source of livelihood for pastoralists, contributes to the Government revenues, and provides employment to a wide range of professionals and other service providers. Somaliland has a long history of live animal export to the Arabian Gulf states through Berbera port on the Red Sea.

There are several types of livestock production and management systems in Somalia, depending on a number of factors such as the area, availability of labor, and the sizes and types of livestock raised. However, in general, there are two main production systems: one based on nomadic pastoralism and the other on agro-pastoralism. Nomadic pastoralism is the system practiced by most of the rural population and revolves around the seasonal migration of herders in continual search of pasture and water.

[46] Somali Core Economic Institutions and Opportunities Program ESMF, 2017, p 18

The movement of these pastoralists is often organized and follows a regular pattern in which clan-based groupings have their traditional grazing areas and/or common watering points and temporary camps. In some parts of the country, pastoralists co-habit with farmers to access crop residues for their animals. In other places, the pastoralists take advantage of heavy rains and floods for agricultural purposes, planting crops in areas cleared for the production of forage or grain.

Related to the above, relatively high rainfall in the highlands around Hargeisa has raised the organic content in the sandy calcareous soils characteristic of the northern plains, allowing some dry farming to be practiced. South of Hargeisa begins the Haud, which red calcareous soils continue into the Ethiopian Ogaden. This soil supports vegetation ideal for camel grazing. To the east of the Haud is the Mudug plain, leading to the Indian Ocean coast; this region, too, supports a pastoral economy. The area between the Jubba and Shabelle rivers has soils varying from reddish to dark clays, with some alluvial deposits and fine black soil. This is the area of plantation agriculture and subsistence agro-pastoralism.[47]

The livestock and crops sector are the main sources of economic activity, employment and export. 49 per cent of the population lives in rural areas, and 46 per cent of all employed people work in agriculture (crop cultivation, herding, fishing). However, while the livestock is an important sector, there are still minimal governmental animal health programs and institutions regulating and controlling it.[48]In addition, the poor state of waters and transport infrastructures has kept the agricultural sector from recovering and becoming resilient.[49]

Somalia is prone to suffer from flooding. Most of the flooding in 2019 occurred in Middle and Lower Juba, Bay, Lower and Middle Shabelle, and Hiraan. Weeks of flooding have destroyed physical, productive, and social service delivery infrastructure. Physical infrastructure, such as roads were turned into rivers, and agricultural land was fully destroyed, and livestock was lost.

According to FAO, since 2016, Somalia has faced climate shocks for eight agricultural seasons. 2.1 million people currently live in severe acute food insecurity; and 1 million children are acutely malnourished.[50]

Livelihoods are threatened by natural disasters, epidemics, and issues such as injury, death or unemployment. For example, climate conditions and the drought of 2016/17 had significant impacts on livelihoods. Shocks at the household level are experienced through drought impacts, including through loss of crops and livestock and shortage of water for farming or cattle; or high food prices.[51]

3.2.5 Labor and Employment

In the labor sector, 47 per cent of the population in South Central Somalia is unemployed. Among youth the rate is even higher with 54 per cent.[52]The main employment is in the agricultural sector, where 72 per cent of employees worked in 2019; followed by 6 per cent in the industrial sector, and 21 per cent in the service industry.[53]

[47] Somali Core Economic Institutions and Opportunities Program ESMF, 2017.
[48] Government of the Federal Republic of Somalia and The World Bank 2020, p.21.
[49] Government of the Federal Republic of Somalia and The World Bank 2020, p.22.
[50] UNFAO, Somalia Humanitarian Response Plan 2020, accessed at: http://www.fao.org/3/ca7825en/CA7825EN.pdf
[51] Government of the Federal Republic of Somalia and The World Bank 2020, p.19.
[52] Federal Government of Somalia, Ministry of Education, Culture and Higher Education, Education Sector Strategic Plan 2018-2020, p.13
[53] Statista, Somalia: Distribution of Employment in by economic sector from 2009 – 2019, accessed at: https://www.statista.com/statistics/863133/employment-by-economic-sector-in-somalia/

In addition, as ILO points out, the legal and judicial systems governing employment are still weak; and there are few private or public insurance institutions; nor are there labor inspection systems in place. It reminds that workers can be exposed to hazardous work without adequate protection, and child labor is a common practice in Somalia.[54]

3.2.6 Land Issues

Land conflicts in Somalia have risen to be one of the key issues of instability at the community and inter-community level. This is partly due to a complex situation of land tenure. While the Agricultural Land Law of 1975 abolished private ownership, the current situation is very unclear. Only few locals registered their land at the time, and the civil war further impacted the situation negatively. Customary land tenure has therefore taken the center stage in ordering land ownership and usage. It is focused on clan relations and on pastoral land use rather than norms of individual ownership. The Provisional Constitution defines land as public property. The government has created means to transfer some land into private ownership by granting ownership for urban and agricultural land.[55] Formal legal frameworks now exist alongside customary land management.

Land disputes and grievances have been identified in the existing literature as a major issue of contestation. There are different categories of causes of land-related grievances. One, powerful groups and individuals take land illegally, often from the poor or minority groups, who cannot defend themselves. This is based on the fact that land prices in Mogadishu have skyrocketed in recent years, and land has become a popular commodity.[56] Two, Somalis returning from overseas to Mogadishu often claim back their land, which causes a variety of land grievances, as the land has often been occupied by others in their absence.[57] Three, there are multiple questions of land inheritance, especially given the large group of members in a family, as well as the return of Diaspora members who may have claims to inherit land.[58] Four, given Mogadishu's history of contestation, occupation and civil war, multiple title deeds have been issued over the years and continue to be manufactured. This is a key cause for land disputes when multiple owners put claims on a piece of land.[59] Five, of concern to the citizens of Mogadishu is the unregulated sale of public property, as well as the destruction of historic property. Sales often take place between government representatives and private interest groups, without any possibility for recourse by citizens. Six, land occupation in Mogadishu and BRA is ongoing, and has the potential to result in greater conflicts. This is underpinned by an overlapping and uncoordinated land administration system. A study on land in Mogadishu by the Rift Valley Institute (RVI) even estimated that 80% of cases filed at the Supreme Court are connected to land grievances.[60]

Furthermore, ongoing forced evictions are a key challenge for IDPs in Somalia. Due to insecure land tenure arrangements in IDP settlements, it is often difficult for IDPs to secure their rights. According to ReDSS, an annual average of 155,000 individuals have been evicted across Somalia, mainly in Mogadishu and Baidoa. Evictions take place from both, public and private infrastructure. Key protection challenges are that IDPs settle on public land or private lots with contested ownership. Women and girls are thereby most vulnerable, as they encounter GBV challenges in addition to loss of assets and livelihoods.[61]

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[54] ILO, Decent Work Programme, Somalia 2011-2015, p. 12.

[55] IGAD, Somalia. Land Governance Country Profile, Assessment of Land Governance Framework, Training & Research Land Governance Institutions, accessed at: https://land.igad.int/index.php/countries/39-countries/somalia/40-somalia-profile?showall=1

[56] Rift Valley Institute / Heritage Institute, Land Matters in Mogadishu. Settlement, Ownership and Displacement in a contested city, 2017, p. 53

[57] RVI 2017, p.54

[58] RVI 2017, 57

[59] RVI 2017, 58

[60] RVI 2017, p. 67

[61] ReDSS, Forced Evictions as an obstacle for durable solutions in Somalia, March 2018, accessed at: http://regionaldss.org/wp-content/uploads/2018/03/Forced-evictions-as-an-obstacle-to-durable-solutions-210318.pdf

3.2.7 Cultural Heritage

Somalia has rich cultural heritage due to its own cultural goods 'dhaqan', including the fundaments of a segmentary society and the resulting social fabric. Traditions often originate in the proto-Somali cultural era or originate in the many interactions Somali populations had with other cultures, including those from the Arabian peninsular, India, and sub-Saharan Africa. There are several cultural heritage sites spread over 11 administrative areas in Somalia, this includes Archaeological Sites, Historical Sites, Heritage sites and monuments. These sites are located in Awdal, Bannadir, Shebelle, Bari, Bay Sannag, Sool, and Nugaal. The protracted conflicts and the civil war in Somalia, however, have had significant impact on the loss of tangible and intangible cultural heritage. Deliberate efforts have to be made to protect cultural heritage. Unfortunately, the country's legislation around these issues has not yet been developed and does not legally enforce the protection and preservation of cultural artefacts, cultural heritage and distinct sub-national identities. Especially infrastructure development project therefore need to support the protection of places of cultural and religious significance, including graveyards, religious buildings, and historical sites.

3.2.8 Security and Conflict Environment

Somalia ranks second on the Fragile State Index from 2019 with a total score of 112.3, only topped by Yemen with a score of 113.5.[62] Somalia's indicators on factionalized elites, and demographic pressures score the highest.

Somalia has had a long history of civil war, which followed the Siad Barre regime that ended in 1991. Clan-based militias turned the country into chaos and prevented an effective central government for a long time. A Transitional Federal Government was formed in the early 2000s, which was succeeded by the internationally recognized Federal Government of Somalia, which was formed under Hassan Sheik as a President. In 2012, after the adoption of the Provisional Constitution, the first internationally recognized Federal Government of Somalia (FGS) came into power following more than two decades of civil war and transitional governance arrangements. With the new President, the federal state building process commenced[63] under the framework of the distinct peacebuilding and state building goals of the New Deal/Compact, which was signed in September 2013. However, the last years have been dominated by political infights and clan-related tensions, including in the establishment of the FMS. This has worsened the security situation in Somalia significantly.

There is significant conflict at different levels in Somalia. Some insecurity stems from clan competition, which goes back into history and historical movements and power distribution. Often it is combined with localized competition over resources, for example over land or water sources. Such insecurity and conflict can be due to continued local tension between different communities, competition over sources of power, such as governmental positions, as well as competition over aid resources brought down to the state or district level.

The social impacts and potential aggravation of resource-related conflicts is well documented in a range of pastoralist and agro-pastoralist assessments carried out in the Somali region.[64] Access to water and pasture is a fundamental source of both conflict and co-operation between clans and civil authorities throughout the Somali region. In terms of conflict, extensive trans-boundary movements of livestock and limited access to the combination of water and pasture is one of the primary drivers of conflict across the Horn of Africa and within Somalia. Long and well documented records of conflict and cooperation over access to water and pasture in pastoralism domain exists[65]. Following decades of low

[62] Fragile State Index 2019, accessed at: https://fragilestatesindex.org/data/

[63] Under the Federal Government of Somalia (FGS), the state level governments are Puntland State of Somalia, Jubaland State of Somalia, and two interim administrations, i.e. Galmudug State and the Interim South West Administration. Somaliland is a self-declared state. State formation is currently ongoing in the Hiraan and Middle Shabelle regions.

[64] Lewis 1961; Lewis 1998; DfID 2005; Gomes 2006 Access to water for pastoral resources management

[65] Ditto

investment in Somaliland and Puntland, water points with adequate surrounding pasture are especially scarce, claimed by clans, fiercely guarded and intrinsically linked to resource conflict.

The Islamist group Al-Shabaab still controls areas in South Central Somalia, providing harsh treatment, forced recruitment vis-à-vis the local populations. It infiltrates other areas and conducts deadly attacks on citizens. Most importantly, Al Shabaab has introduced a harsh tax system in its areas of control and beyond. It has also started to expand on other administrative functions, such as the provision of justice.[66] Given the weakness of the formal justice system, people go to Al Shabaab courts, where swift justice and the execution of judgments is guaranteed. Al Shabaab remains as a key source of violence, attacking government facilities, personnel, security forces, and members of international organizations.

In 2019, Somali-led offensives in Lower Shabelle have led to the ousting of Al Shabaab in the area. However, Al Shabaab has shifted to different areas and has maintained attacks on the newly recovered area.[67]

Different armed groups maintain checkpoints along key arteries of the country to extract fees from travelers. People are thereby associated with their clans, and have difficulties moving and working in areas in which their clans are not prominent. Even government checkpoints can be little efficient, as they are subject to corruption.[68]

Somalia therefore remains trapped in continued fragility, which is protracted by insecurity, endemic corruption, fledgling government capacity, predatory armed groups and spoiler networks. This poses significant security risks for the population, but also for project activities. These include terrorist attacks, hijackings, abductions, and killings. The state security apparatus is thereby very weak,and is underpinned by clan dimensions as well. There are sometimes blurred lines between the state security apparatus, local militia or other armed factions.

3.2.9 Vulnerability and Social Exclusion

Internal Displacement: In April 2020, OCHA report 2.6 million IDPs in Somalia[69], due to disaster and conflict among other issues. Conflict and violence has triggered 578,000 new displacements; while the disasters have triggered 547,000 displacement;, half of these as a result of floods and the other half as a result of drought in the southern regions of Bay, Lower Shabelle and Bakool," (Internal Displacement Monitoring Centre)[70] During the drought in 2017, people dependent on livestock and agriculture had to abandon their rural homes to find new opportunities, migrating predominantly to urban areas.

Drought conditions are contributing to already pronounced rates of acute and protracted displacement. More than 278,000 people have been displaced in March alone within Somalia due to the drought, bringing the total number to approximately 585,630 since December 2016[71].

While data on the demographic profile of migrating populations is needed, it is likely these drought-related internal displacements may be from minority clans, who have lost assets including their homes, livestock, and livelihoods. Camps are heavily congested and have also proportionally received the largest number of new arrivals[72]. Displaced

[66] Security Council, S/2019/858, p.3
[67] Security Council, S/2019/884, p. 3/17
[68] J. Sanya and I. Mwenda, Mogadishu. When Checkpoints don't work, Horn International Institute for Strategic Studies, accessed at: https://horninstitute.org/mogadishu-when-checkpoints-dont-work/
[69] OCHA, Somalia Situation Report, 5 April 2020.
[70] Internal Displacement Monitoring Center, The Ripple Effect. Economic Impacts of Internal Displacement. Case Studies in Eswatini, Ethiopia, Kenya and Somalia, Thematic Series, January 2020, p. 30.
[71] UNHCR, UN Habitat, IOM, JIRA and Local Ministries of Interior, IOM and The World Bank, 2017
[72] JRIA 2016

women and girls are among the most vulnerable populations and face multiple constraints including lack of access to adequate shelter, livelihoods and access to critical resources, including land. The attendant separation of many women and girls from community and familial support structures, as well as from traditional livelihoods activities, also contributes to an increased reliance particularly of women on marginal, inconsistent and hazardous livelihood strategies, which often increases exposure to violence.

IDPs commonly settle in informal urban settlements, where access to services and conditions are poor, and where they often become victims of forced eviction. Conditions of displacement often compound existing conditions of vulnerability and poverty. They are therefore part of the poorest strata in Somalia, and are often in dire need of access to food, water, sanitation, health services, shelter and education.[73]

Following a recent survey, a move to urban centers comes with some improvements in health and education for IDPs, but also with reduced access to work and lower income. 61 percent of male IDPs claim that they had work and an income before displacement, in comparison to 40 per cent after displacement. However, members of the host communities state the opposite since the arrival of the IDPs – they now claim to suffer from less employment.[74] The greatest loss affecting IDPs is the loss of secure housing. 77 per cent of IDPs claimed to have owned a house before they were displaced.[75] Some IDPs receive support from their families in the Diaspora. More than a third of IDPs report to receiving remittances from overseas of an average monthly value of 113 USD.[76] However, IDPs often have less remittances than other Somalis, extending in part from the separation from social networks that would otherwise provide support. Only 7 percent of IDPs rely on remittances.[77]

In view of education and health, IDPs generally report better access than before their displacement. IDPs generally appear to have better access to education. Access to schools was usually more challenging in their previous rural homes. Access to health care has slightly improved since IDPs left their rural homes. 25 per cent of IDPs state that they have better access to health care than previously, while 60 per cent state there is no change. However, there are also significant concerns about improper sanitation and the outbreak of diseases in IDP settlements.[78] However, while this mostly applies to urban IDP, generally, the socio-economic and human development indicators for IDPs are worse than those of non-IDPs. While 7 in 10 Somalis are poor, over three in four IDPs live under 1.90 $ per day.[79]

Gender-Based Violence and Gender Dynamics. Differentiated social roles and responsibilities between men and women across livelihood systems have implications on the available mechanisms to cope and respond to external shocks such as drought. Sexual violence against women and girls in Somalia, an abominable crime less prevalent in Somalia pre-civil war history. .Recent figures show 76% of all recorded cases happen among the IDPs whereas 14% occur in the hosting communities. In the face of crisis, such as insecurity, drought or famine, men and women adopt different coping strategies to increase household resilience. . Preventing and combating sexual violence requires informed participatory not limited to education and awareness campaigns, safeguarding and robust reporting, effective law enforcement and judicial process which can furnish proportionate remedy and penalty.

Available economic opportunities, however, are still quite limited for both men and women and female-headed households remain among the most vulnerable populations. Unemployment rates remain particularly high for women, and especially female IDPs who often remain reliant on charity through social protection mechanisms and contributions

[73] Internal Displacement Monitoring Center 2020, p. 30.
[74] Ditto, p. 30.
[75] Ditto, p. 33.
[76] Ditto, p. 31.
[77] The World Bank, Somali Poverty and Vulnerability Assessment, Findings from the Wave 2 of the Somali High Frequency Survey, April 2019, p.73
[78] Internal Displacement Monitoring Center, p. 36
[79] The World Bank, Somali Poverty and Vulnerability Assessment, Findings from the Wave 2 of the Somali High Frequency Survey, April 2019, p.73

from the diaspora in the form of remittances. Women who are engaged in income generating activities are often engaged in the informal sector and further bear the double domestic burden of earning an income and taking care of the home. The consequences of this burden often fall to girls in the family, who are expected to contribute to the maintenance of the home, often at the expense of girls' education and skills development[80].

Women representation in politics and governance bodies has remained scarce. Political power and authority are perceived as masculine spaces, and the few women who are included in politics mostly act through their husbands or other male family members. Analytical work on political economy in Somalia has shown that political power is deeply rooted in access to resources. Women's economic empowerment should therefore play a fundamental role in their rise in politics and decision-making spheres. However, to date no analysis has explored the links between economic empowerment initiatives and political empowerment, nor has rigorous political economy analysis been coupled with a gender analysis. At least 30 per cent of seats in the national Parliament are reserved for women; while women's representation in Parliament has improved in recent years, at 24 percent representation, this quota remains unmet.

While there is a lack of statistical data on the situation of women in Somalia, the available evidence shows that Somali women are still far from enjoying equal rights and treatment. The Social Institutions & Gender Index for 2014 places Somalia on the 6th lowest position in the world, with 'very high' discriminatory family codes, 'very high' levels of restricted physical integrity, and a 'very high' level of restricted resources and assets.[81] Lack of access to services, such as education and health, or lack of access to agricultural production or other livelihoods and employment opportunities have kept most of the female population of Somalia disempowered.

The Provisional Constitution and the FGS have made commitments on women's empowerment and gender mainstreaming. The Constitution provides for the protection of women[82], including the outlawing of female circumcision (Article 15) and protection from sexual abuse (Article 24(5).

Most domestic violence and sexual violence cases are dealt with through the customary and Sharia legal systems. Anecdotal evidence indicates that some customary practices result in a double victimization of women and girls, denial of justice for many survivors, and impunity for perpetrators. The customary justice system is focused on clans. Justice is delivered for the clan rather than for the survivor of the sexual violence. Traditional approaches to dealing with rape seek resolution or compensation through negotiation between clan members. Restitution is paid to the clan and not to the survivor. Once restitution is paid, the perpetrator of the sexual violence is free from further punishment and the case is considered finalized. In some cases, the woman or girl is forced to marry the perpetrator of the violence as a form of "restitution" ordered by customary courts. The customary system is widespread, and many families and clans choose it over other justice systems[83].

3.2.10 Youth as a Vulnerable Group

According to UNFPA, 38% of Somalia's population is at the age between 15-35 years. The majority of young people lives in the urban areas, 46% of all 15-29-year-old persons live in a city, followed by 25% that live as nomads. Only 49% of male youth is literate, compared to 41% of female youth. 69% of current youth are not enrolled in school. 3 in

[80] Interagency Working Group on Disaster Preparedness for East and Central Africa.
[81] OECD Development Center, Social Institutions and Gender Index, 2014, accessed at: http://genderindex.org/ranking?order=field_sigi_value14_value&sort=asc
[82] LOGICA, Gender and Conflict Note Somalia, March 2013, p. 2, accessed at: http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2014/03/31/000333037_20140331154002/Rendered/PDF/862980BRI0Box30gica0DissNoteSomalia.pdf
[83] UNDP 2018

10 youth are unemployed.[84] Irregular migration of youth populations in search of resources of livelihoods, particularly from rural to urban areas may compound existing challenges linked to youth vulnerability and unemployment.

A joint study by the World Bank and the United Nations on youth and attitudes to peace showed that for youth peace is not just about ending violence but includes strong and accountable institutions providing services and opportunities for all. For many respondents there was also a clear link between violence, including domestic violence, at the local level and national level conflict. Peacebuilding efforts, therefore, must start at home and at the community level.[85]

3.2.11 Clan Dynamics and Minority Groups

The traditional clan system, while evolving, remains a central and defining factor shaping political and socioeconomic realities in Somalia. Clan affiliation is both a force that has influenced conflict and violence as well as a mechanism for protection and dispute resolution. Customary traditions and conventions help define rights and obligations among kin, clans, and subclans, with an emphasis on the preservation of social stability over individual rights in communities and families. At the local level, clan arbitration through the customary system known as xeer has helped regulate access to shared resources, such as grazing areas and water.

Settlement patterns in cities are shaped by clan dynamics through ownership and development of urban land, resulting in communities that are often segregated on the basis of clan. Clan affiliation further affects the extent to which IDPs are included or excluded from development opportunities and access to basic services. Consequently, a resultant pattern of inequality is emerging in Somalia's cities (Aubrey and Cardoso 2019).

Because of weak enforcement of the law, large disparities have appeared between customary tenure systems and statutory law, engendering illicit appropriation on the part of those most powerful and exacerbating the clan divisions. As a consequence of the prolonged absence of a clear central government authority and the subsequent erosion of legal systems, land and property have been subject to illegal occupation and land grabbing; this remains the main source of violent conflict.

At the national level, the 4.5 power-sharing formula accords parliamentary power and other positions to the four major clans, with minority clans comprising the remaining 0.5. The four patrilineal clan families that comprise the majority (customarily known as the "nobles") include the Darod, Hawiye, Dir, and Isaaq. The Rahanweyn, considered inclusive of Digil and Mirifle, constitute the smaller, minority clan family. Other minority groups include Bantu, Benadiri, Bajuni, and a category of "occupational" groups composed of the Midgaan (Gabooye), Tumaal or Yibir, and Galgala.

In the absence of sound national institutions, resilient clan-based structures provide safety nets to the most vulnerable, and have historically claimed responsibility for security and protection. While political developments, population movements, and conflict have weakened traditional authority structures, many expect that clan systems will continue to play an important socioeconomic and political role in Somalia, even as more formalized governance institutions emerge.

.. While data on the population of minorities in Somalia are limited and contested, in 2002, the UN Office for the Coordination of Humanitarian Affairs estimated that the minority groups combined comprised one-third of the population (UN OCHA 2002)the Rahanweyn or Digil/Mirifle are considered minority clan families, this classification excludes ethnic, religious, or linguistic differentiation; other groups like Bantu, Benadiri, Bajuni, and a category of

84 UNFPA, The Somali Youth in Figures, August 2016, accessed at: https://somalia.unfpa.org/sites/default/files/pub-pdf/INFOGRAPHIC_YOUTH%20DAY%20%282%29.pdf

85 The World Bank, UN Somalia, UN Habitat, Youth as Agents of Peace in Somalia, 2018, p. 10.

"occupational" groups composed of the Midgaan (Gabooye), Tumaal or Yibir, and Galgala (Home Office 2017) also fall within minority umbrella.

3.2.12 Covid-19

The Covid pandemic was confirmed to have reached Somalia on 16 March 2020. On 12 May, Somalia reported 1,089 cases of the virus, and 52 deaths. The FGS formed a task force to respond to the pandemic, which has faced great difficulties in obtaining the relevant medical equipment. On 18 March the country suspended all international flights, except for humanitarian transports. Social distancing measures have proven difficult to implement in Somalia, and testing kits and facilities are scares, making testing difficult.

Somalia operates 7 Emergency Operations Centers across the country, 14 isolation centers across Somalia, 4 out of 21 border crossing are open, 7 out of 8 seaports are open, and 1 out of 12 airports is open.

Two months later, on 18 May, OCHA reports that the number of cases have surged to 1421, with 56 deaths and 152 recoveries, presenting one of the highest numbers in East Africa.[86] The majority of cases is in the Benadir region. However, there is suspicion that cases are under-reported and the actual figure is significantly higher.

The FGS National Contingency Plan for Preparedness and Response to the Coronavirus defines as a general objective to support early detection, prevent and control of COVID-19 to contribute to reduction in morbidity and mortality associated with the virus. Specific objectives include enhancing coordination and leadership for preparedness and response, enhance national capacity to detect cases and institute responses, limit human transmission of COVID-19 through standards Infection Prevention and Control practices, and provide timely information and key messages to the public.

The Plan further describes the necessity to build capacity among health workers in managing highly infectious diseases. It prescribes training to a national core team, and their subsequent deployment to manage infections by zone. In addition, frontline health workers in the communities are equipped to promptly detect COVID-19 cases.

The FGS is planning to establish 7 quarantine centers and 7 isolation centers across the country. Somalia currently has 4 laboratories operating with varying capacities. The National Public Health Laboratory in Mogadishu is the most advanced. Three laboratories are currently able to detect COVID-19: Mogadishu, Garowe and Hargeisa.[87] Through the polio surveillance networks, biological samples are collected and shipped to either of the laboratories.

Somalia has 23 ports of entry. Health workers have been deployed at the four main airports to screen travelers upon arrival. Three out of four airports have established isolation rooms, while in Mogadishu and Garowe, ambulances are on stand-by to transfer suspected cases to isolation facilities. While travelers at the airports are screened, they are not tested.

The Early Warning and Response Network (EWARN) had been set up in 535 sentinel facilities to report and alert in regard to epidemic prone diseases. Verification of alerts is implemented by a Rapid Response Team at the District level, supported by WHO and the Ministry of Health. However, reporting can be sporadic due to lack of means of communication and high staff turn-over.

WHO has supported deployment of 4,000 health care workers throughout Somalia. Each health care workers aim to visit 5,000 homes per month to actively identify cases and trace contacts. Information on potential cases is relayed to Rapid Response Teams.

[86] OCHA Somalia: Somalia COVID-19 Impact Udpate No.6
[87] OCHA Somalia: Somalia COVID-19 Impact Udpate No.6

Testing capacities, however, are still low. The Galmudug State Ministry of Health, for example, has appealed for support to establish local testing facilities. Currently, samples are transported to Mogadishu for testing.

COVID-19 has significant economic impact. The FGS currently projects an 11% decline in the nominal GDP for 2020. Remittances received by nearly half of Somalis have dropped by approximately 50%.[88]

Of further concern is recent flooding, which caused displacement of 412,000 people in 29 districts. Most of them have fled to higher grounds and have taken shelter in already crowded villages. WHO estimates that this can speed up the transmission of COVID-19, given the crowded living conditions.

3.2.13 Internal Displacement and Refugees in Somalia:

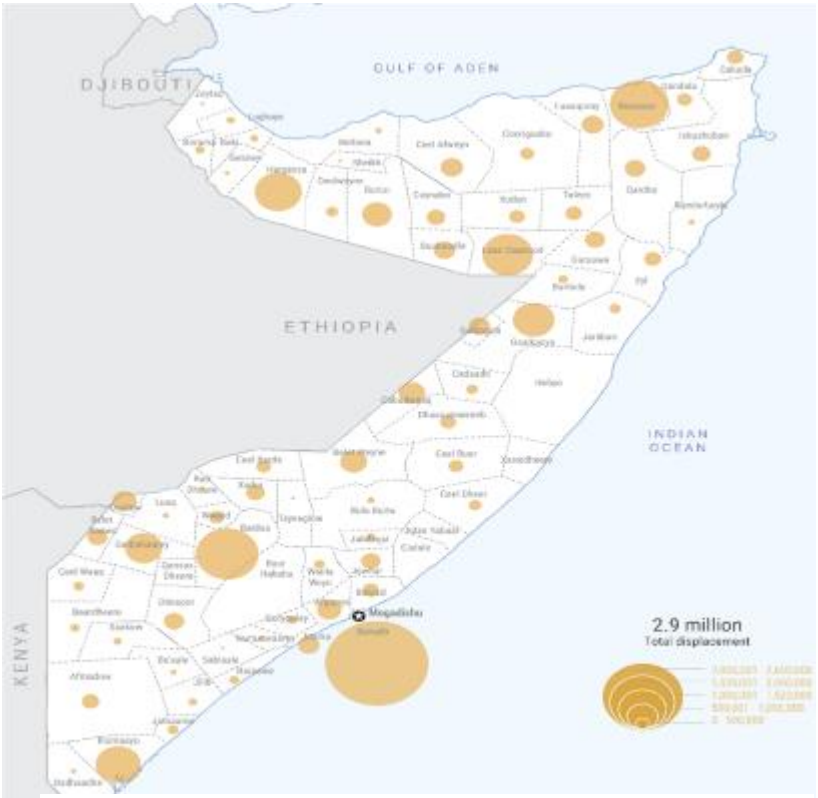
Since 1991, millions of Somalis have fled their homes to escape fighting between different warring groups. During this period, conflict and generalized violence has resulted in large-scale internal displacement in the country, and many citizens have fled across the borders of Somalia to become refugees. Hundreds of thousands of people have sought refuge within the greater Horn of Africa region, while others have resettled to countries further away.

In the past decade, Somalia has experienced violence from insurgency, as well as recurrent drought, leading to famine and other precarious situations inside the country; these factors have accelerated the displacement situation. In addition, generalized insecurity has restricted access to humanitarian and development assistance for vulnerable and displaced people in some parts of the country.

Somalia experienced a sharp increase in new displacements associated with both conflict and disasters in 2017 and the first half of 2018. Many of those displaced have moved from rural areas to the country's main cities in search of shelter, protection and humanitarian assistance. Forced evictions have triggered displacement within urban areas, and data shows that the vast majority of those evicted had already been displaced before. Displacement is clearly shaping Somalia's urban landscape and contributing to its urbanisation rate, which is one of the highest in the world. (IDMC, 2018).

[88] Ditto

Given the conflict, insecurity, drought, and floods an estimated 2.6 million people have been displaced in Somalia in the recent years. The majority of people have self-settled in over 2,000 sub-standard IDP sites in urban and peri-urban areas across the country. People displaced to these sites are living in precarious conditions and are not having their basic needs met due to inconsistent service provision or exclusion from accessing humanitarian support. 85% of the sites are informal settlements on private land and about 74% of them are in urban areas according to the Detailed Site Assessment (DSA) of the CCCM Cluster.[89].



Key areas of displacement in Somalia. Source: OCHA, 2021

In response to the new and protracted displacement across the country, the government launched a durable solutions initiative (DSI) with UN support in 2016.

In 2019, it established an inter-ministerial durable solutions secretariat, ratified the Kampala Convention and approved a national policy on IDPs and returning refugees. Unfortunately, the progress on policy has yet to translate into tangible benefits for Mogadishu's IDPs and the country at large. The DSI has been a significant catalyst, leading the government to fully own the country's response to internal displacement, and setting an example for others to follow.

Somalia has a permanent system of government that takes responsibility for seeking and facilitating durable solutions for both refugee-returnees and IDPs in the country. The establishment and the empowerment of the National Commission for Refugees and IDPs (NCRI) will help in finding durable solutions for cases of displacement. In 2017, Somalia's new National Development Plan paid significant attention to the rights of IDPs and promoted a strategy for supporting local integration of the displaced in urban areas.

IDPs Settlements in Mogadishu:

Migration and displacement in Somalia are complex phenomena. Two decades of armed conflict and severe recurring droughts and floods have forced a remarkable part of the Somali population to leave their homes. Mogadishu hosts the largest estimated protracted internally displaced population in the country, mainly living in informal settlements across the city. At the same time, displaced people continue to move into the city from other parts of the country, while others are forced to move from within the city to its outskirts.

The largest concentration of IDPs—around half a million—are located in Mogadishu, Somalia's capital. Displaced Somalis continue to arrive in Mogadishu daily, most of them fleeing conflict between AMISOM and the Al-Shabaab extremist group in the Lower Shabelle region.

There were two previous major waves of movement into the city over the past decade—first during the 2011–2012 famine and again following successive periods of drought in 2016–2017. Others arrived during the famine of 1992[90].

[89] UNHCR Somalia, 2018.
[90] Relief International. 2018

Most IDPs in Mogadishu live in cramped settlements under unsanitary conditions and without sufficient access to basic services. The malnutrition rate is persistently high, and the effective delivery of humanitarian assistance is regularly disrupted because of three key factors. First, most IDPs live on private land and face a continuing threat of forced evictions if the owner seeks to reclaim the land.

More than 100,000 IDPs have been evicted in 2019 alone. Usually, they receive no prior notice, their shelters are destroyed, and they are left on their own to find a new place in the city to live. Second, settlement "gatekeepers" who control access to IDP sites and are usually connected to the landowners, continue to take a portion of aid as rent from IDPs and have done so for years. Third, high insecurity restricts the movement of humanitarian actors throughout the city to deliver services and monitor programs.

Although comprehensive and up-to-date information on the total population figures for Mogadishu are not available, they are reported to be as high as 2.12 million.

Table 3-1: Distribution of settlements in Mogadishu

Districts	Settlements
1. Abdulaziz	16
2. Boondheere	15
3. Daynille	142
4. Dharkenley	1
5. Hawl-wadaag	27
6. Heliwa	18
7. Hodan	55
8. Karaan	25
9. Kaxda	120
10. Shangaani	13
11. Shibis	20
12. Waaberi	2
13. Wadajir	5
14. Wardhiigleey	15
15. Xamar-JaabJab	4
16. Yaaqshiid	8
Total:	**486**

Source:Inetrnal Displacement Profiling in Mogadishu, 2016.

Out of the overall 486 identified IDP settlements, Kaxda (19%) and Daynille districts (33%) have the highest number of settlements - 120 and 142 settlements respectively, or a total of 262 settlements, which amounts to over half of all settlements in Mogadishu.

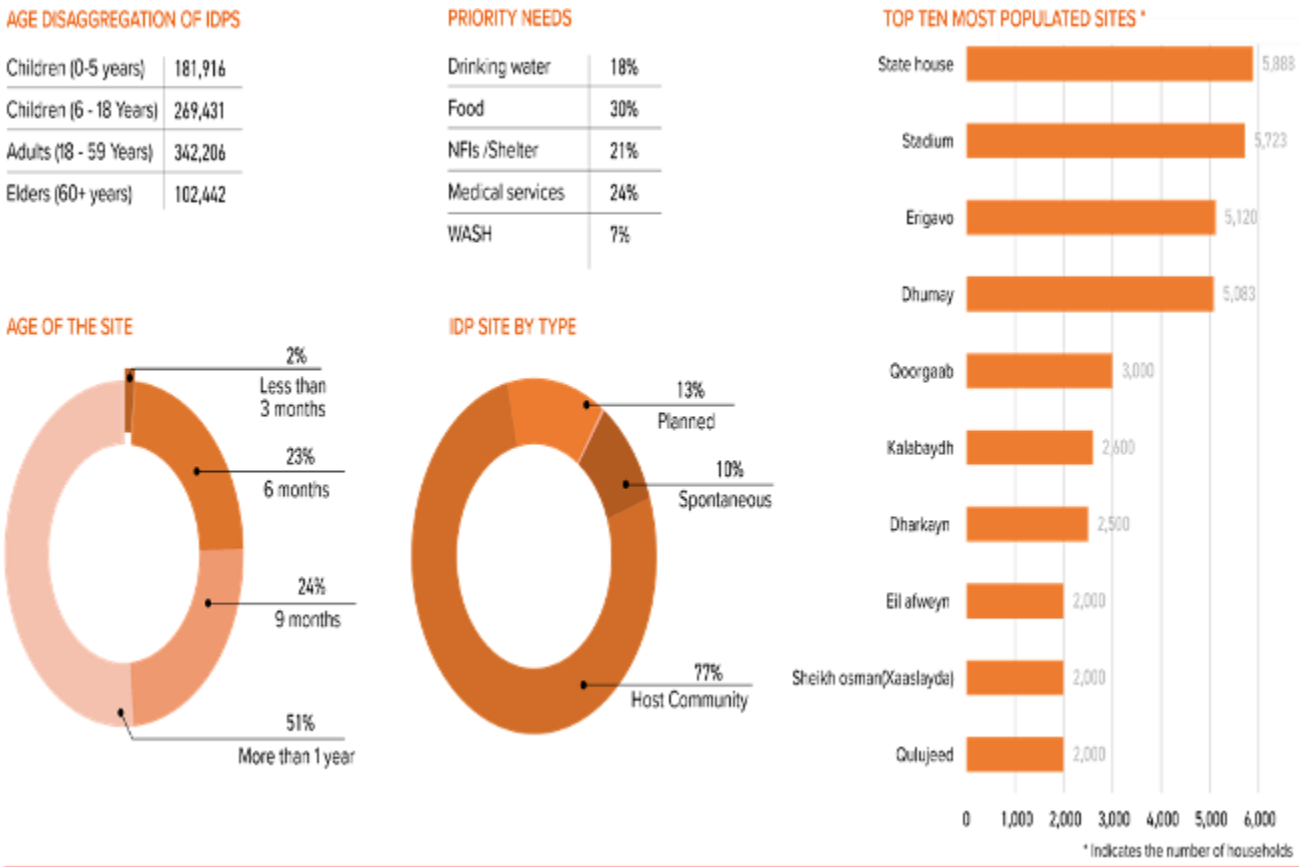
The profiling data highlights clear linkages between movement and evictions of IDPs during this timeframe. The most frequently chosen reason IDPs cited for their initial displacement is "armed conflict and fighting" followed by natural disasters. This is in line with the fact that the majority of IDPs originate from the regions of Lower Shabelle (42%), Bay (27%) and Middle Shabelle (10%), which have suffered a combination of conflict and natural disasters, particularly over the last four years when the peaks of new displacement happened. IDPs who moved more than once since leaving

their place of origin (nearly 47% of the total IDP households) cited as the two most common reasons for leaving their last place of residence "armed conflict and fighting" and evictions[91].

The most critical issue raised by the profiling is the lack of secure land and housing tenure for IDPs in their current place of residence. In addition to the shift of IDPs from the central districts to the periphery that already took place, the eviction data indicates that this trend is expected to continue. 37% of IDPs reported being under threat of an eviction in the next six months. 82% of them indicated that if faced with an eviction, they would remain in Mogadishu by moving to another settlement in the city. This means that IDP communities are likely to continue shifting from where they currently live in Daynille and Kaxda, and possibly be pushed out even further.

The IDPs in Somaliland:

Over the past few years, Somaliland has become host to households and individuals that have been displaced as a result of conflict, insecurity or drought from all over Somaliland. Hargeisa, Laas Caanood and Borama has the highest number of IDPs, and Stadium site is the largest site in terms of population with over 34,000 IDPs, followed by Statehouse and Erigavo with over 25,000 IDPs each[92].



Source: Displacement Situation Report, 2017

Since the 1990s, the Ministry for Resettlement, Rehabilitation and Reconstruction (MRRR) has been responsible for coordinating and supervising the response to displacement. The MRRR works with support from the government

[91] Inetrnal Displacement Profiling in Mogadishu, 2016
[92] IOM-Displacement Tracking Matrix, 2017

regarding the everyday administration, but the ministry relies on international funds for projects to improve the situation of displaced people or to resettle them. Due to the recent history of complex emergencies in the region and the pronounced presence of international organizations, humanitarian agencies and NGOs, Somaliland has developed a system for reception of returnees, migrants and displaced populations. This includes registration (but not necessarily issuing of ID/ documents, which only half of the inhabitants in informal settlements have), some distribution of relief, some allocation of public land for temporary settlement, and plans for the relocation of displaced persons to permanent settlements[93].

IDPs Settlements in Hargeisa:

The capital city of Somaliland, Hargeisa, is an expanding urban metropolis. Over the years, it has become host to various population groups that have been displaced as a result of conflict, insecurity or drought, and those who migrated to the city for economic purposes. The last decades have seen internally displaced people (IDPs), refugee returnees from Ethiopia and elsewhere, refugees and economic migrants arrive in the city; the majority join communities residing in government-recognized settlements, while others mingle with the host populations across the city.

Due to the relatively peaceful development in Somaliland, Hargeisa has continued to attract migrants and people displaced by conflict in the region, including from south-central Somalia, Ethiopia, Yemen and Syria. Enclosures, privatisation of water, and recurring drought have brought many pastoralists to settle in Hargeisa, and an increasing number of poor Ethiopian migrants are settling in Hargeisa or passing through on their way to the Middle East or Europe[94].

To obtain comprehensive, reliable and agreed upon data on displacement affected populations, authorities, UN agencies and local and international NGOs decided to undertake a collaborative profiling exercise in Hargeisa led by UNHCR together with the Ministry of Repatriation, Rehabilitation and Reconstruction, with the intention of using the data to inform durable solutions.

The profiling in Hargeisa covered 14 settlements across the city and 5 neighborhoods where IDPs were residing among host communities. In all, the total of the population of interest for this report came to 12,225 households or 71,753 individuals.

In terms of population profiles, economic migrants make up the majority (56%) of the population living in Hargeisa settlements. IDPs from Somaliland, mainly displaced by natural disasters like floods and drought, make up 19%, while refugee returnees, i.e. people originally from Somaliland who returned from refugee camps in Ethiopia make up 11%. Settlements also host 412 refugee and asylum-seeker households, as well as households displaced from south-central Somalia. 263 households who fled from south-central Somalia were also found living out of settlements.

The municipality of Hargeisa is responsible for assigning the land, but while a lot of public land has been sold off to private persons and companies, poor returning refugees and displaced people have settled on the remaining public land since the late 1990s, such as in 'State House' and 'Stadium'. While some resettlement has taken place at the outskirts of the city on donated and public land (e.g. Ayala), other resettlement projects await that the municipality can make land available[95].

[93] Somaliland Internal Displacement Policy, June 2017
[94] Myint, 2017
[95] DIIS Report- URBAN INSECURITY, MIGRANTS, AND POLITICAL AUTHORITY, 2017.

4 Potential Environmental and Social Impacts and Mitigation Measures

4.1 Introduction

This chapter identifies the generic potential environmental and social risks and impacts associated with the implementation of the SESRP and proffers mitigation measures to in line with the mitigation hierarchy provided in the ESF. The potential for occurrence of the impacts identified has to be ascertained during further stages of project design, construction and implementation. Table 4-1 gives the details of the subcomponent activities to give the highlight of the potential environmental and social risks associated with the project.

Table 4-1: Details of the Project Components/Subcomponent and Activities

Subcomponent	Activity
Component 1 – Sub-Transmission and Distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hargeisa (US$ 75 Million).	
Subcomponent 1-A. Generator Synchronization and Automation	•Automation and synchronization of the numerous generators
Subcomponent 1-B. Sub transmission and Distribution network interconnection in the major load centers of Mogadishu and Hargeisa.	•Build bus-bars to permit the generation from several generating units to be synchronized •Interconnect distribution facilities of individual ESPs with their neighbors •Reinforce distribution network •Build a Greenfield 132 KV sub-transmission line.
Component 2 – Hybridization and Battery Storage Systems for Mini-Grids (US$ 20 Million)	
	•Install Battery Energy Storage Systems (BESS) and solar PV systems at existing diesel-based generation stations in selected load centers (number unspecified).
Component 3 – Stand-alone solar off-grid access to public institutions (Health and Education) (US$ 40 Million).	
	•Finance the delivery, installation, and O&M for Lighting Global certified solar-PV systems over the lifetime of the project for selected education (380 approx.) and health facilities (205 approx.).
Component 4 – Institutional Development and Capacity Building (US$ 15 Million).	
Sub-component 1 – Policy and regulatory development.	•TA to prepare sector policy, regulation, planning, management and operations
Subcomponent 2 - Sector Planning and Feasibility Studies for Renewable Energy Projects.	•Prepare detailed feasibility studies along with Environment and Social Risk & Impact assessment and Mitigation Plans
Subcomponent 3: ESP and MOEWR/MOEM Business Support Services.	•TA to support selected ESPs to enhance their capacity in both utility business management operations and also assist to set up business processes that would not only enable them comply to the license obligations, but also help them to grow their businesses and revenue stream leading to long-term additional sector investments
Subcomponent 4: Project Implementation Support including for environment and social safeguards.	•Finance execution, design, and supervision consultants to assist the MoEWR/MoEM PIUs and associated agencies in project implementation, sector management and coordination.
Subcomponent 5: Implementation of Gender Action Plan	•pipeline (education sector) •skills-training •women's employment and retention in the energy sector •policy and legal framework to support women's employment.

4.2 Identification of Potential Environmental and Social Risks and Impacts

The object of this section is to aid PIUs and other institutions responsible for implementing this ESMF, to identify, evaluate and manage the environmental and social risks and impacts of the project and consequent activities in a manner consistent with the applicable ESSs. The impact identification and assessment are based on potential impacts from anticipated project activities. Site specific project impacts would be detailed for each sub project environment and social assessment, before the commencement of activities as part of the Environmental and Social Management Plan (ESMP) implementation to be prepared by PIUs; through procurement of professional environmental and social safeguards services from qualified and experienced Consultant's. The potential positive impacts include but not limited to:

The project will support improved electricity service delivery in the major load centers of Mogadishu and Hargeisa and in major load centers identified for renewable energy generation optimization through hybridization of minigrids (component 2). The project will also provide benefits from improved health (205) and education (380) services with access to electricity and better service delivery. Overall, the project will benefit about 1.1 million households, equivalent to almost 7 million people, of which 3.5 million will be females, including those benefiting from improved health and education services. In addition to the direct beneficiary households, the sector institutions, including the public (MoEWR/MoEM) and the private sector (ESPs), are expected to benefit from the re-establishment of the ESI. Associated improvements in the efficiency, transparency, and accountability of the sector operations will not only shore up the sector's performance but also enhance the image and credibility of the institutions and thus build support for sustained operations. Improved reliability of electricity supply will contribute to increased productivity and income of productive enterprises and thus create opportunities to increase jobs for the general populace. The project will improve the efficiency in the utilization of the existing and expanded assets of the beneficiary ESPs under components 1 and 2. In addition, the whole private sector in the country will benefit from the support provided under component 4 for improved commercial and operational performance.

The potential adverse environmental and social impacts of SESRP activities are envisaged to be localized to some extent in spatial extent, short in duration and can be manageable through the implementation of appropriate mitigation measures for example dust emission, labour influx at temporal camp site among others. However, some of the potential impacts and risks particularly related to pollution, biodiversity impacts, and land acquisition could be significant long term and/or permanent including risks related to This labor influx and GBV. ESMF includes a negative list of the environmental and social screening form (See Annex I) as well as potential impacts and risks of physical interventions which will help in identification of such impacts and risks to ensure that potential adverse impacts and risks are prevented and/or mitigated appropriately, and positive impacts are enhanced. Aside from the above-mentioned risks and impacts, insecurity, community concerns about project activities and capacity constraints are remaining a key challenge in the energy sector in Somalia.

The mitigation measures outlined below are not intended to be exhaustive in content but rather to indicate in general to the scope of ESIAs and ESMPs. It is entirely possible that additional impacts will be identified during impact assessment studies or audit preparation and will require additional mitigation measures. In the ESIAs and ESMPs, impacts shall be categorized according to project phase (planning, construction, operation, and decommissioning) and for all project types.

The ESMP shall clearly lay out: (a) the measures to be taken during both construction and operation phases of a subproject to eliminate or offset adverse environmental impacts or reduce them to acceptable levels; (b) the actions needed to implement these measures; and (c) a monitoring plan to assess the effectiveness of the mitigation measures employed.

The environmental management program should be carried out as an integrated part of the project planning and execution. It must not be seen merely as an activity limited to monitoring and regulating activities against a pre-determined checklist of required actions. Rather it must interact dynamically as a subproject implementation proceeds, dealing flexibly with environmental impacts, both expected and unexpected. For all subprojects to be implemented under SESRP, the ESMP should be a part of the Contract Document.

The major components of the ESMP include:

- Mitigation and enhancement measures
- Monitoring plan
- Estimation of cost of ESMP
- Institutional arrangement for implementation of ESMP

4.2.1 Selection, Design & Pre-construction Phase:

The risks associated with the selection and design of the proposed infrastructure, include the potential land issues and resettlement, security issues, underlying social tensions, marginalization of certain groups in access to electricity, and societal GBV risks. This phase also involves the landing of procured commodities for SESRP at shipping docks/yards and international airports in Somalia, and their temporary storage at these facilities prior to supply/transportation to selected warehouses. The safeguards team at the PIU and PIU at large will be responsible in the managing of the E & S risks alongside the line ministries Other pre-supply activities such as preparation of bidding documents are not addressed here but rather; the requisite sample environmental and social clauses to be included in the bidding documents for suppliers and contractors (see Table 4-2):

Table 4-2: Potential Environmental and Social Risks and Impacts Associated with SESRP Pre-Construction Phase

Design, Selection & Pre- Construction Phase			
Aspect	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
1-A. Social Issues			
Land acquisition, compensations Resettlement	Loss of accruing benefits of owning land including potential loss of livelihoods	Land Take: The project will acquire land for the use in the evacuation of the high voltage lines as well as areas for the construction of the substations	Compensation in cash at full replacement value in line with the RAP developed and livelihood assistance., Be provided with similar property that is equal in value and size to the said property, Where land use is partially affected or with temporary losses, replacement value will be determined for 'loss of use of land' and for temporary losses in line with the project RAP, Stakeholder engagement of the PAPs, and Timely disclosure of project information.
	Loss of acquiring benefits of owning land	Loss of Agricultural or , access to communal grazing land or natural resource	-Pre-project or pre-displacement, whichever is higher, market value of land of equal productive potential or use located in the vicinity of the affected land, plus the cost of preparing the land to levels similar to those of

Design, Selection & Pre- Construction Phase			
Aspect	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			the affected land, plus the cost of any registration and transfer taxes. -The value of the labour invested in preparing agricultural land will be compensated at the average wage in the community for the same period of time. Provide alternative access to the communal grazing land or natural resource
Land acquisition, compensations Resettlement	Risks related to the uncertain land tenure and the clan power structure.	Delay in compensation for land take due to land tenure and clan dynamics	Engagement with the parties involved in the conflict, Opening an ESCROW account and depositing the compensation money, as dispute is being solved,
Land Resettlement	Loss of accruing benefits of using land including shelter and other temporal old structure	Forced displacement of IDPs by the government; many IDPs are temporarily occupying government land within the main cities and towns	Compensation in cash at full replacement value for Assets in line with the RAP, Compensation for the replacement value for 'loss of use of land' and for temporary losses in line with the project RAP, and Setting additional measures relating to livelihood improvement or restoration.
Social	Social exclusion	Marginalization of certain groups, access to electricity	Selection of the site in line with the approved design and or target criteria, Stakeholder engagement to cater for the needs of the larger stakeholders, Timely disclosure of project information.
Social	Heightened expectation	Underlying social tensions, due to lack of information as well as negative influence about the project	Stakeholder engagement to cater for the needs of the larger stakeholders especially the marginalized / minority clans, Timely disclosure of project information.
Social	Security threats including the risk of looting, security breaching, and unauthorized access to the sites.	Security issues i.e. attack from Al Shabab, looting, vandalism, security breaching and unauthorized access to the sites.	PIU shall work closely with the Ministry of Interior to ensure the security of the workers, Project teams shall seek security approval and clearances form the project coordinator. Project teams shall be periodically subjected to security awareness campaigns. Project teams should have alternative communication devices, such as two-way radios or satellite phones in areas with limited or no cellular network coverage. Use local leaders as part of the project implementation committee members,

Design, Selection & Pre- Construction Phase			
Aspect	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			Draft Security Management framework is available. SMP for the project shall be prepared, collaboration between PIU and other government entities on security matter shall be done, PIU will Implement the requirements of a Security Management Plan specifically the requirement security escorts within determined project insecure areas.
Social	GBV risks especially SEA and SH perpetrated by project workers	GBV Incidences	GBV/SEA and SH) risk assessment and mapping of GBV services. The GBV (SEA and SH) management plans which include Codes of Conduct for project workers, Sensitization campaigns and awareness creation on GBV. Application of WB GBV Guidance Notes in work procedures and interactions, especially those addressing social aspects.
Social	Social exclusion and discrimination	Discrimination against vulnerable and disadvantaged groups, including IDPs, unemployed youth, women, minority clans and ethnic minorities, such as SSHUTLCs	The employment of project workers should be based on the principle of equal opportunity and fair treatment; Inclusive consultations and focus groups particularly to ensure participation of women and other vulnerable groups; No discrimination with respect to any aspects of the employment relationship; Hold sensitization meetings on resources planning and conflict resolution mechanisms; and The contracts with third parties should include non-exclusion requirements as part of the monitoring system.
Violence Against Children (VAC) - attributable to labour influx	Child Safety	Children may be exposed to various forms of violence from workers.	Enforcement of all Cadres of CoCs etc
	Child Labour	The need to earn an income may force underage children to seek employment at construction sites	Minimum age of project workers for the project is set at 18 years and above. All contracts shall have contractual provisions to comply with the minimum age requirements including penalties for non-compliance in-line with the relevant national laws.

Design, Selection & Pre- Construction Phase			
Aspect	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			The PIU is required to maintain labor registry of all workers with age verification. Subproject environmental and social management plans should clearly forbid the use of child labor.
Grievances	• Grievances, Complaints, Disruption of Activities and Vandalism	• Grievances from contractual workers engaged to do heavy lifting and offloading. This could result from delay in payment of wages, uncomfortable working conditions, work areas and work design	Grievance Redress Mechanism (GRM) should be prepared to address grievances. Specially, the environmental and social assessment report for sub-project should contain a chapter on Grievance Redress at the sub-project level.
1-B Environmental Issues			
Air	Air Pollution	The release of fugitive dusts The release of fugitive dusts, offloading and challenges of storage at warehouses	Measures should be targeted at avoiding forceful lifting and dropping down, as this will reduce chances of fugitive dust and fibrils from being released. Additionally, storage or holding areas should be cleaned and wetted, and ventilated to avoid conditions that could escalate dust release. If any of the materials to be delivered and stored are hazardous, safe storage must be provided to prevent environmental and health and safety impacts. If fuel is to be stored, tanks must be surrounded by secondary containment.
1-C Occupational Health and Safety Impacts			
Transportation of Materials	• Road Safety	• Traffic congestion, obstruction to pedestrian movement	Schedule deliveries of material/ equipment during off-peak hours Depute flagman for traffic control Arrange for signal light at night.
Noise	• Noise level increases	• Noise from offloading at shipping docks and airports is envisaged.	Measures should aim at reducing noise disturbance, by setting up temporary noise barriers during offloading and storage.
Stacking of materials	Risk of overloading and congestion of holding spaces	• Offloaded and stored packages may overload holding areas and restrict movement and	Measures should include ensuring holding areas are sizable to contain procured commodities.

Design, Selection & Pre- Construction Phase			
Aspect	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
		access for other operations •	Reduction of overloading or crowding by limiting stacking to a particular area or section in the holding areas. Likewise, procured commodities should be stacked in such a way that allows for space so as to reduce overloading and restriction to access.
	•	•	

4.2.2 Construction Phase Impacts

The overall impact assessment of the proposed subprojects (substations and power lines) reveals that most of the adverse impacts could be minimized or eliminated by adopting standard mitigation measures; there is also scope to enhance some of the beneficial impacts to be generated from the proposed subprojects. Table 4-2 below identifies the potential environmental and social risks and impacts describes the mitigation and enhancement measures that could be applied to the subprojects under SESRP. The safeguards team for the contractor with supervision of the PIU safeguards team will be responsible for the managing of the E & S risks and impacts.

Table 4-3: Potential Environmental and Social Risks and Impacts Associated with SESRP Construction Phase

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
2-A Environmental Risks and Impacts			
Construction of labor shed for workers	Environment Pollution from waste generation	Generation of sewage and solid waste; water/ environmental pollution	Construction of sanitary latrine/ septic tank system for handling sewage waste, Hire the services of a licensed waste handling company, Provide adequate waste bins at site Document all waste streams originating from the site, Ensure that waste disposal mechanisms comply with existing waste management practice that is acceptable.
		Drainage congestion and flooding	Provision for adequate drainage of storm water from the project sites, Provision of adequate diversion channel, if required Provision for pumping of congested water, if needed,

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			Ensure adequate monitoring of drainage effects, especially if construction works are carried out during the wet season
	Felling of trees, clearing of vegetation	Loss of vegetation cover	Replant vegetation when soils have been exposed or disturbed. Plant trees to replace felled trees
Air	• Air Pollution	• The impacts on air may arise only from fugitive dusts and carbon emissions from exhaust fumes as materials are transported to site,	Measures should be targeted at reducing emissions by retrofitting with emission controls for vehicles. Vehicle inspection and servicing; including obtainment of "Road Worthiness" Clearance certificates should be mandatory. Dust control measures, including speed limits for construction and materials hauling vehicles, and spraying of unpaved roads (if water is available).
Soil	• Soil Pollution	• Leakages from (oil, vehicle fuel, hydraulic fluids) may occur when vehicles are transporting materials form temporary holding or storage areas to ESP and respective beneficiary institution as well as from the associated facilities.[96] • In addition, stockpiling of equipment and materials at temporary holding areas before delivery to final destinations could put pressure on soil (in storage areas that are not floored) and cause compaction of soil.	Measures should address vehicle inspection; testing and tight- fitting of loosened bolts, junctions and connection points.in vehicles. Hard-standing materials should be placed on the ground prior to loading in warehouses. Additionally, impermeable material could be lined on hard-standing in case leakages occur, Availability of oil receptacles at the sites, Servicing of all machinery should be done at designated sites, and Hire the services of licensed waste handler to dispose of hazardous waste from the site. Ensuring that equipment refueling is done on hard surface or with temporary containment
Noise	• Noise level increases exceeding permissible limits	• Noise impacts are envisaged during the	Vehicle retrofitting with muffles and other sound-proofing or noise

[96] The ESPs associated facilities are different structures for different and multi-purpose uses and these include; management building e.g. offices and operation centers, warehouses and storage facilities, garages for vehicular maintenance, solar farms and wind turbines and facilities for diesel generators.

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
	• EHS Guidelines and WHO call for maximum of 70 dB out of doors in industrial areas, and 55 dB (day) or 45 dB (night) in residential or institutional areas	movement of equipment and materials to the sites	reduction technologies. **Fulfils the requirements of ESS 3**
Waste Generation	• Generation of solid waste streams	• Unpacking of equipment and materials may result in generation of solid wastes from packaging materials and casings; • Removal of old and disused components may result in generation of stockpiles of solid wastes.	Measures should be embedded in sub-project level waste management plans (WMPs). Measures should focus on source reduction, sorting, collection, reusing, recycling, transporting, containment, treatment final disposal etc. **Fulfils the requirements of ESS 3** Measure should include plans which address waste collection at source. **Fulfils the requirements of ESS 3**
Water Resources	• Water Pollution	• Some water resources within the program area of influence could be impacted if leakages occur from vehicles transporting materials to the site.	Leaking parts should be fixed and tightened. Put in place proper and adequate sanitation facilities for workers, Servicing of all machinery should be done at designated sites, and Ensuring that equipment refueling is done on hard surface or with temporary containment Vehicle inspection and servicing; including obtainment of "Road Worthiness" Clearance certificates should be mandatory.
2-A Social Risks and Impacts			
Grievances	• Grievances, Complaints, Disruption of Activities and Vandalism	• Grievances from PAPs within the program area of influence. This could be with regards to traffic delay during transportation of commodities, temporary or prolonged power outages during meter supply; or poor labour and working conditions	Implement GRM at the level of the sub-project Early and continuous Stakeholder Engagement in mandatory and **fulfils the requirements of ESS 10**

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
Land acquisition and compensations	• Loss of accruing benefits of owning land	• Land Take	Compensation in cash at full replacement value in line with the RAP developed, Be provided with similar property that is equal in value and size to the said property, Where land use is partially affected or with temporary losses, replacement value will be determined for 'loss of use of land' and for temporary losses in line with the project RAP,
		• Loss of livelihood	- Prepare a resettlement Action Plan (RAP) to guide compensation for lost livelihoods. The livelihood restoration assistance if required, could include cash compensation to 50% of net of net monthly income for the length of time that is adequate to restore lost income. . It should also include consideration for employment opportunities, training in diversification of income sources as well as, potentially, cash to initiate income generating activities, depending on the magnitude of the impact -Assistance to help find alternative temporary or permanent locations to establish business -Right to salvage material without deduction from compensation
		• Loss of crops	Cash compensation equivalent to average of last three years of market value of mature and harvested crops
		• Loss of Fruit Trees	-Cash compensation for full replacement market value of the produce of one tree for two years, assistance in establishing replacement trees. Present age and productive life the tree needs to be factored in.
		• Loss of Timber Tree	-Cash compensation for full replacement value of the tree including for the one time sale of timber
		• Loss of Agricultural or , communal grazing land	-Pre-project or pre-displacement, whichever is higher, market value of land of equal productive potential or use

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			located in the vicinity of the affected land, plus the cost of preparing the land to levels similar to those of the affected land, plus the cost of any registration and transfer taxes. -The value of the labour invested in preparing agricultural land will be compensated at the average wage in the community for the same period of time.
Land Resettlement	• Loss of accruing benefits of using land	• Forced displacement of IDPs by the government	Compensation in cash at full replacement value for Assets in line with the RAP, Compensation for the replacement value for 'loss of use of land' and for temporary losses in line with the project RAP, and Setting additional measures relating to livelihood improvement or restoration in line RAP.
Land acquisition, compensations Resettlement	• Risks related to the uncertain land tenure and the clan power structure.	• Delay in compensation for land take	Engagement with the parties involved in the conflict, Opening and ESCROW account and depositing the compensation money, as dispute is being solved,
Conflicts of Interest	• Risk of violent or non-violent conflicts	• Conflicts of interests may arise during decision making at the program implementation level; between Contractual workers and general labour, etc. • Conflicts of interests may arise between contractual workers and also between contractual workers and on-site security personnel. • Conflicts could arise between the SESRP actors and management of shipping docks and airports holding their	Implement GRM at the level of the sub-project. Frequent communication and transparency in leadership and execution of institutional responsibilities Mitigation measures should be implemented through provisions in the C-ESMP. Stakeholder Engagement in line with SEP, Sensitization and capacity building for all cadre of workers should be conducted. Importantly, the SESRP should ensure that Contractors sign a Contractor's Code of Conduct (CoC); Managers CoC and Individual CoC. Additionally, Contractors must prepare a C-ESMP. Which addresses management of contracted workforce.

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
		commodities; likewise, between customs.	Implement the Labour Management Plan (LMP), to address labour management issues.
Illicit Behaviour	• Risk of Illicit Behaviour and Crime	• Increased risk of illicit behaviour and crime (such as theft and substance abuse) attributable to labour influx. Additionally, there may be increase in unprotected sexual intercourse due to labour influx.	Measures should focus on labour management; awareness and training and enforcement of the CoC cadres. LMP provisions etc
Labour Influx	• Risk of social conflicts • Labour disputes and grievances	• Conflicts of interests may arise among and between workforce • Theft, physical assaults, substance abuse and prostitution. • Likely increase in migrant workers/followers	Prepare and implement a LMP with requisite policies, Code of Conduct, procedures and appropriate processes undertake; awareness creation of LMP and conduct training as necessary and enforcement of the CoC cadres. etc
Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)	• Sexual harassment, SEA	• Women and girls may be exposed to sexual harassment, exploitation, abuse and violence as a result of interactions with workers and possibly followers. • Also, females engaged in near-site petty businesses may suffer abuse from their benefactors/guardians in instances where they do not meet projected sales for the day. • Sex workers may contribute to the spread or suffer contracting infectious diseases, STDs and STIs due to	GBV risk assessment and mapping of GBV services. Implementation of GBV Action plan. Sensitization campaigns and awareness creation on sexual harassment, SEA, and other social issues attributed to labour influx. Application of WB Guidance Notes in work procedures and interactions, especially those addressing social aspects. Implementation of workers Sexual Exploitation and Abuse / Sexual Harassment code of conduct for all workers Inclusion of NCDC measure for COVID-

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
		labour influx. There may also be the likelihood of them suffering sexual harassment, exploitation and abuse. • There could be increase probability in the possibility of contracting COVID-19 amongst workers and persons within the areas where installations will be carried out.	19, infection, prevention and control, These aids in fulfilling the requirements of ESS 2
Violence Against Children (VAC) - attributable to labour influx	Child Safety	• Children may be exposed to various forms of violence from workers.	Enforcement of all Cadres of CoCs etc
	Child Labour	• The need to earn an income may force underage children to seek employment at construction sites	Minimum age of project workers for the project is set at 18 years and above. All contracts shall have contractual provisions to comply with the minimum age requirements including penalties for non-compliance in-line with the relevant national laws. The PIU is required to maintain labor registry of all workers with age verification. Subproject environmental and social management plans should clearly forbid the use of child labor.
Labour Influx	Pressure on Infrastructure, Services and Utilities	• Increased Demand on Social Infrastructure, Services and Utilities	The contractor shall develop a labour management plan for project; The Contractor should prioritize employing locals as casuals to reduce the need for labour influx Contractor should have alternative water sources i.e borehole, filed clinics.
Social	Social exclusion and discrimination	• Discrimination against vulnerable and disadvantaged groups, including IDPs, unemployed youth,	The employment of project workers should be based on the principle of equal opportunity and fair treatment; Inclusive consultations and focus groups particularly to ensure

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
		women, minority clans and ethnic minorities, such as SSHUTLCs	participation of women and other vulnerable groups; No discrimination with respect to any aspects of the employment relationship; Hold sensitization meetings on resources planning and conflict resolution mechanisms; and The contracts with third parties should include non-exclusion requirements as part of the monitoring system.
2-C Occupational Health and Safety Risks & Impacts			
Community Health and Safety	Exposure to household accidents	• Considering that supply and transportation of construction materials to the specific site will involve cross-country movement, through densely and non-densely populated areas etc, Community Health and Safety risks are very likely	Applications of suitable measures that **fulfil the requirements of ESS 4** e.g Community Health and Safety Plan
Health and Safety at Work	OHS Risks	• Workers could suffer, falls and traumatic injuries	**Risk assessment and OHS Inspection**: Before contractor worker performing her/his duties, he/she will undertake a personal risk assessment and a Health and Safety Inspection of the equipment to satisfy himself/herself that it is safe to proceed, Testing structures for integrity prior to undertaking work; Implementation of a fall protection program that includes training in climbing techniques and use of fall protection measures; Establishment of criteria for use of 100 percent fall protection (typically when working over 2 meters above the working surface, The fall protection system should be appropriate for the tower structure and necessary movements, Installation of fixtures on tower components to facilitate the use of fall protection systems;

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			Provision of an adequate work-positioning device system for workers, Safety belts should be of not less than 16 millimeters (mm) (5/8 inch) two-in-one nylon or material of equivalent strength, and CoC should also be enforce and Contractors should implement an OHS Management Plan (OHSMP)
		• Electrocution of construction workers	Deactivating and properly grounding live power distribution lines before work is performed on, or in close proximity, to the lines; Ensuring that live-wire work is conducted by trained workers with strict adherence to specific safety and insulation standards Provision of appropriate PPEs Provision for shutting down of line in case of snapping of line Regular monitoring of power lines to prevent electricity pilferage Training of workers against electrocution, Posting of safety signages to alert workers on the danger, Limit access to the possible hazardous site, Only allowing trained and certified workers to install, maintain, or repair electrical equipment. Where maintenance and operation is required within minimum setback distances, specific training, safety measures, personal safety devices, and other precautions should be defined in a health and safety plan.
	Safety	Health of workers	Erection of "no litter" sign, provision of waste bins/cans, where appropriate, Raising awareness about hygiene practices among workers, A designated safety officer should be present at work sites.

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
		Possible development of labor camp into permanent settlement	Availability and access to first-aid equipment and medical supplies Contractor to remove labor camp at the completion of contract
		Outside labor force causing negative impact on health and social well-being of local people.	Contractor to employ local work force, where appropriate; promote health, sanitation and safety awareness.
	Security risks	Security	Ensuring security at workers camp and project sites are under surveillance in collaboration with law enforcing agencies, Contract the services of the Security Firm to guard at selected project sites, Keeping complain book for recording of people's complaints at the camp and project sites, Use the requirements of the prepared project Security Management framework. The Security Management Plan (SMP) for the project shall be prepared as well, and collaboration between PIU and other government entities on security matter shall be done. Comply with the Security Management Plan for the project,
Traffic	• Traffic increases and Travel delay • Vehicle and pedestrian accident risk. Also risk of damage to roads and property.	• Traffic impacts may occur when heavy duty vehicles are conveying to and fro the respective sites. This is likely to occur along major inter-state highways, community/town/city routes needed to be plied during supply/delivery:	Measures should aim at establishing baseline traffic conditions in proposed sub-project locations; ascertaining traffic density and preparation and implementation of a Traffic Management Plan (TMP), Similarly, traffic management should be an important component of the C-ESMP. Schedule deliveries of material/ equipment during off-peak hours Depute flagman for traffic control Arrange for signal light at night
Public Health	Spread of COVID19	• Infection of COVID19 among the workers	• Awareness creation for all project workers on the signs and symptoms of COVID-19, how it spreads, how to protect themselves and the need to be

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			tested if they have symptoms; • Use existing grievance procedures to encourage reporting of co-workers if they show outward symptoms, • All workers shall be subjected to rapid Covid-19 screening which may include temperature check and/or other vital signs; • Mandatory provision and use of appropriate Personal Protective Equipment (PPE), • Keep records of all persons (including phone contacts) involved in project activities, • Workers are to limit face to face working and work facing away from each other when possible. • Consider introducing an enhanced monitoring process for activities where less than 2 m distance may be required. • All equipment should be thoroughly clean before and after using it. • Provide additional supervision to monitor distancing and teams not to be rotated. • Increased ventilation should be provided within enclosed spaces. • Reusable PPE should be thoroughly cleaned after use and not shared between workers. • Single-use PPE should be disposed of so that it cannot be reused and to control potential contamination. • Workers deemed clinically vulnerable should never work within 2 m of persons. • Additional sanitary measures are implemented on-site: hand washing stations with a posted hand washing protocol, hand sanitizer stations, provision of disinfectant wiping products.

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			• Break times should be staggered to reduce congestion and contact at all times; and • Avoid concentration of persons at one location, where more than one person are gathered, maintain social distancing of at least 2 meters.
	Increase cases of STI and STDs	• Spread of HIV/AIDS • Increase STI/STDs in the area	• Carry out periodic HIV/AIDS awareness programs for workers and the beneficiary community. • Distribution of condoms to workers and neigboring communities' • The project team should use the services of local area HIV/AIDs service providers to undertake community outreaches; and • Carryout voluntary HIV/AIDS testing.
Construction of Sub Station			
Setting up of Batching Plant		• Air and noise pollution affecting nearby settlements	• Locate plant away from residential settlements, • Screen off the site using iron sheet, • Install noise and dust nets around the site, • Provide all workers and visitors with appropriate PPEs, • Work at the site should be done within the Stick to the day time 7:00 AM to 5 PM, and • Display safety signages within the site.
		• Possible water pollution (surface and groundwater) bituminous products/ solvents	• Strict control to avoid spills; surround plant area with a ditch with a settling pond/ oil trap at the outlet; provision for adequate clean up
		• Cutting down trees within the substation area	• Strictly prohibit cutting trees beyond the project immediate zone of influence, • Replant vegetation when soils have been exposed or disturbed. • Plant trees to replace felled trees.

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
		• Effect on traffic and pedestrian safety • Deploy flag men at strategic areas	• Employ traffic control measures and limit possible disruption to non-construction traffic
		• Encounter with "Chance finds"	• Follow "chance find procedure" (see Annex IX) for protection of cultural resources
Rehabilitation of Substations	Pollution of environment by Hazardous materials	• Insulating oils / gases (e.g. Polychlorinated Biphenyls [PCB] and sulfur hexafluoride [SF6], and fuels, and other chemicals.	• Treat PCB of old transformers following specified methods (e.g. dehalogenation, electrochemical oxidation, etc.) • Replacing existing transformers and other electrical equipment containing PCB, and ensuring appropriate storage, decontamination, and disposal of contaminated units • Prior to final disposal, retired transformers and equipment containing PCB should be stored on a concrete pad with curbs sufficient to contain the liquid contents of these containers should they be spilled or leaked. • The storage area should also have a roof to prevent precipitation from collecting in the storage area. • Disposal should involve facilities capable of safely transporting and disposing of hazardous waste containing PCB; • Use of authorized hazardous waste handlers to dispose transformers. • Surrounding soil exposed to PCB leakage from equipment should be assessed, and appropriate removal and / or remediation measures should be implemented, decontamination of the soil
Construction/ Rehabilitation of Transmission Line			
Installation of poles of transmission /	OHS Risks	• Traffic congestion/ traffic problems	• Not storing electric poles/transmission tower

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
distribution lines adjacent to roadways		• Safety hazards to road users	components over busy roads/ highways, • Following standard safety protocols while erecting poles and stretching cables, • Taking appropriate protective measures against accidental fall from elevated height (e.g. using body harness, waist belts, secured climbing devices, etc.)
Construction of power line through natural habitat or tree plantation area	Loss of vegetation and habitat	• Impact on biodiversity, vegetation, animals and habitat	• If there's no alternative, felling, pollarding, lopping and pruning of trees for electric clearance, whenever necessary, to be done with permission from the local forest office/appropriate authority; • Hand clearing of vegetation • Strict prohibition on use of chemicals for forest clearance/Row maintenance. • Use of existing path/access roads for movement of man and machinery; • Carrying tower materials into forests by head loads, • Prohibition on workers hunting for bushmeat.
Transmission Tower foundation in rivers		• Impact on fisheries and other aquatic life in rivers	• Installation of underwater enclosures to minimize noise propagation, and to contain sediment. • Use signage and construction of fender(if necessary)
Soil Erosion and degradation in challenging topography		• Impact of soil erosion and affectation of productive lands along the wayleave especially for mountainous topography.	• Requirement of drains maintenance, especially in mountainous topography of the wayleave in order to avoid soil erosion and affectation of productive lands along the wayleave.
		Water and soil pollution Destruction of aquatic habitat	Prevent discharge of fuel, lubricants, chemicals, and wastes into adjacent rivers/ drains.

Construction Phase			
Aspect / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			Install sediment basins to trap sediments in storm water prior to discharge to surface water. keep noise level (e.g., from equipment) to a minimum level, as certain fauna are very sensitive to loud noise (e.g., during transmission tower construction over river/wetlands)

4.2.3 Operational Phase

During the operational phase, the MOEWR and MOEM will be responsible for the operation and maintenance of the infrastructure to be developed under SESRP. Apart from regular operation and maintenance, a number of issues would require special attention for reducing/avoiding possible adverse environmental impacts; for example, regular maintenance and management of storm drains in the substations to reduce risk of water pollution.

With respect to storm drains, utmost efforts must be made to keep it operational (i.e., flowing) by restricting discharge of solid wastes into it and by periodically cleaning the drain. Adequate monitoring is also needed to make sure that the storm drain does not receive direct discharge of toilet wastewater from the office, residential quarters located within the substation area. Such discharges would contaminate the drainage water and eventually the receiving water body (river) and would bring about a wide range of adverse environmental and health outcomes.

Accidental spillage of transformer/generator fuel into the drainage system is also a serious concern, which can cause environmental pollution. Spilled fuel from transformer/generator, if not properly disposed, could bring about adverse health and environmental impacts.

Proper management of traffic and pedestrian movement could often minimize increased risks of accidents during the maintenance of transmission lines by near the roadways. Movement of heavy vehicles (loaded trucks) in local roads is a common cause of road damage at many subproject sites. Table 4.3 shows some important subproject specific impacts during operational phase and corresponding mitigation measures.

Table 4-4: Potential Environmental and Social Risks and Impacts Associated with SESRP Operation Phase

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
Sub-Station			
Operation of drains in substation	• Water Contamination	• Pollution of downstream water body	Stop direction connection from sanitation facilities to storm drain; ensure installation of septic tank in all establishments
		• Blockage in the drain due to disposal of solid waste	Creation of awareness; improve SWM, installing cover in open drains/manholes (if any), Regular maintenance/ cleaning of the drain
generators and transformers	• Environment Pollution from hazardous waste	• Pollution of soils and water (e.g., from spilled oil, spent oil, other waste)	Restriction on disposal of spent oil, oil contaminates waste and other waste into the environment, creation of awareness Strict control to avoid spills; provision for adequate clean up spill kits Procure authorized hazardous waste handler to collect and management any oil or oil contaminated waste; Transformers be mounted on concrete pads with curbs to contain any spills, and oil storage areas if any have the same arrangement.
Operation of substation	• Security risks	• Security	Ensuring security of Substation in collaboration with law enforcing agencies, Keeping complain book at Substation for recording of people's complaints, and Comply with the Security Management Plan for the project,
	• Safety Hazards	• Electrocution of construction workers	Deactivating and properly grounding live power distribution lines before work is performed on, or in close proximity, to the lines; Ensuring that live-wire work is conducted by trained workers with strict adherence to specific safety and insulation standards Provision of appropriate PPEs Provision for shutting down of line in case of snapping of line Regular monitoring of power lines to prevent electricity pilferage

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			Training of workers against electrocution, Posting of safety signages to alert workers on the danger, Limit access to the possible hazardous site, Only allowing trained and certified workers to install, maintain, or repair electrical equipment. Where maintenance and operation is required within minimum setback distances, specific training, safety measures, personal safety devices, and other precautions should be defined in a health and safety plan
	• Safety Hazards	• Safety Health	Ensuring availability of adequate safety gears at Substations Keeping clean the conduits used for laying the cables connecting switchgears and transformers with proper drainage provisions to prevent the growth of disease vectors such as mosquitoes and flies. Protection against electrocution hazard, including signage, training.
	•	• Electrocution of construction workers	Deactivating and properly grounding live power distribution lines before work is performed on, or in close proximity, to the lines; Ensuring that live-wire work is conducted by trained workers with strict adherence to specific safety and insulation standards Provision of appropriate PPEs Provision for shutting down of line in case of snapping of line Regular monitoring of power lines to prevent electricity pilferage Training of workers against electrocution, Posting of safety signages to alert workers on the danger, Limit access to the possible hazardous site,

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			Only allowing trained and certified workers to install, maintain, or repair electrical equipment. Where maintenance and operation is required within minimum setback distances, specific training, safety measures, personal safety devices, and other precautions should be defined in a health and safety plan.
Management and disposal of old transformers	• Environment	• Used transformer may contain Polychlorinated Biphenyl which is harmful to the environment and human health	Storage should be in a building with an adequate roof and walls that is in a location selected to protect the PCBs from the possibility of release. Storage facilities should not be in a flood plain. Leaking equipment should be stored in metal drums with lids. Containment should prevent escape of PCBs into the environment through volatilization and containers should carry PCB marks. Use of authorized hazardous waste handlers to dispose transformers.
Transmission Line			
Regular Maintenance	• Safety	• Electrocution • Exposure to EMF	Regular patrolling along the power lines to identify the need for regular and immediate maintenance operation Inspection immediately after a major storm/rainfall event Regular cutting and trimming of trees around power lines Taking appropriate protective measures against accidental fall from elevated height during regular maintenance operations (e.g. using body harness, waist belts, secured climbing devices, etc.) Provision for shutting down of line in case of snapping of line, and Regular monitoring of power lines to prevent electricity pilferage.
Soil Erosion and degradation in	• Soil contamination	• Impact of soil erosion and affectation of productive lands	Requirement for drains maintenance Requirement of drains maintenance, especially in mountainous topography of

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
challenging topography		along the way leave especially for mountainous topography.	the way leave in order to avoid soil erosion and affectation of productive lands along the way leave.
Installation of new transformers	• Safety Risks	• Fall from height	Adequate caution should be taken to carry out installation works by personnel at elevated height Instrument should be properly anchored with poles
Maintenance of transmission lines	• Accidents	• Traffic congestion, obstruction to pedestrian movement, safety • Impact on biodiversity, vegetation, habitat	Depute flagman for traffic control Arrange for signal light at night Following standard safety protocol Felling, pollarding, lopping and pruning of trees for RoW maintenance to be done with permission from the local forest office/appropriate authority
Health and Safety	• Safety Risks	• Occupational Safety • Exposure to EMF • Exposure to chemicals • Exposure to electrical hazards from the use of tools and machinery. • Explosion	Only allowing trained and certified workers to maintain, or repair electrical equipment Taking appropriate protective measures against accidental fall from elevated height during regular maintenance operations (e.g. using body harness, waist belts, secured climbing devices, etc.) Deactivating and properly grounding live power distribution lines before work is performed on, or in close proximity, to the lines; Proper Personal Protective Equipment (PPE) for all workers and others associated with work. Training of workers in the identification of occupational EMF levels and hazards Establishment and identification of safety zones to differentiate between work areas with expected elevated EMF levels compared to those acceptable for public exposure Use of signs, barriers (e.g. locks on doors, use of gates, use of steel posts surrounding transmission towers, particularly in urban areas), and education

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			/ public outreach to prevent public contact with potentially dangerous equipment
	•	• Community health and safety (community exposure to risks around transmission towers and other electrical equipment.	Use of signs, barriers (e.g. locks on doors, use of gates, use of steel posts surrounding transmission towers, particularly in urban areas), and education / public outreach to prevent public contact with potentially dangerous equipment
Fires	• Risk of Fire Outbreaks	• Ambient temperature changes (increase) may arise if data centre internal temperature rises. System heat increase and thermo-electro reactions may cause sparks and eventual fires.	Installation of fire alarms, and fire control systems ie Fire Extinguishers, hydrants, hoses and cooling devices etc
Public Health	Spread of COVID19	Infection of COVID19 among the workers	• Awareness creation for all project workers on the signs and symptoms of COVID-19, how it spreads, how to protect themselves and the need to be tested if they have symptoms; • Use existing grievance procedures to encourage reporting of co-workers if they show outward symptoms, • All workers shall be subjected to rapid Covid-19 screening which may include temperature check and/or other vital signs; • Mandatory provision and use of appropriate Personal Protective Equipment (PPE), • Keep records of all persons (including phone contacts) involved in project activities, • Workers are to limit face to face working and work facing away from each other when possible. • Consider introducing an enhanced monitoring process for activities where less than 2 m distance may be required. • All equipment should be thoroughly clean before and after using it. • Provide additional supervision to monitor distancing and teams not to be

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			rotated. • Increased ventilation should be provided within enclosed spaces. • Reusable PPE should be thoroughly cleaned after use and not shared between workers. • Single-use PPE should be disposed of so that it cannot be reused and to control potential contamination. • Workers deemed clinically vulnerable should never work within 2 m of persons. • Additional sanitary measures are implemented on-site: hand washing stations with a posted hand washing protocol, hand sanitizer stations, provision of disinfectant wiping products. • Break times should be staggered to reduce congestion and contact at all times; and • Avoid concentration of persons at one location, where more than one person are gathered, maintain social distancing of at least 2 meters.
Performance	• Malfunction	• Operation Failure or malfunction due to mechanical failure or third-party interference. • Power outages, which may disrupt work processes.	Regular checks, close supervision and inspections, Observe maintenance plan for all equipment at the site,
Social Risks and impacts			
Illicit Behaviour	• Risk of Illicit Behaviour and Crime	• Increased risk of illicit behaviour and crime (such as theft and substance abuse) attributable to labour influx. Additionally, there may be increase in unprotected sexual intercourse due to labour influx.	Measures should focus on labour management; awareness and training and enforcement of the CoC cadres. LMP provisions etc
Labour Influx	• Risk of social conflicts	• Conflicts of interests may arise among and between workforce	Measures should focus on labour influx management; awareness and training and enforcement of the CoC cadres. LMP provisions etc

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
	• Labour disputes and grievances	• Theft, physical assaults, substance abuse and prostitution. • Likely increase in migrant workers/followers	
Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)	• Sexual harassment, SEA	• Women and girls may be exposed to sexual harassment, exploitation, abuse and violence as a result of interactions with workers and possibly followers. • Also, females engaged in near-site petty businesses may suffer abuse from their benefactors/guardians in instances where they do not meet projected sales for the day. • Sex workers may contribute to the spread or suffer contracting infectious diseases, STDs and STIs due to labour influx. There may also be the likelihood of them suffering sexual harassment, exploitation and abuse. • There could be increase probability in the possibility of contracting COVID-19 amongst workers and persons within the areas where installations will be carried out.	GBV risk assessment and mapping of GBV services. Sensitization campaigns and awareness creation on sexual harassment, SEA, and other social issues attributed to labour influx. Application of WB Guidance Notes in work procedures and interactions, especially those addressing social aspects. Implementation of workers Sexual Exploitation and Abuse / Sexual Harassment code of conduct for all workers Inclusion of NCDC measure for COVID-19, infection, prevention and control, These aids in fulfilling the requirements of ESS 2
Labour Influx	• Pressure on Infrastructure, Services and Utilities	• Increased demand on Social Infrastructure, Services and Utilities.	The ESPs shall develop a labour management plan for project in line with the project LMP, The ESPs should prioritize employing locals as casuals to reduce the need for labour influx ESP should have alternative water sources i.e borehole, filed clinics.

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
Public Health Hazards	• Increase cases of STI and STDs	• Spread of HIV/AIDS • Increase STI/STDs in the area	• Carry out periodic HIV/AIDS awareness programs for workers and the beneficiary community. • Distribution of condoms to workers and neigboring communities' • The project team should use the services of local area HIV/AIDs service providers to undertake community outreaches; and Carryout voluntary HIV/AIDS testing.
	• Spread of COVID19	• Infection of COVID19 among the workers	• Awareness creation for all project workers on the signs and symptoms of COVID-19, how it spreads, how to protect themselves and the need to be tested if they have symptoms; • Use existing grievance procedures to encourage reporting of co-workers if they show outward symptoms, • All workers shall be subjected to rapid Covid-19 screening which may include temperature check and/or other vital signs; • Mandatory provision and use of appropriate Personal Protective Equipment (PPE), • Keep records of all persons (including phone contacts) involved in project activities, • Workers are to limit face to face working and work facing away from each other when possible. • Consider introducing an enhanced monitoring process for activities where less than 2 m distance may be required. • All equipment should be thoroughly clean before and after using it. • Provide additional supervision to monitor distancing and teams not to be rotated. • Increased ventilation should be provided within enclosed spaces. • Reusable PPE should be thoroughly

Operation Phase			
Aspects / Activities	**Environmental and Social Risks**	**Environmental and Social Impacts**	**Mitigation Measures**
			cleaned after use and not shared between workers. • Single-use PPE should be disposed of so that it cannot be reused and to control potential contamination. • Workers deemed clinically vulnerable should never work within 2 m of persons. • Additional sanitary measures are implemented on-site: hand washing stations with a posted hand washing protocol, hand sanitizer stations, provision of disinfectant wiping products. • Break times should be staggered to reduce congestion and contact at all times; and • Avoid concentration of persons at one location, where more than one person are gathered, maintain social distancing of at least 2 meters.
Violence Against Children (VAC) - attributable to labour influx	• Child Safety	• Children may be exposed to various forms of violence from workers.	Enforcement of all Cadres of CoCs etc
	• Child Labour	• The need to earn an income may force underage children to seek employment at construction sites.	Minimum age of project workers for the project is set at 18 years and above. All contracts shall have contractual provisions to comply with the minimum age requirements including penalties for non-compliance in-line with the relevant national laws. The PIU is required to maintain labor registry of all workers with age verification. Subproject environmental and social management plans should clearly forbid the use of child labor.

4.2.4 Decommissioning Phase

Table 4-5: Potential Negative Impacts – Decommissioning phase

Dust Emissions	The demolition process will generate dust and particulate matter to the vicinity. This will affect the visibility of the area and may lead to an increase in respiratory problems. The impact will be short term and will last within the duration of the demolition process. All workers involved in the demolition exercise should be provided with appropriate PPE including safety boots, overalls, helmets, hand gloves and dust masks.
Noise	There will be a considerable increase in noise owing to the demolition process. This will be a short-term impact and will be felt throughout the demolition process. All workers should be given ear plugs.
Solid Waste	Waste in form of debris and pieces of metal and wood may be generated. Thus, creating a need of disposing off the waste and all the disadvantages associated with waste mismanagement will arise such as spread of diseases. It is hoped that this phase will be implemented only under unavoidable circumstances for instance aging of the substations, generators, transmission towers and lines. Licensed waste handling company will be contracted to handle and dispose of all waste from the site.
Traffic	The same scenario in the construction and operational phases also applies here and therefore measures should be taken to ensure the roads are maintained in good conditions after the decommissioning phase and precautionary measures should be undertaken to avoid occurrence of accidents associated with vehicles accessing and leaving the project site.
Dismantling of Equipment and Fixtures	All equipment will be dismantled and removed from the site on decommissioning of the project. Priority should be given to reuse of equipment where possible.
Site Restoration	Once all the waste resulting from demolition and dismantling works is removed from the site, the site should be restored through replenishment of the topsoil and re-vegetation using indigenous plant species.
Occupational health and safety risks during demolition	Upon decommissioning, the structures may be demolished if it cannot be considered for any other use. The overriding concerns for the demolition phase will be safety and minimization of environmental and social impacts. This will include the safety of the operatives, safety of the other workers on the site and safety of the general public as well as protection of adjacent facilities and minimization of nuisances. The Contractor will during the course of demolition, ensure and verify that all utilities and services (such as water and electricity supply systems) have been disconnected and rendered safe. To ensure safety of all parties, Typical hoardings will be provided along the site boundaries of the project site. Portable barricades could be used to cordon off different work zones where demolition is in progress with manned entrances. No members of the public or unauthorized person would be allowed to enter the site. Only contractors' personnel and government officials concerned with the demolition will be allowed within the project site. All workers involved in the demolition exercise should be provided with appropriate PPE including safety boots, overalls, helmets, hand gloves and dust masks.

4.3 Environmental and Social Risk Assessment and Rating

TheThe overall project E&S risk is high based on the complexity of activities proposed, coverage of the project, as well as its possible impacts.

The key E&S risks and impacts outlined in the above sections at the overall project level would need to be taken into consideration as detailed assessment of individual subprojects should carried out during the implementation phase of the project: Occupation health and Safety, Waste Management, Labor welfare and working conditions, Labor influx, Security risks, Exclusion of Vulnerable and Marginalised Groups, forced Displacement, Land acquisition and resettlement, Multiple claims on land around existing sites of generation and distribution network. Given the low-capacity level among the FGS, FMS, ESPs local contractors and consultants and other implementing partners substantial focus would be on building the capacity following learning by doing approach and simultaneously supporting the setting up of E&S units, policies, guidelines as a medium to long term capacity building Plan. The project's Environmental and Social Risk Management will adopt a phased approach starting out with basic assessments to be built incrementally through a sectoral wide assessment commencing in the early phases of project implementation.

In addition to this ESMF, the project has prepared a stakeholder engagement plan and the resettlement policy framework. TheESMF includes TOR for Sectoral Environmental and Social Impact Assessment (SESIA), TOR for Capacity Building Plan with activities, timetable, budget and ToR for conducting assessment on presence and ESS7 eligibility of Sub-Saharan Historically Underserved Traditional Local Communities to 1) determine the applicability of the standard; 2) prepare an IPPF if required.

The projecthas also prepared security management framework, GBV AP, LMP and the drafts are ready to be finalized and be disclosed within three months of Project Effectiveness MoEWR (FGS); and the MoEM (Somaliland) have conducted rounds of meetings with key stakeholders on the assessment of project E&S risks and their management, the approach, and subsequent steps proposed. The initial concerns and inputs of this engagement have been included in the draft SEP.

5 Procedures for Preparation, Review, Clearance, and Implementation of Safeguards Instruments

5.1 Environmental and Social Assessment Synopsis

The purpose of this Chapter is to provide expert direction on the approach to conducting environmental and social assessments for potential activities under the SESRP. In consistence with the requirements of ESS 1, The PIUs will carry out preliminary environmental and social assessments of the program/activities to assess the environmental and social risks and impacts.

The assessment to be carried should be proportionate to the potential risks and impacts of the sub project, and will assess, in an integrated way, all relevant direct, indirect and cumulative environmental and social risks and impacts throughout the project life cycle, including those specifically identified in ESSs 2–10. The full information on the ESSs can be obtained at: *Environmental and Social Framework (ESF)*.

5.2 Environmental and Social Screening Process

The first step in the screening process is the determination of the' environmental and social aspects of activities under SESRP component so as to ascertain the type of environmental and social assessment required (if any) in accordance with ESS 1 and consistent with the ESSs. Each component (i) Sub-Transmission and Distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hargeisa, ii) Hybridization and Battery Storage Systems for Mini-Grids, iii) Stand-alone solar off-grid access to public institutions and iv) Institutional Development and Capacity Building.

The objectives of screening are to (i) screen the environmental and social risks and impacts of a subproject; and (ii) determine the type/s of mitigation measures, assessment, specific plan(s) or safeguard instrument(s) to be prepared based on the outcomes of the screening. The screening process could also be used to identify ineligible project activities that will not be supported by the project. This is done by analysing the proposed activities in relation to their environmental & social context (area of influence) using a checklist approach. An Environmental and Social Screening Form is provided in Annex I. The SESRP has been classified overall as ***High Risk***. Nonetheless, the screening process of the SESRP components activities will inform decision makers and the project management of the tnature and extent of potential environmental and social risks and impacts of each sub-project which may have a different and lower risk rating. Based upon the screening result the appropriate E&S instruments will be prepared.

The project activities with physical works/interventions require screening (i.e., Sub-Transmission and Distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hergeisa, waste handling in relation to the Hybridization and Battery Storage Systems for Mini-Grids, and the installation of the Stand-alone solar off-grid access to public institutions (Health and Education). The environmental and social safeguard screening will occur during the sub project preparation stage as a soon as the fairly accurate site location(s) is (are) known for the sub-project(s). This sub-section sets out the procedures (Steps 1-6) for identifying, preparing and implementing the sub project environmental and social screening; preparation of required E&S plans; consultation on such plans; review and approval; and implementation.

5.2.1 Step 1: Environment and Social Screening of sub-project activities and sites

Once field visits and investigations have been completed by the PIU, Scoping will be conducted to identify the various aspects (sub-activities) that could have significant environmental and social risks and impacts. The scoping activity will identify issues of critical concerns and also seek to provide solutions to issues such as:

- What the potential risks and impacts from the execution and operation of the proposed sub-project are?

- What will be the magnitude, extent and duration of the risks and impacts?
- What relevance are the impacts on the environmental and social, contexts? Consequently, scoping will be used to identify the biophysical, health, and socioeconomic components of the environment that will significantly be affected by the proposed sub-project activities.

Key Considerations for Proposed Environmental and Social Assessments to be Prepared under SESRP

a) The environmental and social assessment should be based on current information (which can be obtained through literature reviews, field studies, stakeholder engagement, etc.), including an accurate description and delineation of sub-projects and any associated aspects.
b) It should include collection, collation, analysis and interpretation of environmental and social baseline data at an appropriate level of detail sufficient to inform characterization and identification of risks and impacts and mitigation measures.
c) The assessment should evaluate the SESRP component activities' **i) Potential environmental and social risks and impacts; ii) Examine project alternatives; iii) Identify ways of improving project selection, siting, planning, design and implementation** in order to apply the mitigation hierarchy for adverse environmental and social impacts and seek opportunities to enhance the positive impacts of the project.
d) The environmental and social assessment will include stakeholder engagement as an integral part of the assessment, in accordance with ESS 10.
e) The environmental and social assessment should be an adequate, accurate, and objective evaluation and presentation of the risks and impacts, prepared by qualified and experienced persons.
f) Project Implementation Units responsible for SESRP will procure qualified and experienced professionals and also retain independent specialists to carry out the environmental and social assessment.

The screening procedure strengthens accountability to the communities targeted for support, stakeholders in the development processes, and the broader development portfolio. Environmental and social screening and assessment processes for projects have become standard practice in development cooperation and are usually required by national regulatory frameworks and multilateral and bilateral development partners. Therefore, application of the environmental and social screening and review processes demonstrates the appropriateness of safeguard measures.

The initial screening for the selection of the subprojects shall be conducted based on the following exclusion criteria.

a) Activities that may cause long term, permanent and/or irreversible impact on major natural habitat
b) Activities that may have significant adverse social impacts and/ or may give rise to significant social conflict;
c) Activities that may involve forced displacement or large land acquisition
d) Activities that may involve impacts on cultural heritage without full consent of the community.
e) Activities that may involve non agreement on land acquisition and resettlement procedures as per RAP
f) Non availability of budget to timely compensate as per RAP,
g) Activities in high insecurity area/inaccessible area due to conflict and security risks as per project Security Management Plan.

5.2.2 Step 2: Assigning of Environmental Risk Classification

Assigning of appropriate environmental and social risk classification to a sub-project activity shall be based on information provided in the environmental and social screening form Annex I. E&S specialists shall undertake the environmental and social screening process and assign the appropriate risk classification for the subproject (s) – Low, Moderate, Substantial or High. The classification should be assigned based on the criteria provided in ESF ESS1 Guidance Note (refer to section 13.1 of Annex 1).

5.2.3 Step 3: Preparation of Environment and Social Instruments

E&S Specialist would recommend the type of assessment after reviewing the screening reports. The PIU would review and approve the recommendation of the E&S Specialist and submit the screening report to the Bank for Bank review and clearance to undertake Environment and Social Assessment commensurate to the potential risks and impacts of the project. The PIU shall there after engage the services of ESIA consultants to prepare the detailed assessment.

The PIUs Safeguards Specialist's duties include backstopping the sub-projects implementing teams to comply with the relevant National Environmental and Social requirements and the World Bank's ESF requirements. This includes reviewing, screening, approving, monitoring and reporting on the progress of the sub-projects. The SESRP Technical persons hired by the ministries (Environment and Social Consultancy Firm) should guide the formulation and development of the sub project specific ESMPs for the project, and periodically (quarterly) review and improve capacity to manage safeguards compliance amongst local stakeholders.

5.2.4 Step 4: Review and Approval

The Environment and Social Instruments prepared for civil works shall be reviewed by Environmental and Social Specialists at MoEWR and MoEM at PIU and cleared by World Bank. Thereafter the reports (safeguard instruments) will be submitted to the relevant authorities (Directorate of Environment and Climate Change) for review and licensing.

5.2.5 Step 5: Public Consultations and Disclosure

In carrying out the ESIA or ESMP, supporting evidence of comprehensive public consultation shall be required, such as signed minutes of consultation meetings, attendance lists and filled questionnaires. Public consultations shall take place during the environmental and social screening process and during the validation of the ESIA report. The results of public consultation shall be incorporated and or influence the design of mitigation and monitoring measures. ESIA study reports for the subproject shall be disclosed in-country by the client (MoEWR and MoEM) in formats that are accessible to all project stakeholders and on the World Bank external website. Public consultations should be conducted in a manner accessible to all project stakeholders and taking into account the guidance set out in the project Stakeholder Engagement Plan and any other relevant guidance, such as the Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on con ducting public meetings due to COVID19. A notice of the meeting shall be communicated at least seven (7) days before the actual meeting date.

5.2.6 Step 5: Implementation Monitoring and Supervision

All the activities to be financed under the SESRP will follow the ESF, environment and social standards and the provisions described and agreed in ESCP and ESMPESMP prepared to ensure proper management of environment, social, safety and health requirements. PIU will make sure that all bid documents and contracts include the ESMP and require compliance with it.

Environmental and social monitoring seeks to check the effectiveness and relevance of mitigation measures through the implementation/operation phase. The PIUs Environment and Social focal points shall monitor project activities.

5.2.6.1 Construction

Qualified consultant firm/Owner's Engineer will support the respective PIUs to supervise work quality. They will also have a dedicated Environment, Social, Health, and Safety officer to monitor C-ESMP implementation, labour management and occupational health and safety risks. The following will be the main monitoring and supervision activities:

i) Implementation of mitigation measures, through development of contractors' E&S Management Plan (C-ESMP) that shall include the following: Occupational Safety and Health Plan, HIV/ AIDS management Plan, Infection Control and Waste Management Plan, labour management plan, Emergency Response Plan, COVID-19 management plan, security management plan among others.
ii) Enforcement of OHS requirements (conditions at the Contractor's Yard, materials storage, condition of equipment, use of PPE, etc.);
iii) Ensure sound waste handling and disposal of construction solid, liquid and sanitary wastes in an acceptable manner and in conformance with WBG EHS guideline and the sub project ESIA;
iv) Ensuring that the Contractor is following the Code of Conduct, LMP and environmental health and safety specifications as provided in the ESMP;
v) Training the Contractor's workforce in environmental and social awareness and responsibility (including COVID-19, STD/HIV/AIDS awareness); and
vi) Liaison with local administration and community leaders in matters of disturbance to the public, security issues, and other matters arising from the project;
vii) Ensure engagement with the key stakeholders as identified in the SEP including an operational and responsive GRM system, and
viii) Training on GBV/SEA/HS.

5.2.6.2 Operations and maintenance

It is envisaged that during the Operation and Maintenance, the Ministry (MoEWR and MoEM) Engineer will oversee monitoring of the project implementation. The Owners engineer and the BSSF will have built the capacity engineers in the ministries (MoEWR and MoEM). The specific roles will include but not limited to:

i) Operation and maintenance, calibration and checking of all equipment as specified in respective manuals or as required by the regulations;
ii) Monitoring leakages and spills from the generators;
iii) Disposal of solid and sanitary wastes in an acceptable manner and in conformance with the regulations;
iv) Compliance with OHS manual to be prepared by project proponent/ hospital management during the project operational phase;
v) Environmental performance reporting,
vi) Observing COVID19 Standard Operating Procedures (SOP) designed for proposed electricity generation and load centers, and
vii) Monitoring the implementation of the Projects' ESMF, SecMF, SEP, and LMP.

5.3 Bidding, Contracting and Verification of E&S readiness for initiation of activities

The sub project specific E&S instruments such as ESIA/ESMP, Occupational Health and Safety Plans (OHSP), Sexual Exploitation and Abuse/ Harassment (SEA/SH) Action Plans (APs), Stakeholder Engagement Plans (SEP) and/or Resettlement action Plan (RAP) for sub-projects will be prepared in a manner acceptable to the Association before final approval or call for bids of the respective activity/subproject. All sub project specific instruments must be included in bid documents and contracts, both for construction and operation, must be approved before issuing Request for Proposals for the Contactors/executing agencies and implemented before commencement of the sub-Project in accordance with the respective schedule for implementing the mitigation measures contained in the instruments throughout the Project implementation.

All projects activities for Component 1 to 3 will be executed through contractors engaged by the PIU through agreed procurement process. However the responsibility at operation stage shall be transferred to ESPs or third party agency. The design, construction and operation for each sub project shall vary. Please refer to table 5 for roadmap for subproject level preparation and approval of E&S instruments for each project component at conceptual design stage, Bidding stage and construction and operation stage.

Sub project specific RAPs shall be prepared acceptable to the Association, disclosed prior to bidding and fully implemented before the commencement of civil works for the respective sub project and as per the schedule in the RAP. Project would require to ensure allocation of funds periodically in accordance with a process and schedule agreed with the Association as part of the RAP. Should involuntary resettlement/displacement occur in anticipation of construction or in any other project-financed activity before RAP preparation, relevant ESS5 requirements will be applied retroactively. If such requirements cannot be satisfied retroactively, the Bank will not support this infrastructure, or any other infrastructure development already carried out.

These assessments and plans shall be conducted and implemented and/or supervised by a qualified consultant firm/Owner's Engineer to support the respective PIUs. PIU through it's owner's engineer shall ensure incorporation of the relevant aspects of the ESCP, including the relevant ESHS documents and/or plans, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts. Environmental and social standard's sections to be included in the TORs, tender documents for suppliers and construction works contracts, such as the environmental and social clauses including Project E&S standards including labor, SEA/SH and security requirements, codes of conduct, coordination, reporting, monitoring, and GRM. All E&S instrument as applicable shall be translated to Somali for the contractors and disclosed.

MoEWR, MoEM shall establish measures to ensure coordination for successful implementation of the Project; such as,

a) Assessment of the environmental and social risks and impacts associated with contracts of suppliers;
b) Ascertain that contractors have adequate human resource with knowledge and skills to perform their sub-Project tasks in accordance with the ESSs and the provisions of this ESCP;
c) Incorporate all relevant aspects of the ESCP, ESHS instruments and plans into tender documents.
d) Require contractors to implement the relevant aspects of the ESCP and the relevant ESHS instruments, plans and tools;
e) Monitor contractors, and their subcontractors' compliance with their commitments.
f) Require Contractor's to set up of grievance redress mechanisms of contractors and subcontractors, to handle concerns and complaints from communities and other stakeholders as well as separate worker's GRM according to ESS2 and a GBV/SEA/SH complaints management mechanism in accordance with the GBV/SEA/SH Action Plan;
g) Require contractors to impose ESHS obligations on their subcontractors to ensure compliance with this ESCP;
h) Ensure contractors adopt environmental, social, health and safety (ESHS) measures consistent with this ESCP;
i) Require that all Contractors have Environment and Social Staff qualified to manage the E&S risks and impacts of the sub-Project.
j) Ensure that ESMP, GBV/SEA/SH code of conduct and all applicable plans and tools are included in service providers tender documents in accordance with national laws and the ESF.

k) Require Contractors to prepare and get approved from PIU their Environmental and Social management Plan, Labor Management Plan and Security Management Plan before commencement of activities on ground.

PIU would require to ensure that all permits, consents and authorizations are obtained that are activity specific before commencement of the respective Sub-project activity. Thereafter, comply with terms of permits, consents, and authorizations throughout Project implementation.

MoEWR, MoEM shall require each private sector entities involved in the Project for purposes of Project operation and maintenance phase to adopt and implement Environmental and Social mitigation actions as well as enhance its capacity in accordance with the requirements set out in the respective Service Level Agreements/Concession Agreements which shall be prepared by MoEWR, MoEM, according to the requirements of applicable ESSs.

Larger or particularly risky investments (such as the TLs) would only be eligible after key E&S requirements are met. Key safeguards instruments including the Sub project Environment and Social Assessment, ESMP, resettlement action plan, Security Management plans shall be prepared or updated as necessary before commencement of the project/subproject activities. Table 5-1 shows the proposed E&S Roadmap and Action Plan for Implementing SESRP ESMF in line with the phased eligibility approach.

Table 5-1: Roadmap for preparation of E&S Instruments

SESRP					
Roadmap					
Pre concept stage _ Framework Documents. ESMF including Labor Management Procedures, RPF, Security Management Framework and update of Stakeholder Management Plan prepared by PIU with support from E&S firm					
Component	**Stages**	**Implementing Agency**	**Conceptual Stage**	**Bidding**	**Construction and operation**
Component 1	Stage 1 (S1) – Interconnect distribution networks	PIUs OE/TPMA support (in coordination with ESPs/FMS/ Urban Local authority) during Concept, Bidding and construction phase. Operation Phase: Government (possibly outsourced)	S1- Conceptual Design (including ESIA/ESMP including LMP RAP and SMP _Requirement disclosure before bidding for the respective sub project. Only SMP not disclosed	S1- Bidding and Selection to include standard E&S clauses and complete RAP implementation	Contractor to prepare and implement CESMP occupational health and safety plan, Activity Security Plan (ASP) as per the SMP prepared by the Security Management Company for component 1 &2. Operation entity to adopt and implement ESMP for O&M Phase.
	Stage 2 (S2) – Build sub-transmission network (132 kV ring)	PIUs OE/TPMA support (in coordination with ESPS/FMS/ Urban Local authority) during Concept, Bidding and construction phase. Operation Phase: Government (possibly outsourced)	S2- Separate set of Mitigation Plans (including ESIA/ESMP including LMP RAP and SMP _Requirement disclosure before bidding for the respective sub project. Only SMP not disclosed	S2- Bidding and Selection to include standard E&S clauses and complete RAP implementation	Contractor to prepare and implement CESMP Occupational health and safety plan and, Activity Security Plan (ASP) as per the SMP prepared by the Security Management Company for component 1 &2. Operation entity to adopt and implement ESMP for O&M Phase.

SESRP					
Roadmap					
Component 2	Site Selection. Gradual hybridization with PV and BESS for Mini Grids in other load centers	PIUs supported by OE/TPMA (in coordination with ESPs/FMS/Urban Local authority). Operation Stage: BSSF to support ESPs	Site Selection (E&S screening as per ESMF, RPF and Security Management Framework. Preparation of ESIA, ESMP and RAP for each load center prior to individual sub project bidding	Bidding and Selection to include E&S clauses, ESIA/ESMPs for each contractor. Complete implementation of RAP.	S1 _Construction _Contractor to prepare and implement site specific C ESMP. Operation _ phase ESMP and EHS plan prepared by ESPs. Activity Security Plan (ASP) as per the SMP prepared by the Security Management Company for component 1 &2. S2-Construction _Prepare CESMP. S2-Operation _Operation ESMP by ESP and EHS plan_ ESP ESMP to reflect project ESMP operation phase Activity Security Plan (ASP) as per the SMP prepared by the Security Management Company for component 1 &2.
Component 3	Facility selection Gradual electrification of health and education facilities rural areas	PIUs supported by OE/TPMA (in coordination with Ministries of Health/Education and FMS)	Site Selection (E&S screening as per ESMF, RPF and Security Management Framework. Preparation of Generic ESMP with COC to be adopted for all sites prior to individual sub project bidding . Site that require RAP will be excluded	Bidding and Selection to include E&S clauses and Generic ESMP security clauses will be included in the contract based on security risk screening and assessment	Construction _COC, CESMP. Operation _ O&M ESMP with E Waste management Plan
Component 4	Technical Assistance and Capacity Building _Preparation of SESIA, Capacity assessment and building plan, relevant E&S instruments for the FS, public conceptual design. ESMF will apply to any studies commensurate to the E&S risk				

6 Environmental and Social Management Plan, including the institutional arrangements for the project implementation and supervision

This Chapter describes a generic Environmental and Social Management Plan ESMP for ESMF implementation. This is also a guide for the ESMPs (Matrix Table) to be included in ESIAs or stand-alone ESMP reports under SESRP implementation. Following on Chapters 4, where potential generic environmental and social risks and impacts; mitigation measures; and institutional responsibilities on Chapter 7 have been established, this ESMP brings to synergy and alignment the implementation of mitigations measures to address risks and impacts, and the responsibilities for mitigation and monitoring. The costs for mitigation and monitoring cannot be determined at this point as specific details are unknown. Nonetheless, a site-specific ESMP to be prepared for (i) Sub-Transmission and Distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hargeisa, ii) Hybridization and Battery Storage Systems for Mini-Grids, and iii) Installation of stand-alone solar off-grid access to public institutions. C-ESMPs shall include: OHS Plan, HIV/AIDS Management Plan, ICWMP, LMP, ERP, COVID-19 Management Plan, GBV/SEA/SH AP, SMP, among others.

For sub-projects which may require environmental and social assessment, the mitigation measures assigned to contractors and their associated cost estimates should be included in the bidding documents to be prepared by the Procurement Specialist(s) at the PIUs.

See **Error! Reference source not found.** below for ESMP Matrix covering the i) Pre-construction ii) Construction and iii) Operation Phases.

Table 6-1: Environmental and social impacts mitigation plan

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
I	**Pre-Construction Impacts**											
A.	***ENVIRONMENTAL IMPACTS***											
1.	***Transportation and offloading of materials to the Holding site / Warehouse***	*The release of fugitive dusts, offloading and challenges of storage at warehouses*	*Measures should be targeted at avoiding forceful lifting and dropping down, as this will reduce chances of fugitive dust and fibrils from being released. Additionally, storage or holding areas should be cleaned and wetted, and ventilated to avoid conditions that could escalate dust release.* *If any of the materials to be delivered and stored are hazardous, safe storage must be provided to prevent environmental and health and safety impacts. If fuel is to be stored, tanks must be surrounded by secondary containment* *Dust control measures, including speed limits for construction and materials hauling vehicles, and spraying of unpaved roads (if water is available).*	*Contractor*	***100,000***	*Fugitive emission along the access road*	*Inspection*	*Dust free areas*	*Access Roads and storage sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***10,000***
2.	*Stacking of materials in the warehouse*	*Offloaded and stored packages may overload holding areas and restrict movement and*	*Measures should include ensuring holding areas are sizable to contain procured commodities.* *Reduction of overloading or crowding by limiting stacking to a*	*Contractor*	***To be Determined (TBD)***	*Holding areas' congestion*	*Inspection*	*Contractor's Compliance*	*Holding and storage areas*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***Catered in 1 above***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
		access for other operations	*particular area or section in the holding areas.* *Likewise, procured commodities should be stacked in such a way that allows for space so as to reduce overloading and restriction to access.*			*Stacking arrangement*						
B	***SOCIAL ISSUES***											
3.	***Land acquisition and compensations***	*Land Take*	*Compensation in cash at full replacement value in line with the RAP developed,* *Be provided with similar property that is equal in value and size to the said property,* *Where land use is partially affected or with temporary losses, replacement value will be determined for 'loss of use of land' and for temporary losses in line with the project RAP,*	*FGS and Somaliland*	***TBD***	*RAP report prepared for the project*	*Site Investigation*	*Number of PAPs compensated*	*Project Sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***100,000***
4.		*Loss of livelihood*	*Prepare a resettlement action plan (RAP) to guide compensation for lost livelihoods. The livelihood restoration assistance if required, could include cash compensation of net monthly income for the length of time that is adequate to restore lost income. . It should also include consideration for employment opportunities, training in diversification of income sources as well as, potentially, cash to initiate income generating activities,*	*FGS and Somaliland*	***TBD***	*RAP report prepared for the project*	*Site Investigation*	*Number of PAPs compensated*	*Project Sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***included in 3 above***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			depending on the magnitude of the impact Assistance to help find alternative temporary or permanent locations to establish business *Right to salvage material without deduction from compensation*									
5.		*Restricted access to Agricultural or , communal grazing land*	*Provide access to the communal grazing land,* *Pre-project or pre-displacement, whichever is higher, market value of land of equal productive potential or use located in the vicinity of the affected land, plus the cost of preparing the land to levels similar to those of the affected land, plus the cost of any registration and transfer taxes.* *The value of the labour invested in preparing agricultural land will be compensated at the average wage in the community for the same period of time.*	*FGS and Somalil and*	***TBD***	*RAP report prepared for the project*	*Site Investigation*	*Number of PAPs compensated*	*Project Sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***included in 3 above***
6.		Security issues i.e. attack from Al Shabbab	PIU shall work closely with the Ministry of Interior to ensure the security of the workers, Project teams shall seek security approval and clearances form the project coordinator. Project teams shall be periodically subjected to security awareness campaigns. Project teams should have alternative communication devices, such as two-way radios	*PIUs (Safeguards Specialists)*	***100,000***	Security Management Plan	Field Visit Document review & Photography	# of recorded cases of insecurity, Record of security campaigns,	*Project sites*	Quarterly	*PIUs (Safeguards Specialists)*	***15,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			or satellite phones in areas with limited or no cellular network coverage. Use local leaders as part of the project implementation committee members, and Implement the requirements of a Security Management Plan specifically the requirement security escorts within determined project insecure areas.									
7.		Spread of STIs and HIV/AIDS	Refer to LMP for complete guidance. Signing of Code of Conduct by all workers at the start of their assignment. Carry out periodic HIV/AIDS / STIs awareness training for workers and the beneficiary community; Distribution of condoms to workers and beneficiary communities, especially the CIGs Carryout voluntary HIV/AIDS testing for workers and community members If tested positive, further guidance will be offered and directed to the nearest public hospital to receive free antiretrovirals (ARVs) drugs The project team should use the services of contracted GBV / SEAH service providers to	*Contractor*	*100,000*	HIV/AIDS training plan, records of VCT training &, condom dispensing facilities, Evidence of hired HIV/AIDS service provider	Consultation, Document review	*Number of HIV/AIDS training,* *HIV/AIDS testing done*	*Project sites*	Quarterly	Contractor Social Expert, PIU	***10,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			undertake community outreaches. Hire local workers where possible to minimize the extent of any influx.									
8.		*Grievances from contractual workers*	*Establish Grievance Redress Mechanism (GRM)*	*WB-PIUs*	***150,000***	*GRM processes*	*One- on - Interviews; Site visits*	*Rate of grievance resolve*	*Holding and storage areas*	*Weekly*	*PIUs (Safeguards Specialists);*	***50,000***
9.	***Public Health***	*Spread of COVID19*	*Awareness creation for all project workers on the signs and symptoms of COVID-19, how it spreads, how to protect themselves and the need to be tested if they have symptoms;* *Use existing grievance procedures to encourage reporting of co-workers if they show outward symptoms,* *All workers shall be subjected to rapid Covid-19 screening which may include temperature check and/or other vital signs;* *Mandatory provision and use of appropriate Personal Protective Equipment (PPE),* *Keep records of all persons (including phone contacts) involved in project activities,* *Workers are to limit face to face working and work facing away from each other when possible.* *Consider introducing an enhanced monitoring process for*	*Contractor*	***50,000***	*Availability of the Ministry of Health SOPs* *Number of cases registered*	*Visual Observation* *Interviews* *Document reviews*	*Compliance to Ministry of Health SOPs*	*Project Facilities*	*Quarterly*	*PIUs (Safeguards Specialists); Supervising*	***30,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			activities where less than 2 m distance may be required. *All equipment should be thoroughly clean before and after using it.* *Provide additional supervision to monitor distancing and teams not to be rotated.* *Increased ventilation should be provided within enclosed spaces.* *Reusable PPE should be thoroughly cleaned after use and not shared between workers.* *Single-use PPE should be disposed of so that it cannot be reused and to control potential contamination.* *Workers deemed clinically vulnerable should never work within 2 m of persons.* *Additional sanitary measures are implemented on-site: hand washing stations with a posted hand washing protocol, hand sanitizer stations, provision of disinfectant wiping products.* *Break times should be staggered to reduce congestion and contact at all times; and* *Avoid concentration of persons at one location, where more than one person are gathered, maintain social distancing of at least 2 meters.*									

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
10.	**Labour Influx**	Conflicts of interests may arise among and between workforce Theft, physical assaults, GBV, sexual abuse substance abuse and prostitution Likely increase in migrant workers / followers	Implement the LMP with requisite policies, Code of Conduct, procedures and appropriate processes; undertake awareness creation on the LMP and conduct training as necessary; enforce the CoC cadre.	PIUs (Safeguards Specialists)	**80,000**	Project Compliance; Frequency of Stakeholder Engagements	Inspections and Report reviews	Rate of illicit behaviours	Holding and storage areas and project sites	Weekly	PIUs (Safeguards Specialists); Supervising Consultant	**30,000**
C	**OCCUPATIONAL HEALTH AND SAFETY RISKS AND IMPACTS**											
11.	**Receiving of materials:** Offloading and temporary storage	Noise impacts are envisaged during the offloading and storage in holding areas	Measures should seek to reduce noise or using barriers to screen noise/ sound vibrations Vehicle retrofitting with muffles and other sound-proofing or noise reduction technologies. Fulfils the requirements of ESS 3	Contractor	**To be Determined (TBD)**	Noise level	Measures of the noise	Community Complains	Sensitise receptors	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**To be Determined (TBD)**
12.		Traffic congestion, obstruction to pedestrian movement	Schedule deliveries of material/ equipment during off-peak hours Depute flagman for traffic control Arrange for signal light at night	Contractor	**To be Determined (TBD)**	Obstruction	Site Inspection	Community Complains	Active community access roads	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**To be Determined (TBD)**
II	**CONSTRUCTION PHASE IMPACTS**											

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
A	**ENVIRONMENT ISSUES**											
13.	Construction of labor shed for workers	Generation of sewage and solid waste; water/ environmental pollution	Construction of sanitary latrine/ septic tank system Erection of "no litter" sign, provision of waste bins/cans, where appropriate Raising awareness about hygiene practices among workers. Hire the services of a licensed waste handling company, Document all waste streams originating from the site. Ensure that waste disposal mechanisms comply with existing waste management practice that is acceptable.	Contractor	**200,000**	Clean environment free of waste	Inspection	Reduction in onsite waste	Temporal waste Holding Site / Dust Bins	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**50,000**
		Drainage congestion and flooding	Provision for adequate drainage of storm water Provision of adequate diversion channel, if required Provision for pumping of congested water, if needed Ensure adequate monitoring of drainage effects, especially if construction works are carried out during the wet season	Contractor	**To be Determined (TBD)**	Flooded areas Obstructed drainage channel	Inspection	Flooded free areas Non obstructed drainage channel	Drainage Channel	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**Catered in 13 above**
14.		Spills and leaks of oil, toxic chemicals Water and soil pollution	Good housekeeping. Proper handling of lubricating oil and fuel. Collection, proper treatment, and disposal of spills.	Contractor	**To be Determined (TBD)**	Water Soil	Inspection & Laboratory analysis	Clean water Non contaminated soils	Nearest Water Points Soils near material	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**Catered in 13 above**

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
		Destruction of aquatic habitat	*Prevent discharge of fuel, lubricants, chemicals, and wastes into adjacent rivers/ drains.* *Install sediment basins to trap sediments in storm water prior to discharge to surface water.* *keep noise level (e.g., from equipment) to a minimum level, as certain fauna are very sensitive to loud noise (e.g., during transmission tower construction over river/wetlands)*						*storage site*			
15.		*Felling of trees, clearing of vegetation*	*Replant vegetation when soils have been exposed or disturbed.* *Plantation to replace felled trees*	*Contractor*	***To be Determined (TBD)***	*Vegetation cover*	*Inspection*	*Vegetation recovery at restored sites*	*Restored sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***To be Determined (TBD)***
B	***OCCUPATIONAL HEALTH AND SAFETY RISKS AND IMPACTS***											
16.	***Receiving of materials:*** *Offloading temporary storage area*	*Falls, slips and forced-contact* *Exposure air pollutants such as fugitive dust and fibrils from packages* *Exposure to noise pollution during offloading and*	*Implement project specific Occupational Health and Safety Management Plan (OHSMP)* *Testing structures for integrity prior to undertaking work;* *Implementation of a fall protection program that includes training in climbing techniques and use of fall protection measures;*	*Contractor*	***100,000***	*Compliance with OHSMP* *-No of workers Trained*	*Visual Observation* *Interviews*	*Compliance to mitigation measures proffered in OHSMP;* *Increase/ decrease in Lost Time Injuries*	*Project Facilities*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***10,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
		storage in holding areas *Risks of Musculoskeletal Disorders (MSDs)*	*Establishment of criteria for use of 100 percent fall protection (typically when working over 2 meters above the working surface,* *The fall protection system should be appropriate for the tower structure and necessary movements,* *Installation of fixtures on tower components to facilitate the use of fall protection systems;* *Provision of an adequate work-positioning device system for workers,* *Safety belts should be of not less than 16 millimeters (mm) (5/8 inch) two-in-one nylon or material of equivalent strength*			*No of accidents & injuries*		*(LTI).*				
17.		Electrocution of construction workers	Deactivating and properly grounding live power distribution lines before work is performed on, or in close proximity, to the lines; Ensuring that live-wire work is conducted by trained workers with strict adherence to specific safety and insulation standards Provision of appropriate PPEs Provision for shutting down of line in case of snapping of line	*Contractor*	***200,000***	*Compliance with OHSMP* *-No of workers Trained* *No of accidents & injuries* *Available PPEs*	*Incidence reports* *Interviews* *Contact for health and safety Officer*	*Compliance to mitigation measures proffered in OHSMP;* *Increase/ decrease in Lost Time Injuries (LTI).*	*Project Facilities*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***50,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			Regular monitoring of power lines to prevent electricity pilferage Training of workers against electrocution, Posting of safety signages to alert workers on the danger, Limit access to the possible hazardous site, Only allowing trained and certified workers to install, maintain, or repair electrical equipment. Where maintenance and operation is required within minimum setback distances, specific training, safety measures, personal safety devices, and other precautions should be defined in a health and safety plan			*Hired safety Officer*						
18.	***Transportation and offloading of materials to the respective sites***	*The release of fugitive dusts, offloading and challenges of storage.*	*Measures should be targeted at avoiding forceful lifting and dropping down, as this will reduce chances of fugitive dust and fibrils from being released. Additionally, storage or holding areas should be cleaned and wetted, and ventilated to avoid conditions that could escalate dust release.* *If any of the materials to be delivered and stored are*	*Contractor*	***50,000***	*Fugitive emission along the access road*	*Inspection*	*Dust free areas*	*Access Roads and storage sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***10,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			hazardous, safe storage must be provided to prevent environmental and health and safety impacts. If fuel is to be stored, tanks must be surrounded by secondary containment *Dust control measures, including speed limits for construction and materials hauling vehicles, and spraying of unpaved roads (if water is available).*									
		Offloaded and stored packages may overload temporal materials holding areas and restrict movement and access for other operations	*Measures should include ensuring holding areas are sizable to contain procured commodities.* *Reduction of overloading or crowding by limiting stacking to a particular area or section in the holding areas.* *Likewise, procured commodities should be stacked in such a way that allows for space so as to reduce overloading and restriction to access.*	*Contractor*	***To be Determined (TBD)***	*Holding areas' congestion* *Stacking arrangement*	*Inspection*	*Contractor's Compliance*	*Holding and storage areas*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***Catered in 18 above***
		Noise impacts are envisaged during the offloading at the temporal materials storage holding areas	*Measures should seek to reduce noise or using barriers to screen noise/ sound vibrations* *Vehicle retrofitting with muffles and other sound-proofing or noise reduction technologies. Fulfils the requirements of ESS 3*	*Contractor*	***To be Determined (TBD)***	*Noise level*	*Measures of the noise*	*Community Complains*	*Sensitise receptors*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***Catered in 18 above***
19.		*Traffic congestion,*	*Schedule deliveries of material/ equipment during off-peak hours*	*Contractor*	***To be***	*Obstruction*	*Site Inspection*	*Community Complains*	*Active communi*	*Monthly*	*PIUs (Safeguards*	***Catered in 18 above***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
		obstruction to pedestrian movement *Vehicle and pedestrian accident risk. Rrisk of damage to roads and property.*	*Depute flagman for traffic control* *Arrange for signal light at night* *Measures should aim at establishing baseline traffic conditions in proposed sub-project locations; ascertaining traffic density and preparation and implementation of a Traffic Management Plan (TMP), Similarly, traffic management should be an important component of the C-ESMP*		***Determined (TBD)***				*ty access roads*		*Specialists); Supervising Consultant*	
20.	***Waste Generation***	*Generation of solid waste streams*	*Measures should be embedded in sub-project level waste management plans (WMPs). Measures should focus on source reduction, sorting, collection, reusing, recycling, transporting, containment, treatment final disposal etc. Fulfils the requirements of ESS 3* *Measure should include plans which address waste collection at source. Fulfils the requirements of ESS 3*	*Contractor*	***200,000***	*Waste free sites*	*Site Inspection*	*Waste Transfer notes* *Evidence of hired & licensed Waste handling company*	*Sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***20,000***
21.		*Water Pollution*	*Leaking parts should be fixed and tightened.* *Put in place proper and adequate sanitation facilities for workers,* *Servicing of all machinery should be done at designated sites, and* *Ensuring that equipment refueling is done on hard surface or with temporary containment*	*Contractor*	***40,000***	*Water*	*Inspection & Laboratory analysis*	*Clean water*	*Nearest Water Points*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***4,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			Vehicle inspection and servicing; including obtainment of "Road Worthiness" Clearance certificates should be mandatory.									
C.	**SOCIAL RISKS AND IMPACTS**											
22.	***Receiving of Materials:*** *Offloading and temporary storage*	*Noise disturbances from offloading.*	*Set up temporary noise barriers during offloading and storage.* *Conduct activities when human population in the area is low*	*Contractors*	***TBD***	*Noise levels*	*Noise level measurement*	*Noise levels are within permissible ranges*	*Materials Holding and storage areas*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***TBD***
23.	***Same as B1***	*Grievances from contractual workers*	*Establish Grievance Redress Mechanism (GRM)*	*WB-PIUs* *Independent Consultant*	***TBD***	*GRM processes*	*One- on - Interviews; Site visits*	*Rate of grievance resolve*	*Holding and storage areas*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***TBD***
24.	***Same as B1***	*Conflicts of interests between contractual workers; on-site security personnel;*	*Implement Project GRM*	*Contractor* *WB-PIU*	***TBD***	*Contractors' Compliance;* *GRM Process*	*One- on - Interviews; Site visits*	*Conflict Rates*	*Holding and storage areas*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***TBD***
25.	***Same as B1***	*Physical harassment, theft and thuggery in holding areas; Substance abuse etc.*	*C-ESMP.* *Continuous Stakeholder Engagement, Sensitization and capacity building.* *Ensure CoC compliance*	*Contractor* *WB-PIUs* *(Safeguards Specialists)*	***TBD***	*Contractors' Compliance;* *Frequency of Stakeholder*	*Inspections and Report reviews*	*Rate of illicit behaviours*	*Holding and storage areas*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***TBD***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
						Engagements						
26.	***Same as B1***	*Females working in holding areas could be physically and sexually harassed. In addition, they could be victims of GBV and SEA.* .	*Train Contractor Personnel and organize workshops on GBV and SEA for Contractor staff.* *Align with SESRP GBV/SH/SEA mitigation plan if available,* *GBV risk assessment and mapping of GBV services.* *Sensitization campaigns and awareness creation on sexual harassment, SEA, and other social issues attributed to labour influx.* *Application of WB Guidance Notes in work procedures and interactions, especially those addressing social aspects.* *Implementation of workers Sexual Exploitation and Abuse / Sexual Harassment code of conduct for all workers* *These aims in fulfilling the requirements of ESS 2*	*WB-PIUS* *(Safeguards Specialist)* *Independent Consultant*	***TBD***	*Training Schedule*	*Training Reports*	*Compliance to project GBV requirements (mandates in code of conduct*	*Holding and storage areas*	*One-off*	*PIUs (Safeguards Specialists); Supervising Consultant*	***TBD***
27.	Increase cases of STI and STDs	• Spread of HIV/AIDS Increase STI/STDs in the area	• Carry out periodic HIV/AIDS awareness programs for workers and the beneficiary community. • Distribution of condoms to workers and neighboring communities'	Social Expert,	100,000	HIV/AIDS training plan,	*Consultation,* *Document review Records of VCT training &, condom dispensing facilities,*	Compliance to HIV/Aids Plan		Quarterly		***10,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			• The project team should use the services of local area HIV/AIDs service providers to undertake community outreaches; and • Carryout voluntary HIV/AIDS testing.				*Evidence of hired HIV/AIDS service provider*					
28.	***Labour Influx***	*Conflicts of interests may arise among and between workforce* *Theft, physical assaults, GBV, sexual abuse substance abuse and prostitution* *Likely increase in migrant workers/followers*	*Measures should focus on labour influx management; awareness and training and enforcement of the CoC cadres. LMP provisions etc*	*Contractor* *WB-PIUs* *(Safeguards Specialists)*	***TBD***	*Contractors' Compliance;* *Frequency of Stakeholder Engagements*	*Inspections and Report reviews*	*Rate of illicit behaviours*	*Holding and storage areas*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***10,000***
29.	***Violence Against Children (VAC) -***	*Children may be exposed to various forms of violence from workers.*	*Enforcement of all Cadres of CoCs etc*	*Contractor* *WB-PIUs* *(Safeguards Specialists)*	***TBD***	*Contractors' Compliance;*	*Inspections and Report reviews*	*Rate of illicit child safety behaviours*	*Work Areas*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***10,000***
30.		*Child labour*	*Minimum age of project workers for the project is set at 18 years and above.*	*Contractor* *WB-PIUs*	***TBD***	*Contractors' Compliance;*	*Inspections and Report reviews*	*Rate of child labor*	*Work Areas*	*Weekly*	*PIUs (Safeguards Specialists);*	***10,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			All contracts shall have contractual provisions to comply with the minimum age requirements including penalties for non-compliance in-line with the relevant national laws. *The PIU is required to maintain labor registry of all workers with age verification.* *Subproject environmental and social management plans should clearly forbid the use of child labor.*	*(Safeguards Specialists)*							*Supervising Consultant*	
31.		Marginalization of certain groups, access to electricity	Selection of the site in line with the approved design and or target criteria, Stakeholder engagement to cater for the needs of the larger stakeholders, Timely disclosure of project information.	*FGS and Somaliland*	***TBD***	*VMG included in the project*	*One- on - Interviews; Site visits*	*No of VMG benefiting from the project*	*Project Sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***To be Determined (TBD)***
32.		Underlying social tensions,	Stakeholder engagement to cater for the needs of the larger stakeholders especially the marginalized / minority clans, Timely disclosure of project information.	*PIUs (Safeguards Specialists)*	***TBD***	*Frequency of Stakeholder Engagements*	*Inspections and Report reviews*	*Rate of social tensions*	*Project sites*	*Quarterly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***TBD***
33.		Security issues i.e. attack from Al Shabbab	PIU shall work closely with the Ministry of Interior to ensure the security of the workers, Project teams shall seek security approval and clearances form the project coordinator.	*PIUs (Safeguards Specialists)*	***TBD***	Security Management Plan	Field Visit Document review & Photography	# of recorded cases of insecurity, Record of security	*Project sites*	Quarterly	*PIUs (Safeguards Specialists)*	

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			Project teams shall be periodically subjected to security awareness campaigns. Project teams should have alternative communication devices, such as two-way radios or satellite phones in areas with limited or no cellular network coverage. Use local leaders as part of the project implementation committee members, and Implement the requirements of a Security Management Plan specifically the requirement security escorts within determined project insecure areas.					campaigns,				
34.		GBV Incidences	GBV risk assessment and mapping of GBV services. Sensitization campaigns and awareness creation on GBV. Application of WB GBV Guidance Notes in work procedures and interactions, especially those addressing social aspects.	*PIUs (Safeguards Specialists)*		Existence of GBV Action Plan GBV Training record	*Onsite Interview,* *Document review*	# of reported cases # of cases handled to conclusion	Field Visit Document review	*Quarterly*	*PIUs (Safeguards Specialists)*	***TBD***
35.		Discrimination against vulnerable and disadvantaged groups, including IDPs, unemployed youth, women, minority clans	The employment of project workers should be based on the principle of equal opportunity and fair treatment; Inclusive consultations and focus groups particularly to ensure participation of women and other vulnerable groups;	*PIUs (Safeguards Specialists)*		Existence of LMP	*Onsite Interview,* *Document review*	# of reported cases # of cases handled to conclusion	Field Visit Document review	*Quarterly*	*PIUs (Safeguards Specialists)*	***TBD***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
		and ethnic minorities, such as SSHUTLCs	No discrimination with respect to any aspects of the employment relationship; Hold sensitization meetings on resources planning and conflict resolution mechanisms; and The contracts with third parties should include non-exclusion requirements as part of the monitoring system.									
36.	***Violence Against Children***	Children may be exposed to various forms of violence from workers.	Enforcement of all Cadres of CoCs etc	*PIUs (Safeguards Specialists)*	***TBD***	*Projects' Compliance;*	*Inspections and Report reviews*	*Rate of illicit child safety behaviours*	*Work Areas*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***TBD***
37.	***Child Labour***	The need to earn an income may force underage children to seek employment at construction sites	Minimum age of project workers for the project is set at 18 years and above. All contracts shall have contractual provisions to comply with the minimum age requirements including penalties for non-compliance in-line with the relevant national laws. The PIU is required to maintain labor registry of all workers with age verification. Subproject environmental and social management plans should clearly forbid the use of child labor.	*PIUs (Safeguards Specialists)*	***TBD***	*Projects' Compliance;*	*Inspections and Report reviews*	*Rate of child labour*	*Work Areas*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***TBD***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
C	**Health and Safety at Work**											
38.	**Health and Safety at Work**	Workers could suffer, falls and traumatic injuries	Measures should aim at avoidance and reducing or minimizing; and the application of the "Hierarchy of Controls" according to OHS principles – Elimination, Substitutions, Engineering Controls, Administrative Controls and PPEs. **Risk assessment and OHS Inspection**: Before a meter installer proceeds with a meter installation, he/she will undertake a personal risk assessment and a Health and Safety Inspection of the equipment to satisfy himself/herself that it is safe to proceed CoC should also be enforce and Contractors should implement an OHS Management Plan (OHSMP)	Contractor	**50,000**	Rate of Accidents	Inspection	Contractor's Compliance	Work Stations	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**10,000**
39.	**Public Health**	Spread of COVID19	Awareness creation for all project workers on the signs and symptoms of COVID-19, how it spreads, how to protect themselves and the need to be tested if they have symptoms; Use existing grievance procedures to encourage reporting of co-workers if they show outward symptoms, All workers shall be subjected to rapid Covid-19 screening which	Contractor	**50,000**	Availability of the Ministry of Health SOPs Number of cases registered	Visual Observation Interviews Document reviews	Compliance to Ministry of Health SOPs	Project Facilities	Quarterly	PIUs (Safeguards Specialists); Supervising	**30,000**

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			may include temperature check and/or other vital signs; *Mandatory provision and use of appropriate Personal Protective Equipment (PPE),* *Keep records of all persons (including phone contacts) involved in project activities,* *Workers are to limit face to face working and work facing away from each other when possible.* *Consider introducing an enhanced monitoring process for activities where less than 2 m distance may be required.* *All equipment should be thoroughly clean before and after using it.* *Provide additional supervision to monitor distancing and teams not to be rotated.* *Increased ventilation should be provided within enclosed spaces.* *Reusable PPE should be thoroughly cleaned after use and not shared between workers.* *Single-use PPE should be disposed of so that it cannot be reused and to control potential contamination.* *Workers deemed clinically vulnerable should never work within 2 m of persons.*									

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			Additional sanitary measures are implemented on-site: hand washing stations with a posted hand washing protocol, hand sanitizer stations, provision of disinfectant wiping products. *Break times should be staggered to reduce congestion and contact at all times; and* *Avoid concentration of persons at one location, where more than one person are gathered, maintain social distancing of at least 2 meters.*									
	CONSTRUCTION OF SUB STATION											
40.	***Setting up of Batching Plant***	*Air and noise pollution affecting nearby settlements*	*Screen off the site using iron sheet,* *Install noise and dust nets around the site,* *Locate plant away from residential settlements,* *Provide all workers and visitors with appropriate PPEs,* *Work at the site should be done within the Stick to the day time 7:00 AM to 5 PM, and* *Display safety signages within the site.*	*50,000*	***To be Determined (TBD)***	*Noise level* *Air Quality Measurements*	*Measures of the noise and air quality*	*Community Complains*	*Sensitise receptors*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***5,000***
41.		*Possible water pollution (surface and groundwater) bituminous*	*Strict control to avoid spills; surround plant area with a ditch with a settling pond/ oil trap at the outlet; provision for adequate clean up*	*Contractor*	***20,000***	*Water* *Soli*	*Inspection & Laboratory analysis*	*Clean water* *Soils near material*	*Nearest Water Points*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***2,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
		products/ solvents						*Non contaminated soils*	*storage site*			
42.		*Cutting down trees within the substation areas*	*Strictly prohibit* cutting trees beyond the project immediate zone of influence, *Replant vegetation when soils have been exposed or disturbed.* *Plant trees to replace felled trees.*	*Contractor*	***To be Determined (TBD)***	*Vegetation cover*	*Inspection*	*Vegetation recovery at restored sites*	*Restored sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***To be Determined (TBD)***
43.		*Effect on traffic and pedestrian safety*	*Employ traffic control measures and limit possible disruption to non-construction traffic* *Deploy flag men at strategic areas*	*Contractor*	***50,000***	*Compliance with TMP* *No of accidents & injuries*	*Visual Observation* *Interviews*	*Compliance to mitigation measures TMP*	*Project Facilities*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant* *Health and Safety Officer*	***5,000***
44.	*Rehabilitation of Substations*	*Possible PCB contamination from dismantling of old transformers with PCB*	*Treat PCB of old transformers following specified methods (e.g. dehalogenation, electrochemical oxidation, etc.)* *Replacing existing transformers and other electrical equipment containing PCB, and ensuring appropriate storage, decontamination, and disposal of contaminated units* *Prior to final disposal, retired transformers and equipment containing PCB should be stored on a concrete pad with curbs sufficient to contain the liquid*		*200,000*	*Uncontaminated surfaces* *No of incidences*	*Visual Observation* *Interviews*	*Compliance to Spillage / Contigency Management Plan*	*Project Facilities*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***20,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			contents of these containers should they be spilled or leaked. *The storage area should also have a roof to prevent precipitation from collecting in the storage area.* *Disposal should involve facilities capable of safely transporting and disposing of hazardous waste containing PCB;* *Use of authorized hazardous waste handlers to dispose transformers.* *Surrounding soil exposed to PCB leakage from equipment should be assessed, and appropriate removal and / or remediation measures should be implemented, decontamination of the soil*									
	CONSTRUCTION/ REHABILITATION OF TRANSMISSION LINE											
45.	*Installation of poles of transmission / distribution lines adjacent to roadways*	*Traffic congestion/ traffic problems* *Safety hazards to road users*	*Not storing electric poles/transmission tower components over busy roads/ highways* *Following standard safety protocols while erecting poles and stretching cables* *Taking appropriate protective measures against accidental fall from elevated height (e.g. using body harness, waist belts, secured climbing devices, etc.)*	*Contractor*	***250,000***	*Compliance with TMP* *Number of workers Trained* *Number of accidents & injuries*	*Visual Observation* *Interviews*	*Compliance to mitigation measures proffered in TMP*	*Project Facilities*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***25,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
46.	Construction of power line through natural habitat or tree plantation area	Impact on biodiversity, vegetation and habitat	If there's no alternative, felling, pollarding, lopping and pruning of trees for electric clearance, whenever necessary, to be done with permission from the local forest office/appropriate authority; Hand clearing of vegetation Strict prohibition on use of chemicals for forest clearance/Row maintenance. Use of existing path/access roads for movement of man and machinery; Carrying tower materials into forests by head loads and Prohibition on workers hunting for bush meat.	Contractor	**250,000**	Biodiversity, vegetation animals and habitat	Inspection	Vegetation recovery at restored sites	Restored sites	Quarterly	PIUs (Safeguards Specialists); Supervising Consultant	**25,000**
47.	Transmission Tower foundation in rivers	Impact on aquatic life in rivers	Installation of underwater enclosures to minimize noise propagation and to contain sediment., Use signage and construction of fender (if necessary)	Contractor	**To be Determined (TBD)**	Water	Inspection & Laboratory analysis	Clean water Non contaminated soils	Nearest Water Points	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**To be Determined (TBD)**
48.	Soil Erosion and degradation in challenging topography	Impact of soil erosion and affectation of productive lands along the wayleave especially for mountainous topography.	Requirement of drains maintenance, especially in mountainous topography of the wayleave in order to avoid soil erosion and affectation of productive lands along the wayleave.	Contractor	**10,000**	Soil erosion	Inspection	Non disturbed areas	Project sites	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**1,000**

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
III. OPERATION PHASE IMPACTS												
49.	**Operation of the Sub-Station**	Pollution of downstream water body	Stop direction connection from sanitation facilities to storm drain; ensure installation of septic tank in all establishments	Contractor	**10,000**	Water	Inspection & Laboratory analysis	Clean water	Nearest Water Points	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**1000**
50.		Blockage in the drain due to disposal of solid waste	Creation of awareness; improve SWM, installing cover in open drains / manholes (if any) Regular maintenance/ cleaning of the drain	Contractor	**10,000**	Flooded areas Obstructed drainage channel	Inspection	Flooded free areas Non obstructed drainage channel	Drainage Channel	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**1000**
51.	**Operation of the Generators & transformers**	Pollution of soils and water (e.g., from spilled oil, spent oil, other waste)	Restriction on disposal of spent oil, oil contaminates waste and other waste into the environment; creation of awareness Strict control to avoid spills; provision for adequate clean up spill kits Procure authorized hazardous waste handler to collect and management any oil or oil contaminated waste;	Contractor	**10,000**	Water Soli	Inspection & Laboratory analysis	Clean water Non contaminated soils	Nearest Water Points Soils near material storage site	Monthly	PIUs (Safeguards Specialists); Supervising Consultant	**1000**
52.	**Operation of substation**	Security	Ensuring security of Substation in collaboration with law enforcing agencies Keeping complain book at Substation for recording of people's complaints, and Comply with the Security Management Plan for the project,	Contractor	**TBD**	Compliance with SecMP	Interviews	Compliance to mitigation measures proffered in SecMP	Project Facilities	Weekly	PIUs (Safeguards Specialists); Supervising Consultant	**1,000**
53.		Safety Health risks	Ensuring availability of adequate safety gears at Substations	Contractor	**TBD**	Compliance	Visual Observation	Compliance to mitigation	Project Facilities	Weekly	PIUs (Safeguards	**TBD**

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			Keeping clean the conduits used for laying the cables connecting switchgears and transformers with proper drainage provisions to prevent the growth of disease vectors such as mosquitoes and flies			*with OHSMP* *- No of workers Trained* *No of accidents & injuries*	*Interviews*	*measures proffered in OHSMP;* *Increase/ decrease in Lost Time Injuries (LTI).*			*Specialists); Supervising Consultant*	
54.	***Management and disposal of old transformers***	*Used transformer may contain Polychlorinated Biphenyl which is harmful to the environment and human health*	*Storage should be in a building with an adequate roof and walls that is in a location selected to protect the PCBs from the possibility of release. Storage facilities should not be in a flood plain. Leaking equipment should be stored in metal drums with lids. Containment should prevent escape of PCBs into the environment through volatilization and containers should carry PCB marks.* *Use of authorized hazardous waste handlers to dispose transformers* *Replacing existing transformers and other electrical equipment containing PCB, and ensuring appropriate storage, decontamination, and disposal of contaminated units* *Prior to final disposal, retired transformers and equipment containing PCB should be stored on a concrete pad with curbs*	*Contractor*	***To be Determined (TBD)***	*Waste free sites*	*Site Inspection*	*Waste Transfer notes* *Evidence of hired & licensed Waste handling company*	*Sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***To be Determined (TBD)***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			sufficient to contain the liquid contents of these containers should they be spilled or leaked. *The storage area should also have a roof to prevent precipitation from collecting in the storage area.* *Disposal should involve facilities capable of safely transporting and disposing of hazardous waste containing PCB;* *Use of authorized hazardous waste handlers to dispose transformers.* *Surrounding soil exposed to PCB leakage from equipment should be assessed, and appropriate removal and / or remediation measures should be implemented, decontamination of the soil*									
55.	***Soil Erosion and degradation in challenging topography***	• *Impact of soil erosion and affectation of productive lands along the wayleave especially for mountainous topography.*	*Requirement for drains maintenance* *Requirement of drains maintenance, especially in mountainous topography of the wayleave in order to avoid soil erosion and affectation of productive lands along the wayleave.*	*Contractor*	***To be Determined (TBD)***	*Soil erosion free sites*	*Site Inspection*	*Free from obstruction along the transmission line* *Certified electrician at the site*	*Project sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***To be Determined (TBD)***
	REGULAR MAINTENANCE OF THE TRANSMISSION LINE											
56.	***Health and***	*Electrocution* *Exposure to EMF*	*Regular patrolling along the power lines to identify the need*	*Contractor*		*Compliance*	*Visual Observation*	*Compliance to mitigation measures*	*Project Facilities*	*Monthly*	*PIUs (Safeguards Specialists);*	***Catered on 17 above***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
	Safety Risks		*for regular and immediate maintenance operation* *Inspection immediately after a major storm/rainfall event* *Regular cutting and trimming of trees around power lines* *Taking appropriate protective measures against accidental fall from elevated height during regular maintenance operations (e.g. using body harness, waist belts, secured climbing devices, etc.)* *Provision for shutting down of line in case of snapping of line* *Regular monitoring of power lines to prevent electricity pilferage* *Deactivating and properly grounding live power distribution lines before work is performed on, or in close proximity, to* *the lines;* *Ensuring that live-wire work is conducted by trained workers with strict adherence to specific safety and insulation standards* *Provision of appropriate PPEs* *Provision for shutting down of line in case of snapping of line* *Regular monitoring of power lines to prevent electricity pilferage*			*with OHSMP* *- No of workers Trained* *No of accidents & injuries* *Maintenance Records*	*Interviews* *Incidence reports* *Interviews* *Contact for health and safety Officer* *Site Inspection*	*proffered in OHSMP;* *Increase/ decrease in Lost Time Injuries (LTI).* *Certificates for the maintenance teams*	*Transmission lines*		*Supervising Consultant*	

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			Training of workers against electrocution, *Posting of safety signages to alert workers on the danger,* *Limit access to the possible hazardous site,* *Only allowing trained and certified workers to install, maintain, or repair electrical equipment.* *Where maintenance and operation is required within minimum setback distances, specific training, safety measures, personal safety devices, and other precautions should be defined in a health and safety plan*									
57.	*Installation of new transformers*	*Fall from height*	*Adequate caution should be taken to carry out installation works by personnel at elevated height* *Instrument should be properly anchored with poles*	*Contractor*	***50,000***	*Recorded incidences*	*Site Inspection and document review*	*Number of recorded cases*	*Sites*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***5,000***
58.	*Maintenance of transmission lines*	*Traffic congestion, obstruction to pedestrian movement, safety* *Impact on biodiversity, vegetation, habitat*	*Depute flagman for traffic control* *Arrange for signal light at night* *Following standard safety protocol* *Felling, pollarding, lopping and pruning of trees for RoW maintenance to be done with permission from the local forest office/appropriate authority*	*Contractor*	***80,000***	*Maintenance Records*	*Site Inspection*	*Certificates for the maintenance teams*	*Transmission lines*	*Monthly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***8,000***

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
59.	**Fires**	Ambient temperature changes (increase) may raise the temperature. System heat increase and thermo-electro reactions may cause sparks and eventual fires.	Installation of fire alarms, and fire control systems ie Fire Extinguishers, hydrants, hoses and cooling devices etc	Contractor	**50,000**	Compliance with OHSMP - No of Fire extinguishers in place No of Fire accidents Recorded	Visual Observation Interviews	Compliance to mitigation measures proffered in OHSMP; Increase/ decrease in Lost Time Injuries (LTI).	Project Facilities	Weekly	PIUs (Safeguards Specialists); Supervising Consultant	**5000**
60.	**Public Health**	Spread of COVID19	Awareness creation for all project workers on the signs and symptoms of COVID-19, how it spreads, how to protect themselves and the need to be tested if they have symptoms; Use existing grievance procedures to encourage reporting of co-workers if they show outward symptoms, All workers shall be subjected to rapid Covid-19 screening which may include temperature check and/or other vital signs; Mandatory provision and use of appropriate Personal Protective Equipment (PPE), Keep records of all persons (including phone contacts) involved in project activities,	Contractor	**100,000**	Availability of the Ministry of Health SOPs Number of cases registered	Visual Observation Interviews Document reviews	Compliance to Ministry of Health SOPs	Project Facilities	Quarterly	PIUs (Safeguards Specialists); Supervising Consultant MoH staff	**10,000**

S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			Workers are to limit face to face working and work facing away from each other when possible. *Consider introducing an enhanced monitoring process for activities where less than 2 m distance may be required.* *All equipment should be thoroughly clean before and after using it.* *Provide additional supervision to monitor distancing and teams not to be rotated.* *Increased ventilation should be provided within enclosed spaces.* *Reusable PPE should be thoroughly cleaned after use and not shared between workers.* *Single-use PPE should be disposed of so that it cannot be reused and to control potential contamination.* *Workers deemed clinically vulnerable should never work within 2 m of persons.* *Additional sanitary measures are implemented on-site: hand washing stations with a posted hand washing protocol, hand sanitizer stations, provision of disinfectant wiping products.* *Break times should be staggered to reduce congestion and contact at all times; and*									

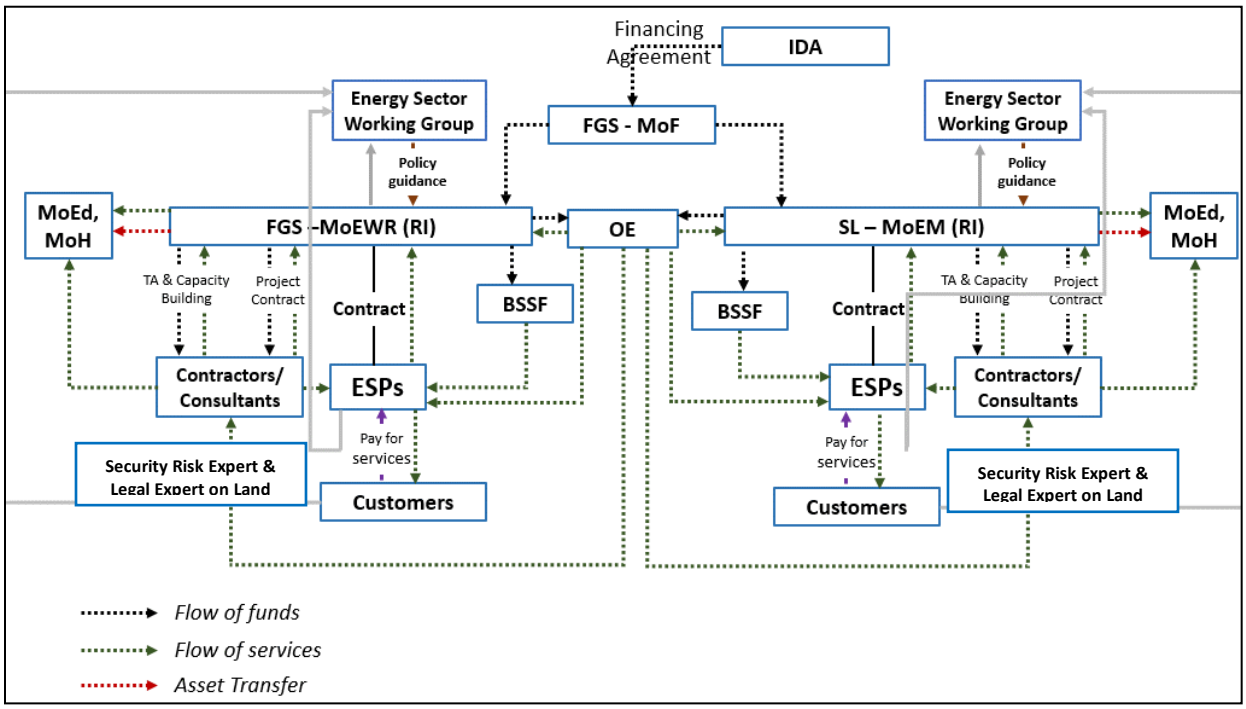
S/N	Activity	Potential Impacts	Mitigation Measures	Responsibility For	Cost of Miti	Parameters to be Measured	Method of Measurement	Performance Indicator	Sampling Location	Frequency of Monitoring	Responsibility for Monitoring	Cost of Monitoring
			Avoid concentration of persons at one location, where more than one person are gathered, maintain social distancing of at least 2 meters.									
61.	***Performance***	*Operation Failure or malfunction due to mechanical failure or third-party interference.* *Power outages, which may disrupt work processes.*	*Regular checks and inspections*	*Contractor*	***100 000***	*Compliance with Operational Management Plan for the plants*	*Site Investigation, vision observation and Interviews*	*Compliance to OMP for the plant*	*Project Facilities*	*Weekly*	*PIUs (Safeguards Specialists); Supervising Consultant*	***10000***
Approximate Total cost , 3,940,000			***..***									***406376,000***

7 INSTITUTIONAL ARRANGEMENTS FOR ESMF IMPLEMENTATION

7.1 Institutional Arrangements

The project will be implemented by: (i) The MoEWR, FGS in Mogadishu in close coordination with the FMS, ESPs and the Ministries of Health and Education; and (ii) The MoEM, Somaliland in Hargeisa in close coordination with the Somaliland Ministries of Education and Education and the ESPs. The Project Institutional and Implementation Arrangements take into account the following: (i) The IDA Grant Recipient (FGS) and the Recipient Institutions (Ministries of Energy, Education and Health); and (ii) The Electricity Service Providers (ESPs) who currently own, manage and operate most of the electricity infrastructure. The ultimate beneficiaries (agencies responsible for the operations and maintenance of the project assets are): (i) the ESPs will be responsible for the assets financed and constructed under Components 1 & 2; and (ii) The Ministries of Education and Health for the Institutional Solar PV systems installed with financing under Component 3 by the Ministry of Energy. Figure 7-1 Project Institutional and Implementation Arrangements provides an overview of the Project Institutional and Implementation Arrangements.

Figure 7-1 Project Institutional and Implementation Arrangements



Note: MoEd = Ministry of Education; MoH = Ministry of Health; OE =Owner's Engineer; RI = Recipient Institution

The project will rely on the existing institutional and implementation arrangements established under the ongoing SEAP project. The staff at the PIUs shall be responsible for all the project implementations activities including procurement, safeguards, financial management, M&E, and project management functions as well as well as coordination and reporting to the Bank. The Director Generals responsible for Energy at the Ministry shall have the overall oversight of the respective PIUs.

7.1.1 Institutional Framework in Somalia (national and local)

Institutional framework with regards to environmental and social safeguards is nascent in Somalia. At present, there is no ministry directly responsible for environmental management in Somalia. Instead, the statutory mandate for national environmental management lies with the Directorate of the Environment ("DoE"). The DoE, part of the Office of the Prime Minister (OPM), takes the lead in the formulation of environmental policies and laws, coordinates stakeholder consultation and partnerships with state agencies, local councils, civil society and private sector entities. The Directorate is also the operational focal point for multilateral environmental agreements and funds, such as, the Global Environment Facility (GEF), Green Climate Fund (GCF), etc. It is also tasked with conducting Sectoral Environmental Assessments (SEAs), Environment Impact Assessments (ESIAs) and Environmental Audits (EAs).

The institutional and human capacity is rather limited, at both at FGS and the Federal level there is insufficient capacity for environmental management. The challenges are manifold such as limited skills and understanding of safeguard requirements among the lower tier of the relevant staff, the very limited human capacity (in number, skills, systems, equipment, finances, networking, etc.) on the ground. The staff at the ministry level is reasonably educated and the strength is there although lean. The Directorate of the Environment is staffed with administration, finance, planning, monitoring, and enforcement officers of which fewer than five have qualifications related to environmental planning and management.

7.1.2 Institutional Framework in Somaliland

The two main government institutions directly focused on environment are the Ministry of Environment and Rural Development (MoERD) and the National Environment Research and Disaster Preparedness Authority (NERAD).

The Ministry of Environment and Rural Development is mandated to manage environment, including biodiversity conservation. The Ministry is responsible for developing policies and strategic plans related to environment, including biodiversity. This Ministry is responsible for coordinating the environment related interface among other relevant ministries, non-government organizations and international development partners and private sector towards enhanced environmental conservation. The responsibility of forest conservation and wildlife conservation, management & breeding also rests with this Ministry. Conducting research and its dissemination is the responsibility of this Ministry. Beside the existence of upstream arrangements – constitutional support, policy and strategic frameworks – the downstream capacity is very limited to implement the policy and enactment instruments.

Ministry of Environment and Rural Development (MoERD) is a lead sector on matters of environment management in Somaliland, a comprehensive Environment Act for Somaliland, including guidelines for environmental impact assessment, has been approved by the parliament. It is also clear that, environmental and natural resources management in Somaliland is still scattered in sectors and sector laws and policies in absence of an umbrella law and institution mandated with environmental management in the country. Matters related to Pollution Prevention and Hazardous Waste Management are addressed by the new law. Ministry of Energy is well placed to enforce OHS and environmental management measures within the ESP's through the licensing and permit system.

7.1.3 Project Implementation Units (PIUs)

The two PIUs will comprise experts with different skills who will be responsible for the implementation of the project including but not limited to the following general functions: contracts management, procurement, financial management, stores management, safeguards and reporting. Each PIU shall have, as core staff, the following: (i) Project Manager/Program Coordinator; (ii) Financial Management Specialist; (iii) Procurement Specialist; (iv) Project

Engineer; (v) Environmental Safeguards Specialist, (vi) Social Safeguards Specialist; (vii) Gender Specialist, and (viii) Monitoring and Evaluation Specialist. The PIU shall co-opt members from the ESPs and the Ministries of Education and Health as maybe required at the various stages of the project. The PIU staff shall have the responsibility to oversee the project implementation, perform the required technical functions, and serve as the focal points for communication with Bank, contractors and consultants. For the respective components, each PIU will be also responsible for preparing the Request for Bids (RFB)/Request for Proposals (RFP) for tendering, bid evaluation, contract award, contract management, etc. and technical assistance consulting firms (e.g. the Owner's Engineer (OE) and the Business support Firm (BSSF)), financed under the IDA Grant, providing contractors and consultants with support and guidance during project implementation, as well as to supervise contractors' and suppliers' compliance with all their contractual obligations, as well as compliance with Environment and Social Safeguards requirements. The PIUs will be responsible for collecting, verifying, and collating information, integrating the M&E reports, and submitting to the World Bank both the quarterly and annual progress reports. The PIUs shall collect and compile data to provide basis for a compressive mid-term review. The PSCs will also undertake an end term review and final Implementation and Completion Results Report. The PIUs' organogram is presented in Figure 7-2:

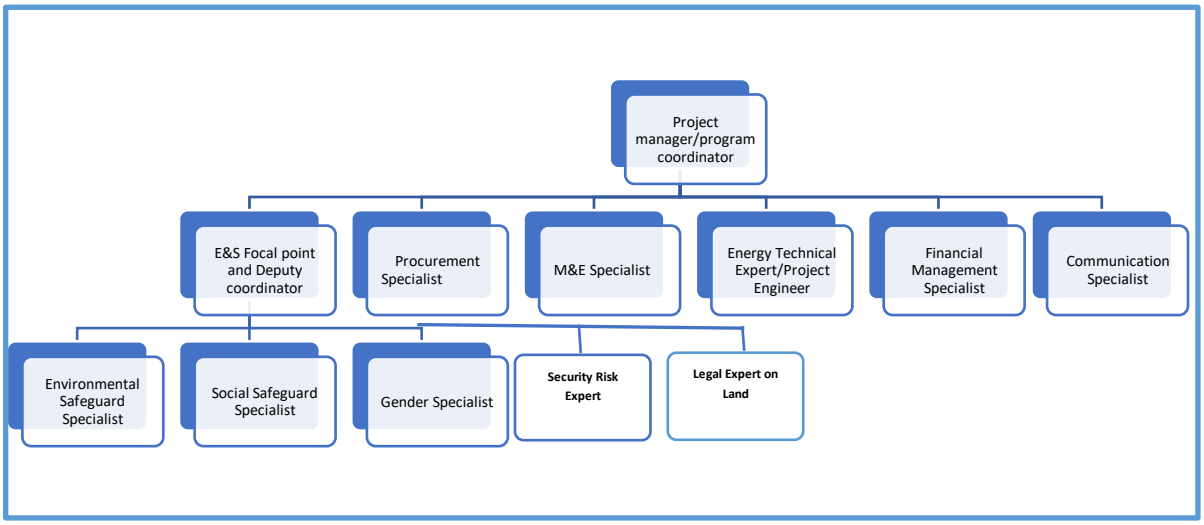


Figure 7-2: Project Implementation Unit organogram

The details of the additional Institutional/Implementation Arrangements for this ESMF has been elaborated on

Table 7-1:

Table 7-1: Additional Institutional/Implementation Arrangement for the ESMF

S/N	Institution	ESMF Roles and Responsibilities
1.	PIUs	Two PIUs have been established one in Mogadishu (FGS) and another one in Hargeisa. The PIUS are experienced in the implementation of Bank funded projects and programs in the power/energy sector. The PIUs is compost of the Engineers, Project Engineers, Procurement Specialists, Environmental and Social Safeguards Specialists, Monitoring and Evaluation Specialists etc. who will provide expert technical guidance on the matters concerning the SEARP component and its sub-projects. Specifically, the Units Safeguards Specialists will provide Technical Assistance on the aspect of implementing the provisions of this ESMF at their respective areas; mainly in the screening and scoping of sub-projects and in the selection of appropriate environmental and social assessment instruments. It will collaborate with other state departments accordingly, and liaise directly with the Bank on issues concerning ESF compliance and ESSs applicability relevance on project activities. PIUs will be directly responsible for disclosure of all environmental and social assessment instruments prepared in fulfilment of Bank requirements.
2.	The Director General (DG) responsible for Energy in the MoEWR and MoEM	Shall have the overall responsibility of ensuring that the project responds to the Project Development Objectives and is implemented in accordance with the agreed and applicable laws and procedures. Specifically, the DG shall: a. Provide the overall guidance in the selection of the various interventions/component activities in coordination with the FMS, the Ministries of Education and Health and ESPs. b. Provide overall implementation guidance and formally review progress and approve the annual work plans. c. Ensure that the PIU is adequately staffed, inclusive of technical and fiduciary expertise, to ensure smooth implementation of the project. d. Provide necessary oversight and approvals as maybe required. e. Seek approvals from the Project Steering Committee as maybe required.
3.	HSE Departments for the Contractors	HSE Departments will ensure the proper and safe storage of materials in their respective warehouses, as well as the management of wastes generated from removed packaging. Specifically, as concerns the implementation of the ESMF and execution of environmental and social management responsibilities; the Health Safety and Environment Departments will nominate a senior manager/officer (of the HSE Department) to oversee and communicate environmental and social matters directly to the Safeguards Specialists in the PIUs. The Manager/Officer will work with Independent Consultants during the environmental and social assessment undertaken for their respective project area of influence.
4.	Business Support Services Firm (BSSF)	To offer the technical assistance to support ESPs to enhance their capacity in utility business management operations. The BSSF approach is to support and guide the day-to-day sector undertakings over a medium term to reestablish the Somali electricity sector, covering policy, oversight, operations, and management. It would include coaching and hands-on training of the sector staff and sector studies. The subcomponent will also support ESPs to build capacity to manage environmental and social (E&S) aspects of their operations, including preparation of ESP EHS manuals with focus on the ESP operations and maintenance obligations of the facilities financed by the project. The BSSF will also support the sector line ministries for the

S/N	Institution	ESMF Roles and Responsibilities
		adequate management of sector policies and planning, establishment of an enabling environment for sector operations, including regulations (primary and secondary), safeguards, and day-to-day management and oversight. Lastly, BSSF will also be responsible for assessing whether an ESP has capacity to manage the E&S aspects in their operations.
5.	Supervisory Consultants	Supervisory Consultants will supervise the activities of Contractors engaged to implement the main activities. With regards to environmental and social performance, their responsibilities will include monitoring of the implementation of mitigation measures contained in the Contract Agreement of Contractors and in the implementation of the C-ESMP. Supervise the contractors' obligation with regard to the Environmental, Social, Health and Safety (ESHS) clauses included in tender documents and in respective contracts.
6.	Independent Consultants	Independent Consultant(s) will be procured by the PIUs to undertake required environmental and social assessment(s); and likewise prepare the requisite reports. They will liaise with the Safeguards Specialists at the PIUs, HSE Managers and Technical Officers recommended by the Business Support Services Firm and the Environmental and Social Desk Officers at the respective project District.
7.	CSOs	CSOs will assist the PIUs in strategizing and developing practicable and sustainable community driven approaches for project implementation. This may include the participatory mechanisms that allow CSOs drive proactive electricity consumer sensitization and awareness programs to aid in screening and scoping (from a social perspective) and in mitigating the social impacts associated with proposed sub-projects.
8.	Other Interested Parties	Depending how implementation progresses in the course of the implementation of the SESRP components; other interested parties may be identified, and may be essential in the provision of guidance, technical, regulatory or implementation functions associated with this ESMF and other levels of environmental and social management and monitoring.
9.	The World Bank	The World Bank has overall responsibility to ensure that ESF's ESSs are complied with. In addition, the Bank will be responsible for the final review and clearance of environmental and social assessment instruments; as well as reviews and the giving of a "no objection" to the Terms of Reference for instruments (ESIAs, ESMPs, ESAPs, etc.). Conduct regular supervision missions to check on the performance of SESRP and assess its compliance to agreed grant covenants; and Recommend measures for improving the performance.

7.2 Capacity Development for Environmental and Social Management and Monitoring

There is low capacity of the implementing agency to manage and monitor environmental risks as shown by an assessment of the key implementing agencies MoEWR, FGS; and the MoEM, Somaliland and ESPs. Noted is the poor safety records among the ESPs, absence of regulations and standards codes of practice and mechanism to vet and

enforce electricity services quality, health and safety standards. There is very limited capacity in terms of staffing, financial resources and skills on ESF requirements.

Capacity enhancement of the environmental and Social Standards skills and competencies of the projects PIU has been built into the project design under component 4, where an incremental E&S capacity building is envisioned. This subcomponent will finance execution, design, and supervision consultants to assist the MoEWR/MoEM PIUs and associated agencies in project implementation, sector management and coordination. This subcomponent will also support key functions of the PIUs Project Management Teams (project management, procurement, financial management (FM), safeguards, and Monitoring and Evaluation) required for project implementation. The subcomponent will also include technical assistance to enhance sector fiduciary arrangements as well as setting up an E&S risk & impact management system, enhancing the E&S capacity through staffing and training on the ESF requirements based on a robust capacity building plan. The Sectoral Environment and Social Assessment shall inform the sector wide development framework and E&S risk & impact management capacity and performance for the sector. Specifically, the subcomponent will finance the Owner's Engineer Consultancy Services to support the PIUs with regard to the project design, procurement and contracts' management, including fiduciary and E&S aspects covering responsibility of preparing E&S documents along with the sub project specific designs. A dedicated Environmental and Social Firm will support the PIUs in the areas of health, safety, labor management, land, resettlement, community engagement and security issues. In addition, the sub-component will support other technical assessment and capacity building activities for the successful implementation of the project. This will include, for instance, trainings for the Ministries of Health and Education for the management and operations of the solar PV systems beyond the lifetime of the project.

SESIA study in the early phase of project implementation will further assess capacity at sectoral level and link this larger capacity building plans under upcoming series of projects including regional projects. This SESIA will assess strategic growth plan of the sector and provide clarity on budget, and resources. Further the SESIA will assess options around setting up E&S units within Federal Ministry of Energy and Water Resources (MoEWR) and Ministry of Energy and Minerals, Somaliland to undertake robust E&S risk assessment and management. SESIA will inform the sector Policy and Development framework. The SESIA will also look at assessment of ESMS as a capacity building measure that the ministry can explore and may be supported in the medium and long term considering the major stake private players have in the energy sector.

On the labour laws and OHS institutional capacity, Somalia has ratified ILO conventions and the provisional constitution provides legal framework for labor issues including OHS. However, OHS and labor Legislation on occupational safety and health (OSH) in Somalia is limited and the private Sector acts as the main reference on occupational safety and health issues where ESP's are seen to have some nascent capability. Generally occupational health and safety management regulation and its implementation capacity as well as the safety culture in the relevant authorities, in the private sector and in the country as whole are very weak.

A project level capacity building support on E&S including setting up an E&S risk & impact management system, enhancing the E&S capacity through staffing and training on the ESF requirements based on a robust capacity building plan to be implemented. This will be complimented by institutional strengthening and capacity assessment in participating member states to roll out capacity building Plan accordingly. Some of the proposed training topics are listed in the Table 7-2 below, which will help building the capacity for smooth implementation of the Project.

Table 7-2: Capacity Building and Training Plan

Objectives	Issues for engagement	Method of engagement	Stakeholders/Target population and area	Responsible person	Time frame
ESMF	Training of all Technical Leads in the ESMF, World Bank Safeguards Awareness, Training of Environmental and Social Standards, Citizen Engagement (Events and workshops for community awareness in the Project areas).	Training	Technical Leads / relevant staff responsible for the implementation of E&S instruments. Private sector, CBO, and other interested stakeholders	PIU	Prior to commencement of activities
ESIAs, ESMPs, ESAPs	Training of all Technical Leads in the Environment and Social Safeguards Instruments, World Bank Safeguards Awareness and Training of Environmental and Social Standards	Training	Technical Leads / relevant staff responsible for the implementation of E&S instruments. Hired Ministry ESIA Consultants	PIU	Prior to commencement of activities
GBV Action Plan	Training of all Technical Leads in the GBV Action Plan	Training	Technical Leads / relevant staff responsible for the implementation of E&S instruments.	PIU	Prior to commencement of activities
GBV Procedures for Reporting and Prevention	Training and monitoring during project implementation to prevent GBV and support reporting of cases	Training, monitoring,	Community members / vulnerable groups	(Lead of GBV sub cluster)	Prior to commencement of activities
Mitigate impact of workers on local communities (LMP & GBV Action Plan)	Implement training of contracted Project Workers designed to heighten awareness of risks and to mitigate impacts on local communities and on their rights	Training	Contracted workers in Project locations	All Technical leads	Prior to deployment
GBV	Response to domestic issues in a non-gender biased manner.	Training	Local leaders (as detailed in the GBV Action Plan)	PIU and Technical Leads	Prior to commencement of activities
Project GRM	Consultation on different GRMS mechanisms in place, development of overall GRM, and Training with all Technical Leads Set up Grievance Redress Mechanism and functioning in the Energy sector	Consultations and Training	Technical Leads / relevant staff responsible for the implementation of E&S instruments.	PIU	Prior to commencement of activities

Objectives	Issues for engagement	Method of engagement	Stakeholders/Target population and area	Responsible person	Time frame
H&S standards	H&S Standards for workers, Monitoring Occupational Health and Safety (OHS) Leadership, Management Safety performance assessment Hazard Analysis and Control Hazard Communication. Program Effective Accident Investigation, Conducting Health and Safety Audits Job Hazard Analysis, Occupational Health Risk Assessment Work Stress Risk, Assessment Electrical Safety Fire Safety, Fall Protection Plan and Fleet Safety Management	Training	Contracted workers in Project locations	Technical leads	Prior to deployment
Create awareness of LMP and H&S Standards for workers	LMP and H&S Standards	Training	Contracted workers in Project locations	Technical leads	Prior to deployment
Support Emergency Response Measures	Communication of Emergency Response Measure (ERM) to communities	Information, training	Communities in Project areas	PIU	Prior to commencement of activities
Community Health & Safety	Road Safety Awareness	Training	Communities in Project areas, with particular focus on vulnerable communities	PIU and Technical Leads	Prior to commencement of activities
Community Health & Safety	Communicable diseases	Training	Communities in Project areas	PIU and technical leads	Prior to commencement of activities
Community Health & Safety	GBV, as per Action Plan	Training and awareness raising	All Communities in Project areas	PIU and technical leads	Prior to commencement of activities
GRM	Project GRM as described in the SEP	Information disclosure and training	Communities in Project areas, with particular focus on vulnerable communities	PIU and Technical Leads	Prior to commencement of activities

7.3 Monitoring and Reporting

Monitoring of results will be a key responsibility of the PIUs. The PIUs will be responsible for collecting, verifying, and collating information, integrating the M&E reports, and submitting to the World Bank both the quarterly and annual progress reports. The PIUs shall establish a database for each component of the project to periodically monitor the evolution of implementation, outputs, and results, with systems for regular data gathering and processing of information required to monitor the main performance indicators and intermediary indicators as defined in the results framework. The PIUs shall collect and compile data to provide basis for a compressive mid-term review. The PSCs will also undertake an end term review and final Implementation and Completion Results Report.

The PIUs will be responsible for overall implementation and management of awarded contracts in accordance with the agreed contractual obligations. The contract management/administration/monitoring/supervision is perceived as function of the user sections/technical departments, often the procurement team is not updated with the progress (Physical / Financial) and changes/variations (amendments). The Procurement Specialist/Engineers at PIUs will be entrusted with contract management function jointly with the concerned user/technical departments. The PIU will be supported by the OE in the project implementation including all aspects of contracts' management to ensure that the contracts are implemented in accordance with the agreed contractual obligations. The Owner's Engineer (OE), acting as the Employer's "Project Manager", shall provide Project Implementation support to the PIUs in the design, procurement and contract management to ensure smooth and efficient implementation of the project including project related environmental and social safeguards, project monitoring and evaluation.

This ESMF has identified preliminary potential environmental and social issues and risks related to the project activities and have proposed subsequent mitigation measures. To ensure effective implementation of measures, the following monitoring and reporting system which include both internal monitoring and reporting and external monitoring and evaluation. This will be enhanced further in the ESMF to be developed prior to conceptual design of project components

The significance of monitoring stems from the fact that the inputs will go into the project design and planning, including mitigation measures, are based largely on "predictions". It is essential that the basis for the choices, options and decisions made in formulating or designing the project and other environmental and social safeguard measures are verified for adequacy and appropriateness. Monitoring verifies the effectiveness of impact management, including the extent to which mitigation measures are successfully implemented. Monitoring specifically helps to:

- Improve environmental and social management practices.
- Check the efficiency and quality of the EA processes;
- Establish the reliability and credibility of the EA for the project (as well as the quality of experts providing EA consultancy services in the SESRP); and
- Provide the opportunity to report the results on safeguards and impacts and proposed mitigation measures implementation.

7.3.1 Internal Monitoring and Reporting

Internal Monitoring shall begin once E&S project documents are approved and disclosed and the project implementation has commenced. The PIU (and other implementing agencies, as appropriate) commence monitoring as an important feedback mechanism. This ensures that the environmental and social mitigation measures:

- Identified in the planning phase (contained in the ESIA reports), and incorporated in the project design and cost are being implemented.
- Are maintained throughout the construction phase, and where applicable in the operation phase, and to the decommissioning of sites, facilities and equipment; and

- Where inadequate, additional remedial actions are identified (including corrective measures or re-design of mitigation measures).

The monitoring by MoEWR/MOEM PIUs shall actively and effectively monitor the contractors engaged in the SESRP subproject and covers other areas such as adherence to the environmental and social clauses and principles. The ESMPs and RAPs that are prepared and/or the other mitigation provisions that are made as components or part of the project ESA will also be monitored.

The monitoring results will be analysed, and the monitored information and recommended actions will be compiled for the attention and action of the respective implementing agencies. The monitoring report will be formalized with the agency's agreed action and timeframes and submitted as the respective implementation agency's MoEWR/MOEM, and the Bank.

PIU shall assume the responsibility of leading the monitoring and reporting on the compliance of project implementation. The PIU must put in place an effective internal monitoring mechanism. It shall be fully capacitated to undertake such tasks thereby recruiting regional safeguards specialists for effective monitoring of sub-projects.

The project will hire contractors to undertake project construction, therefore, the PIU shall ensure that the mitigations outlined in this ESMF is implemented by owners engineers and environment and Social specialists should be attached to contractors during construction. Daily monitoring during construction shall be conducted by the Owners Engineers and the environment and Social specialists attached to the contractors.

Implementation (work plan) progress shall be reported by the IPs to the PIU, and verified by the PIU through periodic project site visits. The PIU in turn will keep the WB properly updated on implementation progress. The implementing agency will maintain an owner engineer to supervise activities in the implementation of E&S instruments

The PIU Environmental and Social Specialists will assess the compliance of all implementers' activities against the Framework Instruments and their subsequent ESMPs, RAPs other relevant action Plans and will report possible non-compliance to the Project Coordinator of the PIU. Indicators would be identified in the framework and Plan documents, and used as a baseline for assessing progress on implementation.

The project monitoring framework shall develop standard reporting forms which shall provide for quarterly and yearly reports. This will include:

- List of consultations held, including locations and dates, name of participants and designations.
- Main points arising from consultations including any agreements reached.
- A record of grievance applications and grievance redress.
- RAP implementation Progress Report
- Construction supervision reports that include assessment of contractor's compliance with safeguards;
- Progress report on technical, Environmental and Social studies, designs E&S instruments prepared under Component 4 and
- Progress report on Capacity Building plan
- Safeguards staff at the regional level will prepare consolidated quarterly monitoring reports on respective sub-projects which in addition to the above data will include:
    - Number of MoEWR/MOEM staff, members from the ESPs and the Ministries of Education and Health trained on ESMF compliance
    - Number of consultations and groups consulted

- Update on grievances including pending cases

7.3.2 External Monitoring and Reporting

The project shall incorporate external monitors. The PIU shall share project monitoring reports with the Bank and these reports would be assessed to ascertain ESF compliance using site-specific ESMPs/ESIAs if prepared. The ESF compliance assessment will assess whether:

(i) the ESMF, RPF and other relevant Framework process is being correctly adhered to;
(ii) relevant mitigation measures have been identified and implemented effectively and whether these need to be adjusted to reflect changing circumstances and;
(iii) the extent to which all stakeholder groups are involved in sub-project implementation.

Table 7-3 presents monitoring indicators and responsible parties.
The PIU Environmental and Social Specialists will assess the compliance of all implementers' activities against the ESMF and their subsequent ESMPs and will report possible non-compliance to the Project Coordinator of the PIU. Indicators are identified in both documents, and used as a baseline for assessing progress on implementation. The PIU will also independently conduct its own monitoring, verification and inspection of the activities of all implementers to ensure they are in compliance with this ESMF. Monitoring indicators will depend on specific activity contexts. Performance will be integrated into quarterly reports to the WB.

The World Bank will equally supervise and assess the environmental and social performance through review of the biannual monitoring reports and through regular site visits.

The GRM will further help track complaints and effectiveness of interventions, including those with environmental and social impacts.

Furthermore, Third Party Monitoring Agents (TPMA) will be deployed to monitor overall project implementation, including the implementation of E&S Risk Mitigation Measures. The TPMA will report non-compliance to the PIU and directly to the World Bank in line with the listed monitoring indicators on Table 7-3:

Upon completion of the Project, the PIU shall undertake an assessment of the success of the ESHS instruments and include relevant information in the Implementation Completion Report (ICR). This ICR will be followed by the Bank's own ICR. If either of these assessments reveals that any key objectives of the ESHS instruments were not achieved, follow-up measures shall be developed to remedy the situation. This is also applicable for site-specific ESMPs, RAPs and other action plans.

Table 7-3: ESMF Monitoring Indicators and Responsibilities

Environmental Receptor/ Medium	Comment	Impact Indicators	Impact	Responsible Party
Battery disposal	End of life battery disposal remains the major risk	OHS impacts on workers handing battery recycling, uncertified facilities, inadequate waste disposal practices	High	The MoEWR, FGS in Mogadishu The MoEM, Somaliland in Hargeisa with support from E&S firm.
Demography	Demography of community in the Project's AoI	Changes in demography, gender ratio, age distribution, socio-economic structure, etc. of the local community	Low	The MoEWR, FGS in Mogadishu The MoEM, Somaliland in Hargeisa with support from E&S firm.
Utilities	The existing utilities (e.g. power supply.) in the Project's AoI	Changes in existing utilities	Moderate	The MoEWR, FGS in Mogadishu The MoEM, Somaliland in Hargeisa with support from E&S firm.
Employment/income	The employment situation in the Project's AoI	Opportunities for local employment; changes in income level	Moderate	The MoEWR, FGS in Mogadishu The MoEM, Somaliland in Hargeisa with support from E&S firm.
General public/ project communities	Labor influx and GBV	Increase in the demand for basic services due to temporary influx of workers. Increased crime (including prostitution, theft and substance abuse) to increase in proposed sub project areas as influx of people increases Increased risk of communicable diseases (including STI/ HIV/AIDs)	Low	The MoEWR, FGS in Mogadishu The MoEM, Somaliland in Hargeisa with support from E&S firm.
Construction workers	Health and safety of SHS Provider employees.	Accident, injury, fatality, exposure to nuisance (dust, noise), fire, etc.	Low	The MoEWR, FGS in Mogadishu The MoEM, Somaliland in Hargeisa with support from E&S firm.

Environmental Receptor/ Medium	Comment	Impact Indicators	Impact	Responsible Party
Workplace health and safety	Health and safety of employees involved in SHS installation.	Accident, injury, fire, explosion, etc.	Low	The MoEWR, FGS in Mogadishu The MoEM, Somaliland in Hargeisa with support from E&S firm.
General public / communities	Health and safety of the general public	Accident, fire, explosion	Low	The MoEWR, FGS in Mogadishu The MoEM, Somaliland in Hargeisa with support from E&S firm.

7.4 Bank's Supervision

The Bank will provide the second line of monitoring compliance and commitments made in the ESCP through implementation support missions albeit in a less frequent manner and detail as compared to the first line of monitoring that will be undertaken by the PIU. The Bank will further undertake monitoring during its scheduled biannual implementation support missions. Specifically, for each year that the agreement is in effect, sub project contractors will be required to submit to the monthly, quarterly monitoring reports to the OE PIU will consolidate and summarize these reports and submit to the Bank as part of its reporting to the Bank and the Bank supervision missions will review these reports and provide feedback.

7.5 SESRP Environmental and Social Risk and Impacts Implementation Budget

This sub-section presents a consolidated budget estimate for the implementation of overall SESRP Environmental and Social Management Framework. The budget components include: implementing agency safeguards capacity development activities; a training program for all relevant entities to implement their E&S responsibilities; allowances for the preparation of pre appraisal phase with respective TORs, SEP and ESCP, pre effectiveness condition framework tools. Sectoral Environmental and Social Impact Assessment (SESIA) Resettlement Policy Framework, Security Management Framework (SMF), Updated Stakeholder Engagement Plan, Labor Management Procedures, and GBV Action, subproject ESIAs, ESMPs, RAPs, etc.; and annual reviews, below, presents a provisional estimate of the budget needed to implement the ESMF. Table 7-4 below gives the cost estimate (budget) of implementing this ESMF including the preparation of sub projects, monitoring and supervision and capacity building only:

Table 7-4: Cost Estimate for Preparation of sub projects, monitoring and supervision and capacity building only

Item	Cost Areas
Cost of specialists in respective PIUs Security adviser, GBV adviser, Land legal expert, EHS specialist, social specialist	Typical salary multiplied with entire project duration per specialist for entire duration per PIU

Item	Cost Areas
ESF firm (continue until OE is on board)	Shift from SEAP to SESRP after effectiveness. Provide input into TOR for OE, this will be decided by TTL, subject to retrofit financing allowed
Owners' engineers _preparation of E&S sub project specific instruments	Contract component 1 -preparation of one ESIA (for other instruments (RAP etc), Component 2 E&S instruments based on number of load centers ESIA _Cost per load center for all E&S instruments preparation **Similar cost area for GSL. based on numbers of contracts and design reports /or bidding doc**. Component 3_ simple ESMP based on the number of health and education facilities to be supported. OE to prepare two components wide ESIA split by health and education, and preparation of standard ESMP template _ Component 4 _Subcomponent 2. _ technical assistance for feasibility studies. _to be multiplied by the number of contracts and design reports /or bidding doc Supervision and reporting. Cost of E&S monthly/quarterly reports preparation. Can be joint with other activities. Includes cost of travel consultation quarterly report for all components
Security management firm	Audits of SMP (after every 6 months), training of PIU and contractors (every six months)
Component 4	2m USD to be set aside for E&S capacity building.
Third party audit _IVA	Two audits in one year _after every 6 months after works start _Duration 3-5 years. _ E&S part of IVA
Sub project Implementation cost _ SMP, RAP and ESMP	RAP will be preconstruction _TBD (6% of civil works cost) GBV AP and SEP implementation _0.5% of civil works cost Part of contractor cost. Construction _ESMP and SMP _TBD (3-5% of civil works cost)
GRM _ multiple levels _Committee set up, GRM meeting	Monthly per locations (FMS, GSL and FGS at the minimum) _ FMS level FGS and GSL Cost for centralized system, toll free number

NOTE: The above costs will be funded by the SESRP and SEAP budget. it is anticipated that a minimum of 10% of the total project will be devoted to environment and social mitigation measures.

8 Grievance Redress Mechanism (GRM)

A systematic and functional GRM will be adopted to address the concerns of aggrieved parties (PAPs, vulnerable groups including women, IDPs, gender-sensitive issues, workplace concerns and community concerns). Such a mechanism will detail the processes involved in registering grievances at no cost to the aggrieved parties as mentioned above. A grievance could mean a simple query or inquiry, concern, issue, or formal complaint that bothers the lives of aggrieved parties. The layers of the GRM will be well publicized as a way of educating PAPs, recruited workers and other residents on the process. Alternative means of access, however, will be the public information centres that will be established at various project sites. At the same time, information about where complaints can be lodged should be provided by the PIU and or the consultant and will be published on public notice boards, communicated verbally at all public meetings, and outreach sessions so that there is a wider public understanding and acceptance of the mechanisms proposed for grievance redress.

The primary purpose of the GRM is to hear the complaints or address the concerns of aggrieved parties to a fair extent and on time. Dissatisfaction can cause an aggrieved party to act beyond expectations, which would culminate in some unforeseen repercussions that would negatively affect project implementations and stall project progression. For this reason, the GRM will strive to resolve grievances at the lowest level possible, but with opportunities for the aggrieved parties to escalate their complaint to higher tiers of the project's GRM should they be dissatisfied by the resolution of the project's lower GRM tiers. The GRM will be time bound at each tier, and will include information on the opportunity access external GRM channels including arbitration/mediation, the country's legal redress systems and the World Bank's Grievance Redress Service (GRS) and the Inspection Panel, if the complainant is not satisfied with the project level GRM Consequently, the GRM to be proposed during the preparation of the sup projects' ESIA or ESMP shall seek to achieve the following objectives:

- Encourage registration, acknowledgment, and recording of all concerns or issues raised by aggrieved;
- Identify the frequencies of issues raised: for instance, unpaid compensation, inadequate compensation, disregard for local ritual ceremonies, land acquisition, workplace concerns and many more;
- Ensure that complaints are properly registered, tracked and documented, with due regard for confidentiality;
- Address the composition of a committee that would handle all grievances; Inform people of the public information centre establishment and access;
- Establish procedures for the GRM to enhance easy access, transparency and accountability, and tackle escalation of grievances beyond expectations;
- Manage the concerns raised by aggrieved parties to achieve a win-win situation within a reasonable time frame that would comply with national and international best practices; and
- Record all resolutions agreed upon by all parties involved and ensure that aggrieved persons are satisfied with every outcome of remedial resolution to foster harmony in sub-projects.

8.1 Potential Sources of Grievance

Since key project activities will be in dense urban settings, parties have livelihoods that depend on the land, the loss of land is thought to also result in the loss of their livelihoods. In a similar vein, risks of forced displacement of IDPs by the government: Forced displacement of IDPs, who fled from drought and violence and have settled on idle private or public lands in Somali cities, is rampant especially in urban centers such as Mogadishu, Hargeisa and Garowe where land is scarce and land values are high.

Another potential source of grievance may be corruption or unfair benefits to some. Similarly concerns that the compensation due to PAPs may be paid very late, which could create considerable stress and inconvenience and lead PAPs to incur further costs; undervalue of assets, land tenure issues where two or more parties claim ownership, resettlement issues where the proposed new site is "no as good" as the former land, . Other sources of grievance may

include work-related concerns such as terms of the employment, rights related to hours of work, wages, overtime, compensation and benefits injuries, deaths, disability, disease and OHS hazards to project workers.

Grievances may also be received during construction activities in terms of GBV/SEA/SH caused to the nearby community or regarding the behavior of contracted workers.

8.2 Local GR mechanisms and GRM Institutional Framework for the Project

The project GRM will build on what was created for the Somalia Electricity Access Project (See separate SEP). A specific consultation session on the E&S Risk Assessment and Action Plan and GRM will be set up to complete the SEP. A Feedback and Grievance Redressal System that will have a various contact channel is envisioned for SESRP. Noting the indirect benefit of component 1 to citizens/households due to reduction of inefficiencies in the network, the GRM will include mechanisms for citizen or households to be able to register their feedback or complaint towards the performance of the ESPs, their existing supply situation, billings, etc.

The GRM has to be in place by the time RAPs and ESIAs are prepared, until completion of all construction activities and beyond until the defect liability period ends. A separate mechanism is developed to address worker grievances. Grievances related to the actions of contractors are resolved by the contractors.

The GRM will be a project wide GRM that will also be available for use by PAPs. The GRM will work interconnectedly with local level actors at the FMS, community, District, and municipal levels. This is to ensure that all measures are taken to address the grievance. The GRM will be housed at both MoEWR (FGS); and the MoEM (Somaliland) and provides access to SESRP stakeholders and contractors to register complaints received at sub-project level or the field. At the Municipality /Local Government level, a Grievance Redress Committee (GRC) shall be established and composed of local leaders, municipal representatives, the project, community-based organizations, Legal Aid and law enforcement agencies. The GRC will be headed through a consensual appointment done with affected communities, and steps will be taken to ensure that all grievances are properly documented and transferred to the digital platform for tracking of resolution. PAPs may also make complaints directly to the project wide GRM through the digital platform either by calling, sending text, whatsapp etc. The project will identify an NGO GBV service provider to setting up and ethically manage SEA/SH complaints. Detailed structure of the GRM for the project workers will be finalized and described in the LMP and project implementation manual.

The GRM implementation process will involve the following steps:

- The safeguards specialists at respective MoEWR (FGS); and the MoEM (Somaliland) will man the GRM platform for Project level to ensure timely sorting and escalation of grievances to resolving officer
- Assign a focal person (s) from OE, Contractors and local GRC for grievance uptake and reporting
- Train assigned focal person (s) to receive and log complaints in the GRM Database; Constitute GRM Committee to resolve grievances
- Screen, classify and refer complaints to appropriate unit for redress Monitor, track and evaluate the process and results
- Provide feedback to complainant within two weeks, and an opportunity for appeal if not satisfied with resolution approach
- Overall, the process for grievances reporting by aggrieved parties include following
    - Lodge complaints through phone call, text message, WhatsApp, in-person directly to the digital platform or the GRC at the local levels
    - Acknowledgment and registration;
    - The investigation, verification, and determination of resolution options;

- Provision of feedback to the stakeholder regarding resolution and progress towards resolution and complainant satisfied;
- Final resolution -tracking and documenting actions and outcomes in the database and with the stakeholder;
- Where a PAP is fully satisfied with the resolution process, the matter will be formally closed;
- If the complainant is not satisfied with the mediation provided using the project GRM, a referral should be made to the court of Law. This stage of the process should be avoided, though
- It can be utilized to get a final review of the matter being reported.

8.3 Guidelines and Tools for Reporting and Processing Grievances (particularly GBV/SEAH)

Grievances will be filed by an aggrieved person at the entry-level using a complaint form. The form will describe the complaint and provide for action at the three levels of redress-community district, Municipal or FMS. Ideally, complaints should be acknowledged in 7 days, provide feedback in 21 days and resolved within Forty Five (45) days, except complaints and grievances that relate to the valuation of affected assets that need to be managed by a unit set up by the project.

All complaints received in writing (or written when presented verbally) and processed through the stages identified in the GRM, will be recorded in a register or log sheet. The register presents the date of the complaint, the name of the complainant, the community he/she is from, a description of the complaint, and the actions taken to address the grievance (which shall also note the status of the grievance).

Simple guidelines for processing and reporting grievances that can be adapted to the different contexts of the project are presented below:

- All grievances concerning non-fulfillment of contracts, levels of compensation, or use/demolish assets without compensation, work-related concerns, etc. shall be addressed to the GRC. All attempts shall be made to settle grievances amicably. Those seeking redress and wishing to state grievances will do so directly to the GRC. If the complainant's claim is rejected, the matter shall be brought before an agreed third party or the local administration before approaching the legal system in case of unresolved complaints at the local level also.
- The GRC shall maintain records of grievances and complaints, including minutes of discussions, recommendations and resolutions made;
- The grievance being reported should be clearly defined;
- The type of grievance being documented should also be defined in terms of how it is received: oral, written, by mobile phone, email, or text message. There should be a clear description of the owner of the complaint or where the grievance comes from to ensure accessibility to the GRM.

Aggrieved parties should choose their entry point that is at their convenience. However, the GRM should start at the local level before allowing appeals to higher levels at the District municipal or FMS levels. If it is at the community level/site specific level, the first point of contact would be the Contractor site in-charge. Is the GRC established by the project at the district level? The point of contact at the district level is the district Council. The point of contact at the provincial level is the key supervisory body of the GRC or relevant agencies responsible for monitoring the sub-projects, which may comprise MoEWR (FGS); and the MoEM (Somaliland), in Federal Member States, the beneficiary ministries of Health and Education Owners Engineer firm or ESPs.

- Mobile phone hotlines should be maintained to provide aggrieved parties with the access they need to those who can document and address their grievances;

- At all three levels, a grievance registry should be maintained to monitor and record the types of grievances that are raised, their status, and the type/level of remedial actions taken.
- Remedial actions have to be flexible They can vary from a letter response to a referral (to the next redress level/structure), a meeting or dialogue with the complainant(s), a final resolution process beneficial to all parties;
- Acknowledgment of receipt of grievance reports should be within seven days. This can be done by any member of the GRC/ local authority and should be forwarded to GRC. Grievances should be addressed in twenty one (21) days following the report or be moved to the next level in the redress mechanism where the problem should be resolved within fourteen (14) days;
- Outcomes from the decision should be provided within thirty (45) days of the receipt of the complaints, which should be communicated by the appropriate GRC representative. Once a grievance or complaint has been resolved or being escalated, the officer responsible shall complete a Grievance/Complaint Resolution/Escalation Form (see Annex X for sample form in the Project SEP) to close out the complaint or record the reason for escalation, and the form shall be signed by the officer and the complainant (if s/he so desires), with a witness.

- The court of law will serve as the last resort for all types of grievances. Responsible structures for grievance redress should ensure that this option is avoided as much as possible. However, the decision to use the court as a redress mechanism should be left to the discretion of the aggrieved parties. The practical steps to be used in addressing grievances for this project are presented in Figure 8-1 below:

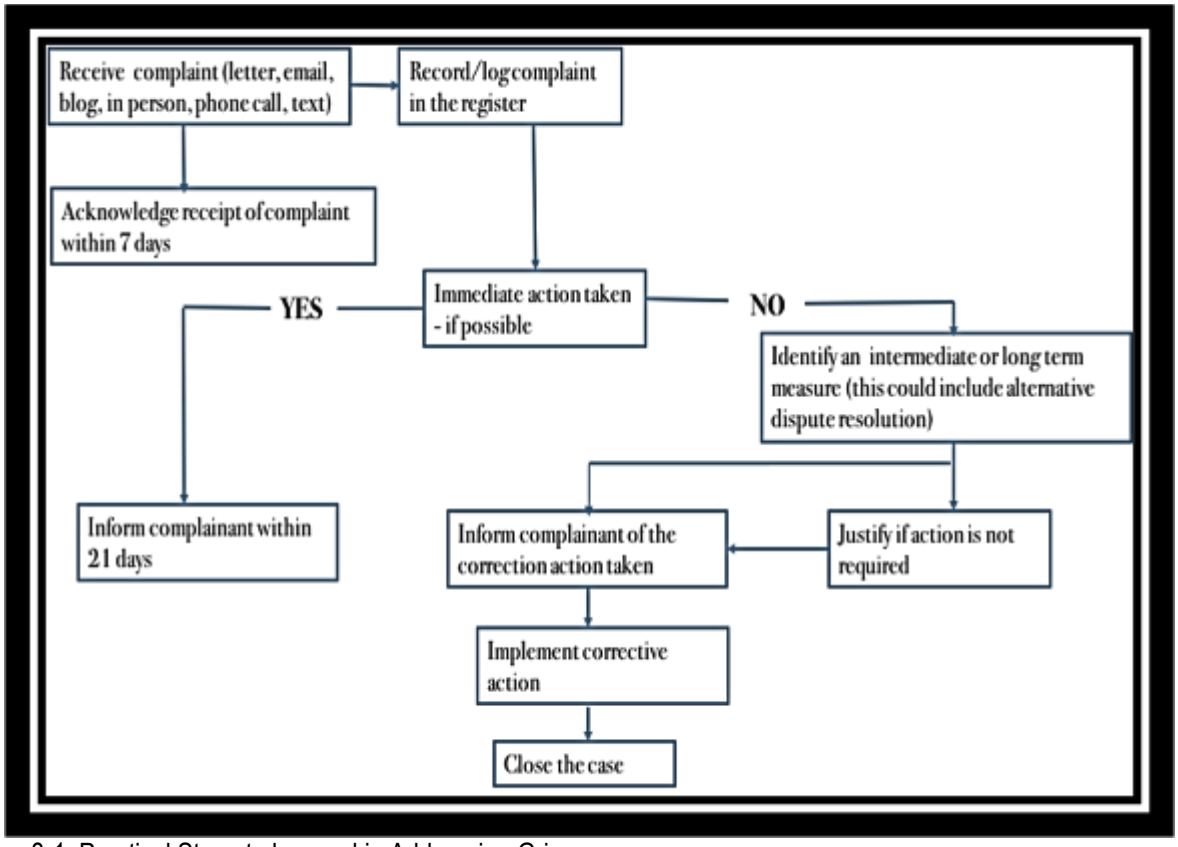


Figure 8-1: Practical Steps to be used in Addressing Grievances

9 Stakeholder Engagement / Consultation and Disclosure

9.1 Overview

Stakeholder engagement is an inclusive process conducted throughout the project life cycle. Where properly designed and implemented, it supports the development of strong, constructive and responsive relationships that are important for successful management of a project's environmental and social risks. For this reason, stakeholders' engagement must be started early in the project cycle because it guarantees the 'social license to operate' by signalling to communities and other local stakeholders that their views and well-being are considered important.

In this section, consultations with key stakeholders with regards SESRP, and the implementation of project components. A Stakeholder Engagement Process (See **Error! Reference source not found.**) was developed in order to achieve proper stakeholder identification and mapping. The process is further detailed in the stand-alone SEP. The objectives focused on obtaining the views of relevant stakeholders on subject matter relating to proposed activities.

9.2 Outcome of Stakeholder Consultation

First round of Stakeholder consultations was held on April 28th 2021 (Somaliland) and on 22nd, 24th to 26th May, 2021 for FGS (Somalia). Additional Stakeholder Engagement was held during the month of June as from 15th to 30th 2021, all this have been and has been documented. Stakeholder consultations is a continuous process built in to project design and will continue throughout the project implementation. Subsequent E&S assessment operations will ensure that stakeholder concerns are taken into account. As part of the disclosure plan, the ESMF have been released publicly by the government. The ESMF report would also be available in these &WB external website within which it could be possible to collect feedback, comments, and suggestion from interested entities. Copies of these documents and a brief of the reports should be made available to communities and interested parties on accessible locations in English and/or if possible in local languages..

Relevant baseline data has been Collected, reviewed and analyzed of existing information about biophysical and socio-economic resource has been collected. stakeholder consultation were made with The government institutions include: Federal Ministry of Energy and Water Resources, Directorate of Environment & Climate Change at the OPM, Puntland Ministry of Public Works, Ministry of Environment Puntland, Puntland Ministry of Labour and social affairs, South West Directorate of the Environment, South West - Ministry of Energy and Water Resource, South West – Ministry of labour and social affairs, South West – Ministry of Public Works, Jubaland – Ministry of Energy, Jubaland Ministry of Environment and Jubaland Ministry of Public Works. . In Somaliland, consultations were held with Ministry of Environment and Rural Development, Ministry of Energy and Minerals, Ministry of Public Works and the Somaliland Lawyer Association, Hargeisa Water Agency. More consultation was done with the Electricity Service Providers including: Blue Sky, WESCO, NEPCO, Baidoa Electric Company, Solar chain technology, Safa Energy, Tamarso, Solar Chain Tech, Dalsan Power and SunMax. The Leaders of the IDPS at several camps were also consulted as one of the vulnerable groups. The project draft SEP will be updated continuously to ensure it provides a clear roadmap for an inclusive stakeholder's consultations throughout the life of the project. Key issues identified during consultation include: the need to prepare ESMF using up to date, adequate and appropriate baseline data by thorough review of the sector specific regulatory framework and good international industry practices, identification of the roles and responsibilities of the key players in project implementation including the private sector actor and civil society, assessment of potential environment and social risks and impacts associated with the project including community health and safety concerns, labour influx, gender based violence, sexual harassment, Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, inclusion of the vulnerable and disadvantaged members of society in the project's activities and access to project opportunities and occupational safety and health, HIV/AIDs, communicable diseases and also COVID 19 through an all-inclusive consultative process of stakeholders with a gender balance.

It was noted that there is weak institution mechanisms for handling environment, social, occupational health and safety aspects of the project. However, the government has taken initiative to institute the ESS requirements by ensuring

PIUs have fully fledged Safeguards team. Waste management systems in the country is very weak (waste collection, storage, transportation and disposal) and usually local governments especially the municipalities face the greatest burden with very limited support from the central administrations.

The support of the Directorate of Environment (FGS) under office of the prime minister and the Environmental Safeguard Department (Somaliland) within Ministry of Environment and Rural Development is required in all the environmental related safeguards during all the project phases in managing the project aspects especially: the hazardous materials and waste management, habitat destruction and alteration, health and safety issues in relation to the electric and magnetic fields, implementation and enforcement of the environmental and social mitigation measures of the project related safeguards.

The local government in the respective federal states have a major role and responsibilities of land take from the citizen or institution for development purposes. However the local governments work hand in hand with line ministry of Land Government particularly Land Department in order to oversee and observe how the process of land take relates with legislative provisions. This ESMF will be at disclosed on the website of MoEWR / MoEM and forwarded to the Bank for disclosure at the Bank's external website. The outcome of stakeholder consultation has been documented in detail on Table 9-1:

Table 9-1: Stakeholder Engagement Comments / Matrix

#	INSTITUTION	DESIGNATION	KEY ISSUES
1	Federal Ministry of Energy and Water Resources	Environmental Specialist	There is no dedicated department responsible for environment and social safeguard as well as for the occupational health and safety. However, the SEAP/SESRP project have hired Environmental and Social Safeguard Specialists. There is no government owned or led process apart from the World Bank led environmental and social safeguard instruments. The Ministry does not have the mandate to review ESIA, the draft National Environmental Management Act recommends the Directorate of Environment to serve as the national review authority. This is also indicated by the draft ESIA Regulation developed by the DoECC. Currently, no staff are designated to review ESIA reports. Also There is no dedicated program aimed at enhancing staff training and knowledge enhancement. There is no fully functioning occupational health and safety systems in the country including inspectors. The project will improve the efficiency in the utilization of the existing and expanded assets of the beneficiary ESPs under components 1 and 2. In addition, the whole private sector in the country will benefit from the support provided under component 4 for improved commercial and operational performance. There is no agreement or understanding frameworks between the MoEWR and the ESPs at the moment. The current practices lack key legal frameworks for effective waste management systems in the country. The energy waste are usually generated by the electricity service

#	INSTITUTION	DESIGNATION	KEY ISSUES
			providers and solar energy dealers and they take the major responsibility in managing such wastes. Due to their limited capacities they usually resort to dispose of in their available dumping ground and landfills. There is no system to sort waste at their sources and all forms of waste including the e-waste finds their way to municipal disposal sites. There is a very limited re-use of such wastes such as the used oil are sometimes re-used for road construction or other uses. There are no approved or licensed waste disposal sites in Mogadishu or across Somalia. Any open space has the potential to be used a dumping site or unregulated filthy dumping ground. However, there are demarcated areas for waste disposal usually done by the municipalities. For instance, the BRA of Mogadishu has confirmed a dumping site in Waliyow Cadde as the only permitted site for waste disposal in the capital. Waste management systems in the country is very weak (waste collection, storage, transportation and disposal) and usually local governments especially the municipalities face the greatest burden with very limited support from the central administrations. Government entities involved in the land acquisition and management are: - Ministry of Interior - Ministry of Public Works - Municipalities and Benadir Regional Administration - Directorate of Environment - Key security agencies (Ministry of Security, Police and SNA) Key areas of concern regarding the environment, social, health and safety aspects of the proposed project that the Directorate would like to be addressed. The project's key aspects related to environment, social, health and safety are quite many and some of them goes beyond the jurisdiction of the Directorate; for instance the social, health and safety concerns. This calls for multi-sectoral and strategic approach to engage with other key line entities such as the Ministry of Labor and Social Affairs and the Ministry of Health among other institutions. The support of the Directorate of Environment is required in all the environmental related safeguards during all the project phases and these concerns includes; Hazardous materials and waste management, habitat destruction and alteration, Electric and magnetic fields, implementation and enforcement of the environmental and social mitigation measures of the project related safeguards.

#	INSTITUTION	DESIGNATION	KEY ISSUES
2.	Directorate of Environment & Climate Change, OPM	Environmentalist	According to the draft ESIA Regulations, these are the requirements for approval of submitted project; a. A project brief shall be prepared by an environmental and social assessment expert(s) registered under these Regulations. b. An application for an environmental and social impact assessment license shall be in Form 1 as set out in the Second Schedule to these Regulations and the applicant shall submit to the Authority the application together with at least three (3) printed copies and an electronic copy of the Project brief or as the Authority may prescribe from time to time. c. In preparing a project brief, the proponent shall hold at least one public meeting with the affected parties and communities including the women, youth, persons with disability and other vulnerable groups to explain the project, its social, economic and environmental impacts, and to receive oral or written comments on the proposed project and shall attach evidence of such public participation in the project report through signed attendance register, minutes and photographs. A notice of the meeting shall be communicated at least seven (7) days before the actual meeting date; d. Every Environmental and Social Impact Assessment study shall be supervised by a lead expert registered in accordance with the criteria specified in the Fifth Schedule to these Regulations. e. A person undertaking an ESIA study shall conduct themselves in accordance with the code of practice as contained in the Fifth Schedule to these Regulations. f. The Authority shall review the draft environmental and social impact study and provide the project proponent with written comments within thirty (30) days of its receipt. g. After review of the draft environmental social impact study, and the Authority is satisfied that it is complete, then proponent shall be notified in writing. h. Where the Environmental and Social Impact Assessment study report is found to be inadequate, the Authority shall return it to the proponent for revision, taking into consideration the comments and objections of the Director General. DECC-OPM have a number of expertise who can review the report, but for every activity/assignment the Director General will assigned at least 3 expertise.

#	INSTITUTION	DESIGNATION	KEY ISSUES
			According the ESIA regulations they should have Master degree in Environmental Science and Natural Resource Management or related field and the department does not have health and safety inspector Waste is handled as It will go and handled in specific manner under the National Environmental Act through the Municipalities. Yet, there is no approved/Licensed waste Disposal sites that DECC-OPM recommends but for time being when your project activated we can discuss. The key areas of concern regarding the environment, social, health and safety aspects of the proposed project that the Directorate would like to be addressed are: - a. Analysis of the socio-economic and cultural impacts of the project; b. The adequacy of the proposed mitigating strategies and the environment and social management plan; and c. Considering potential conflicts that might arise through competing requirements for environmental resources; d. Other aspects deemed crucial and relevant to the project by the Directorate.
3.	Puntland Ministry of Public Works	Head of Land Use Section	According to the process of land take, the local government has a major role and responsibilities of land take from the citizen or institution for development purposes but when it comes to our role the Ministry jointly work together with Garowe Local Government particularly Land Department in order to oversee and observe how the process of land take relates with Puntland Land ACT. The Process and Procedures are mainly as follows: - Land assessment, - Review the reports from the assessment, - Apply to the rules and regulation that exist in state such Land ACT - Registration of land into the citizens or institutions regarding to their purposes - Give certification of the land The department of land handles land issues. - There are 6 staff from difference sections of the department; those are under director of department. They report to Director Department The highest qualification that they have is Master of Land use management although most of them are undergraduate according to their qualifications, so we can verify if you need

#	INSTITUTION	DESIGNATION	KEY ISSUES
			further information in terms of difference degrees that they have from the department of Human Resources. YES, some of them have enough experience in terms of review of Resettlement Policy and Resettlement Action Plan but not all. key issues to be addressed in Resettlement Policy Framework (RFP) and Resettlement Action Plan (RAP) - Land ownership is key issues that we need to address and apply to resettlement policy framework - Land Conflict -most of RFP and RAP deals with land ownership and land Conflict - Poor land use management- Land grievance redress mechanisms that may be adopted during project implementation - It depends on the project areas for example if the project is for agricultural development and has a specific mechanism in terms of project implementation so that government have difference mitigation approaches when it comes to land grievance. In Mostly cases, there is no leave but there is number of mechanisms such as budget allocation options. Government involves land acquisition and management through obtaining and buy in from community leaders and owners because land requires political will and community support and funding in order for government to have an overall role and responsibilities of land management. Yes, Ministry and its partners approved land and property values. In addition to that currently there is Resettlement Action plan RAP for IDPs that directly focus on the IDPs in order to resettle regarding to that there is updated resettlement Action Plan which play a vital role when it comes to land issues.
4.	Ministry of Environment Puntland	Director	The approval requirements for the projects ESIA is to relate policies such as Environmental Impact Assessment Policy and Puntland Waste Management's Policy. Mainly it takes one month. There are 2 designated staff that are under the department of Planning, Policy and Monitoring and Evaluation. They have a role of review and assessment of all the related ESIA projects such reports. Staff Qualifications: . Master of Environmental and Natural resource management . Master of Environmental and Public health The ministry does not have health and safety inspector.

#	INSTITUTION	DESIGNATION	KEY ISSUES
			There are number of wastes such Households waste, Construction and Demolition waste, Livestock waste, Hazardous waste, Health Care waste, Industrial waste, Used Oil and Sludge, Disaster waste, Electronic waste and Marine waste each of them has a special process and producers when it comes to handling approaches. Approved/licensed waste disposal sites: ❖ Technical Reports ❖ Approval letter from Ministry of Enthronement, Agriculture and Climate Change ❖ Policies such as Environmental Policy and Waste management Policy Key areas of concern regarding the environment, social, health and safety aspects of the proposed project that the Directorate would like to address. ❖ Producers to design product that generate less waste or that can be recycled ❖ Through incentive, producers or any other registered entity to take back their product for recycling ❖ Through Extended PRS distributors and retailers of products are charge certain levy through polluter pays principle. ❖ Creation of awareness and capacity stakeholders on how PRS work and implemented.
5.	Puntland Ministry of Labour and social affairs.	Director	Existing grievance redress mechanisms with regard to project implementation: • As a ministry we always promote the equal accessibility of the implementation of the projects in order to avoid the grievances from the people • We set up before the implementation a number of criteria which based on the vulnerability of the people and design of the project to confront the Primary challenges from target communities. • We share with the communities' full information about the projects to prevent misleading issues. The following are the possible social Issues associated with the proposed project. • Resource sharing conflicts in terms of proposed and implementation of the projects for example projects sites can easily create the conflict among the communities. • Project allocations issues from the officials also can be one of the social issues • Poor transportation because some of the areas are not accessible due to poor infrastructure.

#	INSTITUTION	DESIGNATION	KEY ISSUES
			The ministry does not have labour inspectors at the field level in order to monitor the implementation of labour laws but we are planning to implement regarding to our strategic plan. In addition to that we have already prepared officials that ministry has planned to have the field monitors but due to limited resources and facilities they are not actively on board. Child Labour: Puntland Labour laws are strongly determined how it is a fundamental principles when it comes to child projection particularly child labour although there is poor law enforcement in terms of rules, regulations, Policies and laws but on behave of the Ministry of labour and Social affairs we are aware and we have always been in position to mobilize and sensitize people to avoid the child labour programs.
6	South West Directorate of the Environment	Director	Approval Requirements for ESIA is a must to have a certificate from the ministry of Environment, and it takes in one week. The directorate has 3 staff for ESIA reports reviews. They all have bachelor degrees in different domains. The ministry does not have health and safety inspector. No one is responsible for handling of wastes, except for the power companies (who generate the waste) that store them in their facilities. Still there are no licensed sites for waste disposal but there are some areas where waste are disposed of yet not legalized. There is an existing long cave (Isha) that is found within in the middle of the city. Caution should be undertaken to ensure it is not disturbed.
7.	South West - Ministry of Energy and Water Resource	Energy Director	There is no designated department handling Environmental, social, health and safety issues There is need for capacity building in the following areas: Renewable energy, power system, energy management and PLCs. The ministry welcomes all efforts to increase the use of renewable energy to improve environmental safety. There are three staff dedicated in the reviews of the ESIA at the ministry. The review process takes approximately one month including the approvals of the ESIAs, The qualification of the staff at the Ministry include Bachelor degree for the energy, managements and health science, There is no program for staff training and knowledge enhancement, There are no dedicated Occupational Health and Safety inspectors,

#	INSTITUTION	DESIGNATION	KEY ISSUES
			The ministry does not have a Framework agreements with the ESPs, Transformer oil / grease has a separate storage area within the ESPs facilities and warehouses. Ministry of interior and local government is involved in the land acquisition and management. Other key areas of concerns include the impact of the project to the IDPs, access roads, hospitals as well as other public places like busy market areas.
8.	South West – Ministry of labour and social affairs	Director General	List of the possible Social Issues associated with the proposed project. a. Promoting cleanliness and beauty of the Environment. b. Safety of the environment and people. Labour issues associated with the proposed project is to give job opportunity to many people on which they do not have. There is no labour laws state and there are no inspectors monitoring labour laws.
9.	South West – Ministry of Public Works	Director General	Currently the South West ministry of public works is not yet handling land issues and all land issues is currently handles by the local authorities (Metropolitan)
10.	Jubaland – Ministry of Energy	Energy Department Director	The ministry does not have Environmental, social, health and safety issues. The ministry team recommends there is a major need in capacity building. The ministry do not carry out environmental social impact assessment Currently The ministry does not have frameworks agreements with ESPs. Proposed project that the Directorate should address employment for each department and also the capacity building for all the departments in the ministry. Wastes especially oil contaminated (transformer / generator / car filters) are handled. The oil is sold to the locals, the filters are put underground. There is garbage collecting license Key areas of concern regarding the environment, social, health and safety aspects of the proposed project that the Directorate would like to be addressed. Making assessment of risks to the health and safety of its workforce. Appoint competent persons to oversee the projects

#	INSTITUTION	DESIGNATION	KEY ISSUES
			Establish methods to use energy efficiently reduce waste and prevent accidents.
11	Jubaland Ministry of Environment	Director General	Approval is required from the ministry of environment and also ministry of water and Energy. It may take less than two weeks. The ministry has two staff for ESIA report reviews. They have bachelor degrees. The ministry has Occupational Health and Safety inspector.
12	Jubaland Ministry of Public Works	Land Authority	In Jubbaland, There is an agency called the Jubbaland Land Authority, which is the government's responsibility as a ministry, and we monitor its work. The department has 11 staff. They are all bachelor's degrees and work experts The existing land grievance redress mechanisms that may be adopted during project implementation is resolved by land complaints as follows 1. Go to the land and ask questions about the land of the neighbors 2. The plaintiff and the defendant are then questioned on their respective grounds. 3. If nothing is done, it will be taken to court In the past, land was traded indirectly, which may have been a barrier, but now land is sold legally and a notarized government is registered. List of other government entities involved in the land acquisition and management are: Ministry of Interior, Ministry of Justice, Ministry of Security and Ministry of Commerce
13	Blue Sky	Mogadishu	Blue Sky stores diesel fuel in storage tanks. Blue Skye has an agreement with a supplier company, which direct transport to our storage tank Each brank of the company has storage tank, so we use supply pipes from the storage to the generators to the generators. Blue Sky has small storage tank near the generators and sell them. Filters are collected in dumpsite near to the generator. Blue Sky does not have a record on noise measurement but we have enclosed silent generators, which do not emerge high noise. Most of the generators from the other branches of the company are located areas outside the residential area, but only this brank is located inside the town and we are planning to take them away from the residence area.

#	INSTITUTION	DESIGNATION	KEY ISSUES
			Blue Sky that enclosed the generators does not have generators with noise mufflers and silencers. Blue Sky manage gases from the generators Blue Sky has many fire extinguishers The staff are equipped with safety persuasions. And the company body earth and neutral earth for protection of the electric shocks All the generators are enclosed with a room.
14	WESCO	Engineer	They storage on tanks. The disposed of such filters are underground The noise is not managed The power plant is located in a residential It is released to the environment. The company has fire extinguisher They store the fuel using fuel storage tanks. Since Bosaso is coastal city, the fuel is transported from the vessels to storage tanks of the fuel suppliers, and then it is transported to the generating sites using fuel tanker truck. The fuel is dispensed to the generators from the service tankers in the site, using supply pipes directly to the generators. The used oil is disposed to dumpsites out of the generation site The used filters is disposed to dumpsites out of the generation site The sound of the generators is measured around 90-100 dB, they have managed to control the noise by providing hanger housing for the generators The generators sites are installed near the residential areas Some generators operate in enclosures, and the generators do not have mufflers or silencers The gases from the generators are released to the air by exhaust systems. They have mobile fire extinguishers Generators and other machines have protection system-neutral earth system
16	NEPCO	Engineer	The company has fuel storage of diesel tank at the main power plant. The Petrol is transported using road transport (diesel fuel diesel truck) The company has installed fuel pipe direct from main fuel tank to diesel generators.

#	INSTITUTION	DESIGNATION	KEY ISSUES
			The company has storage, where we keep used engine oil and we later sell. The diesel generators are enclosed with sound proof, 75db Distance from residential to our main power plant 1200meters The diesel generators are enclosed with noise mufflers The gas is managed by using 2 shifts and they have 2 generation plants e.g. solar plant and diesel plant. During day time they run solar plant and at night we run diesel generators. The company has installed fire pump and water exiles at main power plant. They have also mobile fire extinguisher. They have trained stuff, in case of any hazards The company does not have battery bank at solar plant that is to say not yet installed. The company does not have battery bank at site, that is (not installed).
17	Baidoa Electric Company	Engineer	They store by fuel tanks They transport diesel fuel to site by car There is small tank between storage tank and generator(s) connected by pipe lines. They restore and sell it back to the people who need it. They throw it in the garbage dumps. The generation station is outside the city. and There is no record measurements / the noise levels of generators is 85dB The generators from residential areas is two kilometer All generators in Baidoa are open genset. The company uses fire extinguishers There is safety rules and personal protection equipment There is no batteries disposed outside, they are kept within the facility until someone in need of it request for it. There is no used oil disposed in dumpsites. They restore and sell it back.
18	Solar chain technology	Engineer	The company sells Acid batteries. The company has big store located in Karan and has woods around it for protection The company dispose them out site the town. They store it in a special place where children cannot reach, and dispose them in far area from town- like JASIRA beach areas. They dispose all of our west product out site the town.

#	INSTITUTION	DESIGNATION	KEY ISSUES
19	Safa Energy	Engineer	The company manages the waste through local waste managing company.
20	Tamarso	Engineer	The company sells Lead Acid and Lithium Ion batteries. Tamarso does not have any store in Somalia, only they provide the goods on request/order for the customers. The company sends waste and disposals to Dubai.
22	Dalsan Power	Engineer	The company sells Lead Acid. The company has big store whose temperature is monitored. They Sell for scrap to companies that export them They also Sell the batteries from African Solution company that recycles them The company have not had solar panel west as the lifespan is quite long but we are planning to establish waste management for future solar panel waste - Some are sold for scrap - Others form the recycling companies. - The company has an agreement with waste management company that takes care of other waste.
23	SunMax	Engineer	The company sells lead acid batteries and have big ventilated warehouse They are yet to experience any disposal batteries so far, but they are planning to contract with west management companies here in Mogadishu. The solar panel have long life span which is almost more than 25 year , so they did not experience any disposal of solar pane, in the future we are planning to contract west disposal companies which will take care our disposals. Planning to contract with African Solution Company to manage our waste disposals in the future.
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9.3 Stakeholder Engagement during Project Preparation

Stakeholder consultations for FGS and Somaliland were held on 22nd, and 24th to 26th May and on April 28th 2021 respectively. Stakeholders were given notice of the consultation with a project summary document shared by email and or WhatsApp (as convenient for the stakeholder). During the consultations, a printed copy of the project document was also shared among stakeholders who could not access it via the internet or social media. The content of the summarized project document was read out to stakeholders in their local languages. The following are a summary of concerns during the consultation in FGS and Somaliland:

9.3.1 Federal Government of Somalia Consultation Summary held on 22 May 2021

Table 9-2: Federal Government of Somalia Consultation Summary held on 22 May 2021

Stakeholder	Indicative list	Discussion Themes	Issues Discussed & Concerns Raised	Action Point
Inception meeting between Horizon Development and the Project Management Unit	- Ministry of Energy and Mineral Resources - PIU - Project Steering Committee	▪ Understand the overall issues of the Environmental Management Regulations and Institutional Arrangements. ▪ Understand the project status and what has been done so far. ▪ Land issues and compensation process ▪ Managing the E&S issues of the sub projects. ▪ Institutional and Implementation Arrangements of the Project. ▪ Identifying the key stakeholders necessary for consultations at all levels.	▪ A detailed feasibility studies is yet to be conducted on the specific sites expected to develop certain project activities. ▪ The main issue in terms of land property rights is contested ownership rights and compensation procedures. ▪ Land administration and management is virtually non-existent in Somalia. The country currently does not have a national land acquisition law and effective land tenure systems. ▪ The consultant firm needs to clarify the assignment scope and methodology and should submit ASAP.	1. PIU to share with the Horizon Consultant the City Development Plans, 2. Expedite the project feasibility study in order to generate the vital information necessary for the ES safeguard assessments and studies especially the Greenfield and Brownfield projects. 3. PIU to send the Stakeholder Engagement Plan report. 4. Both the environment and social specialists will closely work with the Horizon consultant firm to provide any technical support. 5. The inception report should clarify on the aspect of the capacity development and how Horizon Development is planning to conduct the trainings at the Ministry level, at the private sector and the across all the key actors.

Stakeholder	Indicative list	Discussion Themes	Issues Discussed & Concerns Raised	Action Point
Government Bodies and Agencies at Federal level and FMS levels	- Federal Ministry of Energy and Water Resources - Federal Directorate of Environment and Climate Change- OPM - Galmudug Ministries of Energy and Environment - South-West State Ministries of Energy and Environment - Hirshabelle Ministries of Energy and Environment - Puntland Ministries of Energy and Environment - Juballand Ministries of Energy and Environment - Somalia Non-state Actors	▪ Understand the electricity generation mix and capacities ▪ How do companies manage environmental and social issues in energy sector? ▪ Whether the ESPs undertake ESIA study for the energy projects. ▪ Some of the E&S issues common in the sector ▪ The amount of biomass used in the country and in each state.	▪ In Puntland, more than 90% of the power is supplied by diesel powered generators while less than 10% comes from the renewable sources-solar panels. ▪ While States of Galmudug, Jubbaland and SWS highlighted that 99% of electricity is generated from diesel powered generators while the remaining 1% comes from the renewable energy sources such as the solar. ▪ The use of Biomass mainly the charcoal and wood-fuel in the region is very highly as more than 80% and the remaining percentage use LPG for cooking. ▪ Overall weakness in terms of environmental governance and specifically the environmental safeguard related capacities and capabilities. ▪ In addition, the current environmental institutions set-up and formation is also very weak and does not provide the necessary arrangements for effective compliance of environmental and social safeguards. ▪ Absence of Environmental and Social safeguard regulations at the Federal and FMS levels creates a huge national safeguard gaps. At the moment, the entire ESS is led by the World Bank or other donors whose safeguard policies are referred for implementation of the development project's ESS. Strong government involvement is needed. ▪ Electricity Service Providers are not oriented towards the safeguards and they don't have safeguard policies or strategies in their companies.	1. FWS needs huge capacity support in terms of establishing and equipping the key environment, social and energy institutions in terms of financial and budgetary support especially in emerging states. 2. Federal Member States to share available documents and such as policies, acts and regulations plus other studies to the project. 3. FMS to submit their needs in a written form prior to the upcoming stakeholder consultations meeting for extensive discussions. ▪ The project to support FMS to develop relevant regulations and policies at state levels. ▪ Due to the reported institutional capacity limitations at all levels, the SESRP project is expected to contribute towards enhancing the capacity needs of the federal and FMS institutions. 4. There is need for frequent and more stakeholder technical consultations regarding the project design and ES safeguard related issues especially during the pre-implementation stage.
Electricity Service Providers- ESPs	▪ BECO ▪ WESCO; ▪ NECSOM; ▪ ENEE ▪ Gurmad ▪ Blue Sky ▪ NEPCO	▪ Actual and potential impacts of energy projects? ▪ Environmental and social challenges of energy projects? ▪ What types of batteries are used for solar PV systems?	▪ All the ESPs have admitted that their companies do not have neither environmental social safeguard specialists nor safeguard policies in place. ▪ Off all the ESPs, only NECSOM stated that; their company stores batteries in a safe place and then export it to Ethiopia for recycling and further use.	▪ Another stakeholder meeting to be held within a short period of time for further technical discussions. ▪ Ministry to help ESPs formulate ES safeguard policies and educate them about the existing country ESS frameworks and regulations.

Stakeholder	Indicative list	Discussion Themes	Issues Discussed & Concerns Raised	Action Point
		▪ How is fuel for HSDGs transported, stored and dispensed? ▪ What type of panel modules are common in Somalia? ▪ How are old solar modules and batteries disposed or managed? ▪ What E&S concerns do you have about the proposed energy sector expansion and improvements?	▪ All the ESPs have expressed how poor capacities have limited their companies in addressing the environmental and social safeguard issues. ▪ Most of the ESPs expressed how they pay a great deal of attention in the safety of its customers and addresses their complaints-mostly related to inconveniences from the service. ▪ The issue of waste management and battery recycling was among the huge concerns which are almost shared by all the companies.	▪ The project should ensure effective waste management of energy related wastes and pollutions. ▪ The SESRP to support ESPs to carry out the battery recycling within the country through a coordinated approach. ▪ There is need to engage the municipalities for addressing the energy related wastes. ▪
Business selling energy equipment	▪ Samawat Energy ▪ Sun-Max ▪ TESCO ▪ Solargen ▪ Delta Engineering ▪ SECCCO ▪ Dalsan Power ▪ Dayax Power	▪ The type of energy technology is common-Solar, Generators etc? ▪ The type of solar batteries is in the market- lead acid, lithium ion, nickel cadmium, and flow batteries? ▪ What E&S concerns do you have about the proposed energy sector expansion and improvements? ▪ How do you manage waste from the components or system you sell?	▪ Mainly the energy selling companies deal with solar batteries, charge controls, solar water pumping, solar streetlights solar off-grid among other services. ▪ Solar services providers have polices although most policies do not reflect the realities on the ground ▪ The strongest weakness in the energy sector is the E&S. ▪ Capacity building package to help the SSPs develop efficient E&S policies ▪ Battery disposal and recycling is a major concern and needs adequate attention. ▪ Solar service providers do not have proposer waste management mechanisms and Most companies compile used batteries and ship to other countries for recycling ▪ Public Private Partnership (PPP) to set up a recycling plan in the country to serve the growing demand in the energy sector ▪ Gender participation in the energy sector and the existence of female-led solar companies in the country. ▪ Policies in place to address the issue of gender gap in the sector and how the project intends to address this concern	▪ The waste management issue especially the battery disposal and recycling needs huge consideration to mitigate or reduce the ES risks of the solar energy products. ▪ Promote the local recycling companies such as African Solutions Company that has the potentiality to recycle the battery wastes into useful products. ▪ The consulting firm Horizon Development to support the SSPs to develop sector specific Environmental and Social Management Frameworks (ESMF). To promote gender balance the project is committed to empower female in the energy sector. As part of the preparations for the SESRP, Gender Diagnostics Assessment has been conducted and will be shared with the consultant firm.

The Ministry team has further carried further consultations on 24 – 26th May with various stakeholders. Below Table 9-3 summarizes the key take aways of our engagement.

Table 9-3: FGS Ministry Team Consultation Comments

Topic	Discussion Themes	Issues and Concerns	Recommendations
Land acquisition, resettlement and compensation	1. The overall role of local governments in land acquisition, resettlement and compensation. 2. The role and functions of the district land authorities on the existing land tenure system, registry and land dispute resolutions. 3. How much can the municipality support in terms of public land acquisition especially the alternative lands and land acquisition for public use? 4. What kind of support they anticipate from the project. 5. The role and contribution of the municipalities in project security related services.	Ayanle Hassan, a Benadir Regional Administration Officer has provided an interview of the land related issues and compensation with regards to the development projects imeplemeted in Mogadihsu, Benadir Region. He stated that, usually Benadir Regional Administration keeps the land registry and provide the technical intervention in cases of land ownership issues and are constantly referred to by the courts when addressing the land dispute cases. Similarly, BRA through the land and public works department is the lead department and serves as the entry point for any land and public works related issues. The department under BRA, commonly does the necessary valuations needed in cases of land acquisition or disputes. While explaining the challenges faced by BRA, Mr. Ayanle has also expressed the great concerns related to land acquisition in which he stated the fact that, Land is in the hands of private individuals and usually it is quite difficult for BRA to mobilize and acquire land for public use. In answering the question related to the land eviction and resettlement compensations and how the BRA approaches to such scenarios, Mr. Ayanle has explained how difficult and unusual for BRA to provide compensations due to the very limited capacity in terms of the resources and institutional capacity. In addition to that, Mr. Kalif Dalmar a safeguard specialist from the Office of the Prime Minister has also explained how the Somali Government at Federal and FMS level is facing a huge challenge in resolving resettlement issues that may arise from the implementation of the Projects. He also indicated that, World Bank projects are the ones who initiated the discussions related to social and environmental protection as there were not in the mainstream discussions. He also added that, with weaker or inexistent formal land administration authorities, processes for land expropriation compensation may not be in place or fully established. As a result, resettlement as well due diligence for establishing ownership for voluntary land donations may be challenging. Land disputes are also very common in Somalia, and with reference to the key informant interview conducted, Avv. Dahir Hamid from the Office of the Attorney General has revealed more than 75% of cases filed at the courts are land related disputes and grievances. He also added that, some of these land grievences may take decades without any decisions made due to complications in land registry documentation, false documents and limited availabity of supporting documents. On the other hand, Mr. Ayanle; while explaining the land related disputes, he stated that BRA has established land dispute resolution committee that usually validates the documents using the old land	A Resettlement Policy Framework (RPF) will guide the development of site-specific RAPs once the project footprint is known. Where land is donated by private owners, a land donation agreement process should be implemented. Municipalities might anticipate the project to provide capacity building and technical support with regards to grievance mechanisms and dispute resolution. The municipal authorities shall be an important partner in disbursing the project activities but the security arrangements are handled at a higher level.

Topic	Discussion Themes	Issues and Concerns	Recommendations
		registrations record. They work with Bendair Regional Court to handle such cases. However, their decisions may not be the final verdict and usually appeals are made to go to the formal courts. In addition, many of the tensions are rooted in more historical competition over land, pasture and water between neighboring communities. Mr. Faisal Abdi, A senior Safeguard Specialist for SURP working for the Garowe District, has explained the different challenges attributed to the land governance and management in general and in land acquisition for developmental programs in particular. He specified that land is usually in the hands of private individuals, and due to the fact that, land values are high and land commercialization (as land has become a popular commodity) usually leads to confrontations and disputes over land ownership. Moreover, Urban land management of Puntland usually stipulates the land rights and obligations. But the enforcement of such articles are quite difficult. With respect to land acquisition for public interest is quite better compared to other part of Somalia, as Garowe was among the 1st town benefited from the Banks' projects and has undergone through a lot of challenges. Garowe Municipality usually provides land for developmental projects. But the issue of effective compensation remains to be among the notable challenges facing the municipality. He added that, usually eviction, economic and short-term residential and economic displacement such as street vendors are complicated issues that require huge consideration. Garowe Municipality usually faces enormous challenges in evaluating such income and economic losses and as well effective compensation of the affected parties. Mr. Fiasal also underlined land disputes and grievances to be among the leading clan and community confrontations. On the other hand, Puntland was among the 1st states in Somalia that has successfully established a "Land Dispute Tribunal". These serve as an alternative dispute resolution mechanism and mainly constitute of elders, religious leaders and other respect individuals. Moreover, sometimes special ad-hoc committees are appointed through the President's office and or the Mayor's office as needed depending on the magnitude and sensitivity of the dispute. He also stated that, municipality level disputes are usually handled by the Land and Public Works Department of Garowe Municipality as the entry points that receive land related disputes. Finally he concluded that, Garowe land registration and land deeds records are automated since 2019 using Geo-referenced coordinates which serves as a remedy for the continued disputes over land ownership and double registration of land title deeds.	

Topic	Discussion Themes	Issues and Concerns	Recommendations
Labor and Work and Grievance Redress Mechanism	1. What are the existing mechanisms and who is responsible for solving labour related issues? 2. The role of the Ministry of Labour 3. Labour inspections at field levels e.g. forced labour 4. The kind of support the Ministry provides to the workers e.g. occupational health and safety. 5. Child labour and labour influx. 6. The existing mechanisms for social protection and the support they expect from the project.	Ahmed Ali, from the Federal Ministry of Labor and Social Affairs working for the Department of Legal and Labor Relations has responded to several question related to the major concerns of the labor and related issues. He provided overall explanation of this sector in which he highlighted the existing challenges and the recent achievements including the development of key labor, work and social protection related policies and strategic plans. Despite these achievements, still huge gaps exist in terms of the Ministry's capacity to control, monitor and develop the workers' rights, dispute resolution and their protection. He also shared that ILO is supporting the Government of Somalia in conducting country child labor situational assessment and development of national action plan. The Federal Ministry of Labor and Social Protection under the Department of Labor Relations have resolved many labor disputes including the recent airport workers and its employers, Favori LLC. While responding to labor-related risks, he pointed out that women and youth are selected for daily labor works on local construction sites. Construction companies may rely on the fact that they are vulnerable and needy, and because they don't understand their rights, they are often abused, they are paid low wages compared to other Mrs. Abshira A. from the Ministry and Labor, Youth and Sport (MoLYS), has responded to several questions as she explained the labor related issues in Puntland. She explained that, Puntland's labor law No.65 usually governs the labor related issues and concerns and his is also in line with ILO labor conventions. In addition, Low No. 65 is also referred during the labor and work related grievances and disputes. In addition, she explained the confusion that exists between the national and international standards regarding the child labor as Children aged 15 are not normally employed and are not regarded as a child labor. On the other hand, she expressed their concerns with regards to balancing the conflicting demands of child labor and the need for income especially the poor households who are usually female headed households. And finally she admitted that they allow certain jobs –usually light work- and supportive role to be assigned for such children. Mr. Faisal also pointed out that, the labor inspection units are not functional. Usually, the PIU of the World Bank funded project are responsible to inspects the workers condition such as OHS and remuneration, working hours, wages, timing and forced labor. He also added that, at project level, usually the contractors provide labor management plan; this stipulates the labor rights and code of conducts.	Support the Ministry's capacity to control, monitor and develop the workers' rights, dispute resolution and their protection. Develop, implement and monitor Labor Management Procedures (LMP). Develop and implement OHS Plan for workers. Conduct regular supervision and regular labor inspections of construction works to identify potential OHS risks and compliance with OHS plan Provide necessary personal protective equipment (PPE) to all field officers directly involved in construction activities. Set-up and operate a Labor specific GRM for workers, as per LMP Impacts of labor influx driven by the small medium scale infrastructure works will be managed by the LMP, including a code of conduct for project workers

Topic	Discussion Themes	Issues and Concerns	Recommendations
Security	1. The anticipated security risks and threats. 2. The security protocols guiding the deployment of the security personnel in the project target locations/sites. 3. How the security agencies support the developmental projects and and the support they expect from the project.	Jamal Farah, a Senior Security Officer from the Federal Ministry of Internal Security has explained the general security conditions of the Somalia. He indicated Alshabab to be among the significant security threats and risks. Although Al-Shabab is weakened over the past few years, He believes that the are yet to be defeated and in contrast they're ever present and are looking for soft targets to boost their media presence; In explaining the security needs during the implementation of the project, he suggested an integration of the government security forces and the private security providers can be best fitted to guide the security protocols of implementation of such projects. In addition to that, he explained how the private security can be a good option for the provision of the security services as they tend to recruit from the local community. Plus the private security companies have the ability to provide additional security assessment and threat analysis reports which are not otherwise available from the official security institutions for protocol reasons. That said, he also stressed the need to have the oversight of the government security institutions to enforce since they are aware of possible threats that can impact the program he concluded. While answering a question related to the role of the government in provision of security during the implementation of the development project, He underscored how the government security agencies such as the police and the military are crucial to support the development projects. One good example he gave was; how Haramcad Police Unit is providing the security for the construction of Mogadishu-Afgoi corridor. Another example is how SNA helped reconstruct suspensions and small bridges destroyed by Al-Shabab in Lower Shabelle region. Mr. Abdilatif J. a security experts has stated that, the nature of the conflict and the security risk in Mogadishu has changed since 2011 following the withdrawal of Alshabab from most of their territories. Due to the current political and election impasses, the presence of various clan militia groups and the national security forces in several districts poses security risks and protection concerns to the local population and created additional IDPs. The existence of insurgent groups such as Alshabab and ISIS usually pose threats to the government and developmental projects such as infrastructure development. This may pose huge challenges in accessing the project areas and supervision of project, as well as the project beneficiaries. Several security incidents has been recorded targeting projects and sometimes causing it's suspension including, the construction of roads linking Mogadishu to Jowhar and Mogadishu to Afgoi. He also stated that, the development programs such as roads and energy project will definitely improve on security, business, economic recovery and development.	A social and conflict analysis is needed to carried out. Carry out security risk and threat assessment. Develop and implement security management plans as appropriate during both construction and operation phase. Security stakeholders needs to be engaged and especially continues engagements of the national security agencies are needed

Topic	Discussion Themes	Issues and Concerns	Recommendations
		Ayanle Hassan, a Benadir Regional Administration Officer has also explained the overall security issues and concerns in Mogadishu from mobile theft, rape, killing and explosives. He also expressed the gaps in the security architecture of Benadir as BRA has no full authority in security administration as the key security agencies are under the Ministry of Internal Security and the National Police Force. In terms of the implementation of the developmental programs, usually the Benadir districts coordinates with the sector line Ministries and agencies together with the Police Force. The Mogadishu Police Department also provides security support to some of these projects implemented by the Municipality. In addition to that, Private companies are always hired to support security law and order especially during the construction of roads within the city by providing protection to the workers and sometimes blocking these roads if needed. On the other hand, Mr. Faisal explained the relative peace and security that prevails in Puntland unlike the southern parts of Somalia. But he showed some security concerns in Bosaso as ISIS related security incidents has been recorded for the past 5 years. In addition to that, he stated that, the Garowe Municipality usually don't allow to disclose the security related documents and plans to the public domain. He finally recommended project to have budgets for the project security costs. And following their experience, At project level, usually the contactors are responsible for security related responsibilities and are supported by the municipality and the Puntland State Police Force.	
IDPs		Displacement as a result of violence and forced evictions due to land tenure insecurity are increasing in the country as a whole but areas in and around Mogadishu saw a decrease after the adoption of a number of IDPs safeguard policies and guidelines , with the scale of forced evictions of IDPs and the urban poor from public and private land and buildings in Mogadishu and other urban areas increasing Many marginalized communities have no access to land and property rights, as well they are usually neglected their effective participation in the developmental projects. Ahmed Abdi Hashi: Mr Ahmed, IDP at Juba camp, stated that IDPs face discriminations in the job market and only get low paid jobs. He pointed out the fact that majority of kids in the camps makes the future look bleak as these kids will be disadvantaged in the job market in the future even if their IDPs status changes Mr Ahmed added that IDPs had been evicted from lands without compensations and often without prior notice before by private companies but that has changed in the last years.	Further assessments and researches must be conducted regarding the effect of development projects or even private companies projects on IDPs.

Topic	Discussion Themes	Issues and Concerns	Recommendations
		Amina Aden Shirwac: Mrs Amina, IDP camps leader and head of Doha center, complained about the lack of the unemployment pointing out that IDP unemployment level is higher than the national level alluding that there's discriminations against IDPs. Regarding the GRMs, she praised the so called mobile GRM officers that canvass the camps and ask people about their complaints. Mrs Amina stressed the importance of sensitizing the IDPs about the GRMs as most don't know their rights which make them not place complaints. She also stated that some of the camps under Doha Center umbrella have been evicted from their land, government owned, by private companies, leased to them by the government, without compensation but the frequency of such evictions dropped after the government put in place IDP safeguard policies. Mohamed Bulle: Mr Bule, ARD director, said that his NGO, ARD (Action for Relief and Development) has surveyed a number of camps and found that the huge gap in employed is partly because of lack of skills. He also stressed the importance of simplifying the GRMs - pointing that most IDPs have phone numbers and it will be easy for them to call compliant hotlines. Abdikafar Hassan: Mr Abdikafar, director of humanitarian department at Federal Ministry of Humanitarian affairs and disaster management, stated that Ministry of Education often provides TVET programs to IDPs to fight the rampant unemployment in the camps alluding that disproportionate unemployment rates within the camps have more to do with lack of skills than discrimination. He added that his ministry devised a simple GRM in place (a hotline number) for beneficiaries of their programs in which GRM focal point officers address the complaints and transfer difficult cases to the police and other relevant institutions. As for the land issues and evictions, the ministry and its partners follower the nation policy for IDPs and National Evictions guidelines (both adopted to safeguard land protect IDPs and returnees).	
Grievance Redress Mechanism		Eman Ladan, A social Protection Expert has explained the status of the social protection in Somalia, in which she considered; the absence of formal legal framework for the management of social risks and the weak institutional capacity to address related social risks – including GBV and sexual related offenses are attributed to the presence of Social risks without immediate and effective mechanisms to respond such social risks. Abdihamid: Mr Abdihamid said that there is a GRM framework in place for this project as is clear in the E&S Risks and Impact Assessment Reports. The PIU team and Ministry will carry out awareness and sensitization campaign to inform potential APs about the GRM and how it works through town halls, workshops, community engagements and so on.. GVB/SEA related complaints will be handed by professionals with utmost care and confidentiality. Ahmed Abdi Hashi: Mr Ahmed, IDP at Juba camp, stated that IDPs have often been victims of development projects. Land evictions without compensation had been very common before the FGS adopted laws to safeguard the IDPs in 2017. On the other hand, Mr Ahmed noted that large segments of the IDP population do not know where to place their grievances or even how to place them in the instances where there is GRM in place because IDPs are 1) Illiterate or 2) GRM in place complicated and hard to understand. GBV complaints are mostly placed at local police stations which might not always	Develop, implement and monitor project GRM. Institutions concerned must improvise a new GRM that is easily understandable to the IDPs.

Topic	Discussion Themes	Issues and Concerns	Recommendations
		commit resources to investigate as they are overstretched and often lack the capacity to handle/investigate such delicate cases. Ahmed called for less complicated GRMs and making complaint placement very easy for IDPs.	

9.3.2 Somaliland stakeholder engagement summary on 28th April 2021

Topics	Outcome (suggestions)
What are the existing grievance redress mechanism with regards to project implementation?	One of the participants from the Somaliland lawyer association reported that there is no existing grievance redress mechanism for the community compliant but in general the complaining people go to the local media to submit their complaints. The participants from the local government mentioned that they dot release projects unless the community leaders approve and assess the potential social and environmental risks. The local government start the implementation of its projects including the JLPG when the community agree and sign their consensus. The complaining people direct their complaint to the elders of the community who then submits orally to the local government. But there is no written procedure to follow to submit complaints and grievances. The Hargeisa water agency reported that they face many challenges in the expansion of the water. Although there is no written mechanism to receive the complaints, Hargeisa water agency created local committees of 5 elders for each district. These committees support the project on behalf of the community. Sometimes the committee is receiving and deal with the complaints of the local community. The participants from Ministry of Environment and Rural Development reports that the Somaliland environment law, article 10, section 79 sates there is a committee that responds to complaints from the community.
Do we have the existing way leaves where the transmission lines will pass in case there are no way leave what is the existing mechanisms for land take?	The representatives from the local government mentioned that there is wayleave for the utilities including the distribution and transmission networks of the electricity in their town plans. But due to lack of proper management, these plans are not followed by the private suppliers. Recently the telecommunication companies and some of the electricity suppliers put grounding cables in the town that are not in line with the town plan, so sometimes it creates social and environmental risks. The private companies deal with landowners to wayleaves without consultant of the local authorities.

Topics	Outcome (suggestions)
	Representative from the Ministry of Public Works mentioned that they recently completed the master plans for the major towns of Somaliland. These masters indicate the wayleaves of the utilities including the transmission and distribution of electricity as per the Somaliland land law. Recommendation: The project needs to review these master plans. Hargeisa Water agency mentioned that they faced a lot of challenges during the Hargeisa Water expansion. They mentioned that they met many underground cables including electricity lines and telecommunication during the excavation the pipelines. these unground cables created problems to workers of the project. The Water agencies agreed that they will provide the design and drawings of water distribution pipelines to help the Ministry of energy and minerals for their electricity distribution plans. Recommendation: The Ministry of energy and minerals to follow up the Hargeisa Water agency for these drawing and designs. The local government mentioned that they started to request the electricity and telecommunication companies to submit their designs and drawings of the ungrounded cables before they implement any project. There are lot of transmission lines that go through private lands where the owner of the land refused to pass the line. These problems are resolved with support of the traditional leaders. Sometimes the project implementers pay money and sometime jobs to the owners of the land. For example, the fibre optic cable runs throughout Somaliland. Sometimes there are a lot of disputes between the company and landowners which sometimes reach to courts. Most of these disputes were resolved in a traditional way. The Somaliland Electricity Act, article 15, use of public & private property, states. 1. In Accordance with the provisions of Article 23 of Act No: 17 (Land Law), the Licensee shall have the right to apply the use of public property for installation, transmission of lines or poles, distribution, and generation activities. 2. The licensee shall have the right to use private land in accordance with the agreement between the licensee and the owner of the land. 3. If parties fail to conclude an agreement and the public interest necessitates the use of such private land for the purposes of installing a public utility, the Commission may request from relevant local authorities to expropriate such private land subject to the payment of fair market price compensation to the owner of the land. 4. When, in accordance with the provisions of this Part, the licensee of an undertaking has been permitted to use any land or has placed a transmission line in position, the licensee shall be entitled to reasonable

Topics	Outcome (suggestions)
	access to such land or line for the purpose of carrying on the operations authorized by his license on such land on maintaining, removing, repairing, or replacing such a line. 5. Any aggrieved party can challenge the decision from the local authorities to the Somaliland High Court. 6. Without prejudice to the provisions of Act No: 04/98 The Environmental Conservation Act, the licensee will request to remove any trees or other objects that obstruct the construction of poles, facilities, or electricity related work. 7. The licensee will give not less than 10 days of notice to the lawful occupier or the relevant authorities its intention to remove such trees or objects. 8. The location of any electricity generation facility shall be incompliance with the provisions of the Public Order Law (Act No: 51/2011) Article 20. Recommendations: the project needs to review the land law of Somaliland The participants suggested to conduct adequate social and environmental review for electricity distribution and transmission and develop appropriate mitigation measures.
What is the experience in labour issues in terms of solving labour related issues? for example payment of the wages and salary, the issuance of work contracts?	A representative from the Somaliland lawyer association mentioned that the Somaliland labour Law states how to resolve the labour issues including the payment of wages, salaries, and other compensations. The Somaliland labour Law states the working hours, holidays, bonuses, leaves including maternity/paternity leaves. In general, the complaining employee submits his/her complaint to the ministry of labour and social affairs in compliance with the Somaliland labour law. In addition, the Act no 80, Somaliland Companies law is also in place to resolve the issues of employee and employer in the private sector. Recommendation: The Ministry of energy and Minerals to review the Act no 80, Somaliland Companies Law. In general, there is no written contracts between the employer and employee and after while the employee complains and there is no base to resolve the complaint. Most of the complains occur during the termination of the employee's contract. It is very rare to see an employee complaining during his/her presence in the job. A representative from women lawyer association mentioned that There are waged staff that do not work under contracts. These employees work few days or hours, so the Somaliland labour law do not specify how resolve the issues of such kind of workers. There some people complaining from employers of international companies that goes to the Ministry of foreign affairs. If the local employees There two laws, labour law 2004. That deals with non-civil servant labour and the civil servant law that deals with the issue of government staff.

Topics	Outcome (suggestions)
	Mostly, the Ministry of labour do not involve during the employment stage, but they involve when complaints arise. There is no labour association in Somaliland but there are law firms that undertake alternative dispute resolution for the private sector.
Do we have labour inspectors at the field to monitor the implementation on labour laws	During recruitment, the Ministry of labour attends the interview of the employee to participate the background of the staff.
ME&RD: What are the approval requirements for the project ESIA, how long does it take if there are no bottlenecks? Does the ministry have adequate staff for reviewing the ESIA reports?	The implementing party submits a request to the Ministry and the Ministry will attach experts to assess the impact of the project on the environment. The experts submit their reports to the Ministry and this report help the ministry to decide the way forward for the implementation of the project. The project will not be allowed unless the environmental impact assessment is prepared. There is not enough staff to do the job.
Do we have labour laws prohibiting Use of Forced Labor and or Child Labour?	Article 39 of labour law 2004 state that child labour is prohibited. There are also shifts of work that differ. There is also a child law. A representative from Somaliland Women lawyer association mentioned that the law no 31, 2004, Somaliland labour law, prohibited to send a work while children are learning, nights shifts. The law is also prohibiting to send the child to a work that he/she could not be able physically and morally to do.
Do we have Occupational Health and Safety inspectors?	The Ministry social labour have a section called health and safety.
How are the wastes especially oil contaminated (transformer) handled, do we have approved sites where the contractors can be recommended to?	The contaminated oil is the major environmental problems. The electricity Service providers have a dip to put the oil waste to avoid it contaminating the environment.
what is the role of ESPs in this project?	The ESPs are responsible for protecting the environment and the social. The ESPs will have the biggest role in terms of environmental safety and health. There are some complaints that comes from the neighbor house in regard of the noise of the generators. So, they suggest creating industrial zones where these generation site will be relocated.
	Some of the participants mentioned that the metal poles had great risk to life of the people and animal in the major towns of Somaliland. They suggested whether there are alternatives to reduce the risk of electrocutions caused by the metal poles of the electricity distribution. The metal poles have major problems on the social, so is their plan to replace the metal poles

10 References

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c) Preventing Sexual Exploitation and Abuse. (n.d.). Retrieved June 24, 2021, from https://www.un.org/preventing-sexual-exploitation-and-abuse

d) Provisional Constitution of the Federal Republic of Somalia, 2012

e) The Somali Penal Code of 1962,

f) The Somalia Agricultural Land Law 1975,

g) The Somalia Labour Code of 1972

h) The Somalia National Environmental Policy 2015,

i) The Somalia National Gender Policy 2016,

j) UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials firearms,

k) Verena Phipps and Adrian Cutler (2020) based on a preliminary report and research by Reidar Kvam and Caroline Giffon-Wee SOCIAL RISKS IN SOMALIA, A Country-Level Assessment and Proposed Management Approach, December 2020.

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m) World Bank (2021) Security Management Framework for Somalia Electricity Sector Recovery Project, June 17, 2021.

n) World Bank Group (2020) ESF/Safeguards Interim Note: COVID-19 Considerations in Construction/Civil Works Projects, issued on April 7, 2020

o) World Bank Group (2020) Project Concept Note for Somalia Electricity Sector Recovery Project, September, 2020.

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q) World Bank Group (2021) Draft Stakeholder Engagement Plan for Somalia Electricity Sector Recovery Project, May 18, 2021.

r) World Bank Group Environmental, Health, and Safety Guidelines for Electric Power Transmission and Distribution, 2013

s) World Bank Group. Environment and Social Framework Safeguards interim note: COVID-19 considerations in construction/civil works projects, 2020.

t) World Bank Group. Environmental, Health, and Safety Guidelines. General EHS Guidelines, April 30th, 2007.

u) World Bank Group. Good Practice Note – Assessing and Managing the Risks and Impacts of the Use of Security Personnel, 2018.

11 Annexes

11.1 Annex I: Environmental and Social Screening checklist

E & S Screening Form: This form will be filled during identification of project activities by the Environment and Social Specialist in Project Implementation Units (PIUs) to screen for the potential environmental and social risks and impacts of a proposed subproject. It will help theParitiapted technical meeting between the MoEWR,World Bank and CPCS to discuss the T&D deliverables risk PIUs in i) identifying the relevant Environmental and Social Standards (ESS), ii) establishing an appropriate E&S risk rating for these subprojects and iii) specifying the type of environmental and social assessment required, including specific instruments/plans. The completed forms will be signed and record kept.

This form will allow the PIUs to form an initial view of the potential risks and impacts of a subproject**. It is not a substitute for project-specific E&S assessments or specific mitigation plans.**

Subproject Name	
Subproject Location	
Subproject Proponent	
Estimated Investment	
Start/Completion Date	

Questions	**Answer**		**ESS relevance**	**Due diligence / Actions**
	Yes	**No**		
Does the subproject involve civil works including new construction, expansion, upgrading or rehabilitation of existing infrastructures?			ESS1	ESIA/ESMP, SEP
Does the subproject involve long-term, permanent and/or irreversible adverse impacts (e.g. loss of major natural habitat);	*		ESS1	ESIA/ESMP, SEP
Does the sub-project involve significant adverse social impacts and may give rise to significant social conflict;	*		ESS1	ESIA/ESMP, SEP
Does the sub-project involve land acquisition and/or restrictions on land use?			ESS5	RAP/ARAP, SEP
Will the activities affect lands or rights of VMGs or other vulnerable minorities like IDPs;	*		ESS5	RAP/ARAP, SEP
Does the sub-project involve permanent resettlement or land acquisition?			ESS5	RAP/ SEP
Are there land claim or conflict for the proposed project site	*		ESS5	RAP/ SEP

Questions	Answer		ESS relevance	Due diligence / Actions
	Yes	No		
Is the sub-project associated with generation of the potential hazardous wastes?			ESS3	ESIA/ESMP, SEP
Is there a sound regulatory framework and institutional capacity in place for the management and control of waste generated by project activities?			ESS1	ESIA/ESMP, SEP
Does the sub-project have an adequate system in place (capacity, processes and management) to address waste?				HASP (Health and Safety Plan) & Waste Management Plans
Does the sub-project involve recruitment of workers including direct, contracted, primary supply workers?			ESS2	LMP,/SEP
Does the sub-project have appropriate OSH procedures in place, and an adequate supply of PPE (where necessary)?				HASP (Health and Safety Plan)
Does the sub-project have a GRM in place, to which all workers have access, designed to respond quickly and effectively?				SEP/LMP
Does the sub-project involve use of security or military personnel during construction and/or operation activities?			ESS4	SecMP, SEP
Will the activities have high probability of causing serious adverse effects to human health and/or the environment?	*		ESS4	ESIA/ESMP, SEP
Is the sub-project located within or in the vicinity of any ecologically sensitive areas?			ESS6	ESIA/ESMP, SEP
Are there any indigenous groups (meeting specified ESS7 criteria) present in the sub-project area and are they likely to be affected by the proposed sub-project negatively or positively?			ESS7	Sub-Saharan Historically Underserved Traditional Local Communities: Indigenous Peoples Planning Framework
Does the sub-project require Free Prior Informed Consent (FPIC);	*		ESS7	
Is the sub-project located within or in the vicinity of any known cultural heritage sites?			ESS8	ESIA/ESMP, SEP
Does the project area present considerable Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) risk?			ESS1	ESIA/ESMP, SEP

* The exclusion list of the sub-projects. If any of these parameters are "Yes", the sub-project is excluded from financing under the project.

Conclusions:

1. **Proposed project is eligible for financing under the project criteria.**

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   ……

2. **Proposed Environmental and Social Risk Ratings (High, Substantial, Moderate or Low). Provide Justifications.**

   ……
   ……
   ……
   ……

3. **Proposed E&S Management Plans/ Instruments.**

   ……
   ……
   ……
   ……

Certification

Reviewed and approved by			
Environment Specialist **Name:**		**Social Specialist** **Name:**	
Date	**Signature**	**Date**	**Signature**

11.1.1 ANNEX I-B: Subproject Description

Form 1-A: Subproject Description: Substation

(to be completed by PIU)

1	Name of Substation	**:**
2	Location of Substation	**:**
3	SESRP project office	**:**
4	Location/layout of proposed Substation (attach location map/ layout map)	
5	Ownership of subproject land	
	(a) Government owned (acre)	
	(b) Private land (need acquisition) (acre)	
	(c)Community Owned Land	
6	Brief description of proposed Substation site:	
	(indicate the information on present land use, Highest Flood Level (HFL) for last 30 years and Important Environmental Features 97 (IEFs) adjacent to the site)	
7.	Brief information of environment within subproject influence area:	
	(human settlement, tribal people, water body, flora, fauna, historical or culturally important sites, traffic)	
8	Key activities of subproject	
9	Estimated cost of subproject	
10	Schedule of implementation	
	(a) Subproject duration (months) :	

	(b) Tentative start date	
	(c) Tentative completion date	
11	Potential benefit from subproject (including estimated number of people benefited)	
	Prepared by: (Name, designation, mobile number, signature, date)	
	Reviewed by: (Name, designation, mobile number, signature, date)	

97 1Such as educational institutions, health care, pond, canal, river, utility infrastructure, park, green area, etc.

11.2 Annex II: List of persons and organizations involved with the preparation of the ESMF;

No.	Names	Institution	Title/Function
1.	Abdisalam Abdullahi	MoEWR - PIU	Project Coordinator
2.	Abdullahi Ahmed (Najib)	MoEWR – PIU	Environmental Specialist
3.	Ismail Bashir	MoEWR – PIU	M&E Specialist
4.	Abdiaziz Arte	MoEWR-PIU	Finance Specialist
5.	Mohamed Fatih	MoEWR-PIU	Legal Specialist
6.	Abdihamid Hassan	MoEWR- PIU	Social Specialist
7.	Sammy Ratemo	Ecofix Consultancy Limited	E&S Expert
8.	Abdullahi Mohamed Ali	Federal Ministry of Labour and Social Affairs	Director General
9.	Ismail Mohamed	Puntland State PEDA	Deputy Manager
10.	Muna Abdillahi	Puntland State PEDA	Energy Director
11.	Mohamud Abdullahi	Puntland State PEDA	Planning Officer
12.	Omer Mohamed Jama	Puntland State Ministry of Energy	Planning Director
13.	Mohamed Abdullahi	Jubaland State Ministry of Energy	Director of Energy Department
14.	Abdulkadir Kadiye	Jubaland State Ministry of Environment	Environmental Technical Adviser
15.	Aden A. Isaak	South West State Ministry of Energy	Director General
16.	Abdulkadir Abuu	South West State Ministry of Environment	Environmental Governance Adviser
17.	Aidid Abdulkadir	Galmudud State	Director of Energy Department
18.	Abdinuur Khaliif	Galmudug State Ministry of Energy	Admin and Finance
19.	Ummul-khair M.	Galmudug State Ministry of Energy	Environmental Governance Adviser
20.	Yasin Ahmed	Hirshabelle State Ministry of Environment	Environmental Adviser
21.	Ahmed Bulshale	Puntland State	Environmental Officer
22.	Eng siciid Mohamud	Business Development Manager	SECCCO
23.	Eng. Bashir Mohamud	Managing Director	Dalsan Power

No.	Names	Institution	Title/Function
24.	Yusuf Abdi	Operations Officer	Safa Energy
25.	Mohamed abdirihim	Operations Manager	Hayle Barise
26.	Mohamed Adil	Chief Operating Officer	Somnuur
27.	Muse Kahiye	Managing Director	SunMax
28.	Nur Abdiqadir	Operations Manager	Tamarso
29.	Ishak Salad Dahir	CEO	TESCO
30.	Abdihakim Shiekhdon	CEO	Delt Engineering
31.	Hussein Kirow	Project Engineer	SolarGen Technologies
32.	Yaasmin sheikhdoon	Chief Operations Officer	Samawat Energy
33.	Mohamed Abdkarim	Blue Sky	Engineer and PM
34.	Abdiaziz Farah	ENEE	CEO
35.	Mahad Awad	WESCO	CEO
36.	Abdirizak Mohamed	NECSOM	CEO
37.	Qasim	Solar Chain Technology	Engineer
38.	Muhdin Sayid	IBS – Bank	Project Coordinator
39.	Aden Abdi	Recon Energy	Managing Director
40.	Abdulahi Adli	Safa Energy	Engineer
41.	Said Abubakar	Recon Energy	Procurement Officer
42.	Nur A/qadir Hassan	Tamarso	Engineer
43.	Hayes	Solar Chain	Engineer
44.	Ali yare Mohamed warsame	Dalsan Power	Engineer
45.	Abdiqadir Hassan	SUMMAX	Engineer
46.	Mohamed Abdi Ali	Hirshabelle Department of Environment	Director
47.	Hassan Mohamud Ali	Hirshabelle Ministry of Labour and Social Affairs	Department Director
48.	Eng. Isaq Hasan Abdi	Hirshabelle Ministry of Public Works and Reconstruction	Department Director

No.	Names	Institution	Title/Function
49.	Yusuf Abdi Farah	HirShebelle State Ministry of Water and Energy	Director General
50.	Mohamed Abdi	Dayax Electricity Company	Engineer
51.	Mohamed Ibrahim	Belet Electric	Project Officer

11.3 Annex III: Terms of Reference For preparation of Sectoral Environmental and Social Impact Assessment (SESIA) for Somali Electricity Sector Recovery Project (P173088)

Abbreviations

BESS	Battery Energy Storage Systems
COVID-19	Corona Virus Disease 2019
DFID	Department for International Development (UK)
EHS	Environment, Health and Safety
ENEE	Ente Nazionale Energia Elettrica (Somalia National Electric Corporation)
ESF	Environmental and Social Framework
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESPs	Electricity Service Providers
ESRES	Energy Security and Resource Efficiency in Somaliland
ESS	Environment and Social Standards
FGS	Federal Government of Somalia
GHG	Green House Gas
GIIP	General International Industrial Practices
GIS	Geographical Information System
GNI	Gross National Income
GRM	Grievance Redress Mechanism
HSDGs	High Speed Diesel Generators
LV	Low Voltage
MoEM	Ministry of Energy and Minerals
MoEWR	Ministry of Energy and Water Resources
MV	Medium Voltage
NDP	National Development Plan
NGOs	Non-Government Organization
PAPs	Project Affected Parties
PIU	Project Implementing Unit
PSMP	Power Sector Masterplan
RAP	Resettlement Action Plan
RISE	The World Bank's Regulatory Indicators for Sustainable Energy
RTK	Real Time Kinetics
SDGs	Sustainable Development Goals
SEP	Stakeholder Engagement Plan
SESIA	Sectoral Environmental and Social Impacts Assessment
SESRP	Somalia Electricity Sector Recovery Project
SMEs	Small and Medium Enterprises
SOP	Series of Projects
SRB	Surveyor Registration Board
WBG	World Bank Group

1. Background and Context

The energy sector in Somalia is beset with intertwined challenges emerging from years of conflict, ad-hoc service provision, and lack of overarching regulations. More specifically, challenges in the energy sector include:

1. Accounting to 96% of energy sources in the country, the high reliance on biomass has caused both profound deforestation and environmental degradation across many areas; with an estimate of about 83% deforestation between 1985-2015. Petroleum products, which account for about 10% of total energy use, are essentially used for transport and electricity generation and in smaller quantities for cooking and lighting.
2. Pre-conflict, the Somalia National Electric Corporation (ENEE) was the single public utility in operation, supplying Mogadishu and the main regional centers of Hargeisa, Berbera, Burao, Baidoa and Kismayo through distributed diesel generators and localized distribution grids with a combined total installed capacity of about 70MW and annual energy production of about 250GWh (1987). However, public electricity infrastructure was destroyed during the conflict and the associated public institutional frameworks are almost completely defunct at present. ENEE currently only operates 12 MW installed capacity in Boosaaso and Qardho in the North East Part of the country. The energy sector in Somalia has many features common to countries in or emerging from conflict whereby several private service providers stepped in by creating small electricity companies called Energy Service Providers (ESPs). The most common supply of electricity in such contexts is a decentralized, private supply of electricity using relatively low capacity Medium Voltage (MV) and Low Voltage (LV) networks with embedded small scale High Speed Diesel Generators (HSDGs), initially serving their own loads and gradually expanding to serve the neighborhoods.
3. In the Federal Government of Somalia (FGS), the Ministry of Energy and Water Resources (MoEWR) has the mandate to oversee operations in the electricity sector, whereas in Somaliland, the Ministry of Energy and Minerals (MoEM) has the mandate over the energy sector. At the federal level, there are Ministers responsible for Electricity though most of these are yet to be fully functional. Key sector decisions are made by the MoEWR in the FGS and MoEM in Somaliland respectively. Due to the absence of regulations and codes of practice, there is no mechanism to vet and enforce electricity services quality, health and safety standards thus exposing both ESP employees and the consumers to safety risks. This is further compounded by the lack of capacity to develop, enforce and monitor the sector by the government institutions. The FGS has taken some initial steps to create a favorable enabling environment of policies and regulations that include: (i) Preparation and adoption of a sector development plan - the Somali Power Sector Master Plan (PSMP), and (ii) enacting the requisite legislation (the Electricity Act).
4. Electricity distribution networks losses mainly stem from the use of LV (415/240V) as the main distribution voltage with the lines extending over long distances and aged equipment. Technical losses are further exacerbated by the ESPs' duplication of generation, distribution and retail infrastructure. In addition, the metering systems are deficient, and they cannot provide reliable data regarding electricity consumption. In some instances, ESPs charge a fixed fee based on estimation of the consumer load, such as the number of light bulbs or other appliances in use, due to lack of consumer meters. This provides no incentive for end-users to reduce equipment use or buy more energy-efficient products, contributing to overall energy inefficiency and driving up electricity costs.

5. Access to electricity is low, and is estimated at 35% nationally98, leaving 9 million Somalis coping without electricity. A disparity remains between access rates in urban areas (approximately 60%), rural areas (15%) and nomadic households (1%) in addition to high tariffs and connection fees which are barriers to access expansion. The country does not yet have a comprehensive electrification strategy with targets, but it is committed to the 2030 SDGs Agenda, including SDG7 for the achievement of universal access to modern energy.

6. Installed generation capacity is inefficiently used, as nearly 100% of generation is derived from HSDGs. Due to the lack of sector regulations and limited capacity of ESPs to invest in the equipment required to synchronize existing HSDG units coupled with a shortage of operations and maintenance staff trained in the use of equipment required for synchronous operation; most of the existing installed generation capacity is not being used efficiently and many of the units are operating below the designed performance criteria. As a result, "wet stacking" (diesel fuel waste, increased pollution, performance degradation and shorter HSDG lifespans) is widespread. By addressing the synchronization of generation units and, ideally, supplementing the thermal units with a renewable energy source, the gains could contribute to lower cost of generation by about 30%.[99]

7. A recent DFID-funded project – the Energy Security and Resource Efficiency in Somaliland (ESRES) had piloted initiatives to: (i) integrate renewable energy to existing HSDGs creating Solar PV/BESS/HSDGs hybrid mini grids leading to reduced cost of generation, and (ii) support participating ESPs to reduce network technical and commercial losses. The project has demonstrated the feasibility of solar power in reducing the cost of generation, and reducing GHG emissions (equivalent to about 8,822 tons CO_2 annually), in addition to the ESPs willingness to provide additional capital investments into solar PV based generation capacity.

8. Another sector-targeted project being currently implemented by the FGS and Somaliland is the Somalia Electricity Access Project and Additional Financing (SEAP). This project is funded under a WB-administered Somalia Multi-Partner Fund started in 2018 and to be concluded in 2022. The project aims to reduce market barriers for the private sector to provide modern energy access through solar home systems, and targets poorer households, small businesses, areas not sufficiently close to a mini grid, isolated villages, and nomadic pastoralists. The project is also financing studies to enable electrification through Solar powered/ hybrid mini grids, as well as a range of capacity building activities of the MoEWR of the FGS and the MoEM in Somaliland.

The FGS is preparing the Somalia Electricity Sector Recovery Project (SESRP) for appraisal. The SESRP aim is to increase access to electricity services and to re-establish the Electricity Supply Industry (ESI) in the Project Areas. The Project will be implemented by the two Project Implementing Units (PIUs) established at the MoEWR (FGS) and the MoEM (Somaliland) in close coordination with the Federal Member States, the beneficiary ministries and ESPs.

The Project Development Objective is to increase access to lower cost and cleaner electricity supply in the Project Areas and to re-establish the electricity supply industry

[98] https://trackingsdg7.esmap.org/ (Accessed 9 April 2021).

[99] Results from the Energy Security and Resource Efficiency in Somaliland Project (ESRES) indicate that ESPs that have hybridized the HSDGs with Solar PV systems coupled with Battery Energy Storage System have been able to reduce the consumer tariffs by about 34 percent.

2. Project Components

The Project Development Objective is to increase access to lower cost and cleaner electricity supply in the Project Areas and to re-establish the electricity supply industry.

The proposed Somalia Electricity Sector Recovery Project has been conceptualized as the first of a series of three projects The SOP vision has four themes (a) infrastructure development, (b) renewable energy generation, (c) electricity supply to public institutions, (d) sector capacity enhancement. These themes aim to achieve the following outcomes:

Increased access to lower cost electricity supply from diverse energy resources especially from renewable energy resources for climate change mitigation; and access to improved electricity and health and education services.

Sector institutional, legal and regulatory enabling environment for sustained sector operations, including enhancing both the public and private capacity to manage and operate the sector.

The Series of Projects (SOP) 1 (the project) will consist of the following four main components:

Component 1 – Sub-Transmission and Distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hargeisa (US$ 75 Million).

The component activities include sub-transmission and distribution network reconstruction and reinforcement in the major load centers of Mogadishu and Hargeisa. These activities will support the ESPs to: (i) decrease in the cost of operations (increased generation efficiency, reduction in distribution network losses and distribution network duplications); and (ii) improve electricity supply and reliability. These investments will enable the establishment of interconnected distribution off take infrastructure (bulk supply points) that will allow deployment of larger generation capacity and interconnection to the proposed transmission grid with neighboring countries. To enable the network to adapt to worsening climate condition (increasing rainstorm and flooding) steel tubular and concrete poles with concrete foundations will be used to construct the MV/LV lines and MV/LV poles. In addition, for the proposed new lines, the line route will be selected to avoid known flood prone areas.

Component 1-A. Generator Synchronization and Automation:

Currently, most of the ESPs have not implemented synchronization and automation as part of their generation processes. As a consequence, separate generator units are connected to exclusive feeder lines and as result, many generators operate below their expected optimal performance criteria. Further, the absence of automation and synchronization, prevents the ESPs from utilizing parallel generation to assure optimal generator performance and dynamic reactivity to electricity load variations. This kind of operation results in significant amounts of “wet stacking” (diesel fuel waste, extra pollution, and performance degradation). These all combine to reduce the potential maximum generation power output, reduce lifespans of the generator engines and elevate maintenance costs and unscheduled generation downtime. Investments under this component will support equipment supply and installation that will enable synchronizing and automation of the numerous generators presently in operation. The application of automation and synchronization will reduce cost of generation accruing from augmentation in generation capacity and thus will reduce wet stacking with concurrent lower fuel consumption, maintenance costs, and reduced GHG emissions.

Component 1-B. Sub transmission and Distribution network interconnection in the major load centers of Mogadishu and Hargeisa:

Most of the ESPs with a presence in the targeted project areas, operate independently and, as a consequence, there is significant infrastructure and operations duplication. In addition, lack of network interconnection limits the opportunity to share existing generation facilities in addition to the prospect of investing in larger capacity and more efficient generation systems. Specific activities of this sub-component will include: (i) building bus-bars to permit the generation from several generating units to be synchronized; (ii) interconnection of distribution facilities of individual ESPs with their neighbors; (iii) distribution network reinforcement; and (iv) construction of a greenfield 132KV sub-transmission line. The intention to focus on establishment of an interconnected sub-transmission and distribution network is deliberate considering the need to consolidate the currently existing investments in infrastructure and concretize the "bottom-up" infrastructure building blocks required to meet increasing electricity demand.

Component 2 – Hybridization and Battery Storage Systems for Mini-Grids (US$ 20 Million):

This component will support activities aimed at the hybridization and optimization of existing mini-grids. It will support installation of Battery Energy Storage Systems (BESS) and solar PV systems at existing diesel-based generation stations in selected load centers. This component aims at increasing the efficiency of the existing hybrid mini grids (diesel and solar) by optimizing the generation capacity and where possible reduce the diesel consumption by augmenting the installed capacity with BESS and additional solar PV generation. The hybridization opportunities offer significant improvements in fuel efficiency, fuel consumption, extended generator lifespans, reducing GHG emissions and combustion pollution, along with less reliance on fuel imports. In addition, hybridization has enabled some ESPs to reduce the electricity tariffs by about 40%. Furthermore, this component will support increased penetration of renewable energy and increased resilience of the existing mini-grids. Complemented by activities under component 1, having synchronized systems offers several benefits including, but not limited to: reducing grid shutdowns due to load imbalance, ensuring proper load flow and match the generation with the supply available, offering a foundation to foster further greater integration of renewable energy systems like rooftop solar, and opening opportunities for future net-metering. The selection of beneficiary ESPs will be based on a set of criteria.

Component 3 – Stand-alone solar off-grid access to public institutions (Health and Education) (US$ 40 Million):

This component complements ongoing activities under the SEAP project and expands activities to target health and education facilities, which were not part of the SEAP project scope.

This component will finance the delivery, installation, and O&M for Lighting Global certified solar-PV systems over the lifetime of the project for selected education and health facilities. Besides playing a key role in enablement of community co-benefits, facilities that have access to electricity may be better positioned to attract and retain skilled workers, especially in rural areas. Further, this will equip public service institutions to better respond to emergencies, such as COVID-19. The activities under this component support the resilience of the Somali population from the conflict's impact on livelihoods through improved access to functional basic services, such as health and education facilities. Further, it would also strengthen the government's legitimacy before its citizens through the delivery of the "social contract". The component will contribute to the re-establishment of the mandate of the Health and Education line Ministries for the provision of adequate services. The design is also consistent with the Health and Education World Bank projects implementing arrangements to build state capacity and expand revenue mobilization for the line Ministries (through improved services) for improved budget discipline and adequate allocation to cover for the facilities operational costs after the lifetime of the project. In addition, it will

establish a platform to rally Development Partners contributions to the budget in the event the revenue mobilized is not sufficient to cover for the facilities expenses.

Selection of the facilities will be underpinned by the Least-Cost geospatial analysis and the list of priority facilities identified by the FGS (in consultation with the FMS) and Somaliland (SL). Site profiling will be conducted during project implementation to confirm beneficiaries' facilities.

Component 4 – Institutional Development and Capacity Building (US$ 15 Million).

Component 4 activities consists of 5 subcomponents, tailored to the re-establishment of the sector soft infrastructure for the adequate day-to-day management and establishment of an enabling institutional and regulatory environment for sector operations.

a. *Sub-component 1 – Policy and regulatory development.*

The technical assistance is aimed at strengthening sector governance and regulation to foster autonomy, accountability, and transparency. Specific activities will include sector policy, regulation, planning, management and operations, among others. The process of reestablishing the ESI and integrating infrastructure network operations will require a mix of planning and monitoring and, in particular, national skill set advancement and institutional entities. This will also require having in place appropriate regulations, standards, safety and technical including environmental and social performance requirements. Further, the establishment of a regulatory framework will require the ESPs to improve technically, be environmentally and socially responsible, and provide better operations within a levelled and regulated marketplace.

b. *Sub-component 2 - Sector Planning and Feasibility Studies for Renewable Energy Projects.*

Following the adoption of the PSMP, there is need to undertake detailed feasibility studies, such detailed wind resource specific site measurements and geothermal prospecting, so as to progress implementation of the priority investments. The technical assistance will also support MoEWR/MOEM to undertake integrated planning including preparation of a Least Cost Development Plan covering generation, transmission and distribution and Electricity Access Strategy and Investment Prospectus. In addition, an assessment for productive uses of electricity will be conducted in the project areas to inform a pilot and the broader electrification planning and rollout agenda, also learning from the support provided under the SEAP project in providing off-grid connectivity to businesses. The pilot will be accompanied by a consumer awareness campaign building on the experience in similar contexts. The technical assistance is aimed at supporting the sector to have in place a sector wide development framework that will enhance crowding-in funding, both private and public.

c. *Sub-Component 3: ESP Business Support Services.*

The technical assistance will support selected ESPs to enhance their capacity in both utility business management operations and also assist to set up business processes that would not only enable them comply to the license obligations, but also help them to grow their businesses and revenue stream leading to long-term additional sector investments. The technical assistance to enhance the ESI institutional capacity would initially support and guide the day-to-day sector undertakings through a Business Support Services Firm (BSSF) approach, which seeks to support and guide the day-to-day sector undertakings over a medium term to reestablish the Somalia electricity sector covering both policy, oversight, operations and management including coaching and hands-on training of the sector staff and sector studies. The sub-component will also support ESPs with capacity to manage E&S

aspects in their operations including preparation of ESP EHS manuals that would in particular focus on the ESP operations and maintenance obligations of the facilities financed by the project

d. Sub-Component 4: Project Implementation Support including for environment and social safeguards.

This subcomponent will finance execution, design, and supervision consultants to assist the MoEWR/MoEM PIUs and associated agencies in project implementation, sector management and coordination. This subcomponent will also support key functions of the PIUs Project Management Teams (project management, procurement, financial management (FM), safeguards, and Monitoring and Evaluation) required for project implementation. The subcomponent will also include technical assistance to enhance sector fiduciary arrangements as well as setting up an E&S risk & impact management system, enhancing the E&S capacity through staffing and training on the ESF requirements based on a robust capacity building plan. Specifically, the subcomponent will finance the Owner's Engineer Consultancy Services to support the PIUs with regard to the project design, procurement and contracts' management, including fiduciary and E&S aspects covering responsibility of preparing E&S documents along with the sub project specific designs. A dedicated Environmental and Social firm will support the PIUs in the areas of health, safety, labor management, land, resettlement, community engagement and security. In addition, the sub-component will support trainings for the Ministries of Health and Education for the management and operations of the solar PV systems beyond the lifetime of the project.

e. Sub-Component 5: Implementation of Gender Action Plan.

This subcomponent will support a series of interventions envisioned to close the identified gender gaps. A gender diagnostic assessment to identify specific gender gaps within the energy sector, particularly barriers that limit career progression of women within the energy sector, was undertaken as part of the project preparation. The assessment highlights four critical areas to be considered for women to be employed in the energy sector: (i) pipeline (education sector), (ii) skills-training, (iii) women's employment and retention in the energy sector and (iv) policy and legal framework to support women's employment. The diagnostic gender gap assessment, will be undertaken as part of the project implementation that will inform the design and implementation of a pilot incubator to accelerate the employment of women engineers in the sector, and the preparation of a Gender Action Plan and a Gender Capacity Building plans.

3. Objectives of the Assignment

The objectives of the SESIA assessment are to: i) identify significant potential negative environmental and social, as well as Environmental, Health and Safety (EHS) risks and impacts associated with the likely evolution of electricity sector in Somalia, including all stages if the value chain, ii) assess the policy, legal and institutional framework and capacity to manage these issues, and iii) formulate a set of actionable recommendations and mitigation measures, by which to ensure these issues can be addressed at the policy level, so as to enhance environmental sustainability, social equity, and EHS aspects of the sector development..

4. Scope of Work

The Consultancy Firm shall endeavor to prepare in detail the following key elements of the SESIA report including, but not limited to the following:

4.1. SESIA scoping study

- Overview of the sector strategic document and its policy, institutional and legal framework: this shall include, but not limited to, describing policy-making/ planning processes of the sector; the policy,

institutional and legal framework relating to the sector paying attention to entities responsible for environment, social, EHS, and climate change issues relevant to implementation; and identifying the national environmental, social, EHS, and climate change policy objectives relevant to the sector.

- Review of SESRP series of three projects The SOP vision has four themes (a) infrastructure development, (b) renewable energy generation, (c) electricity supply to public institutions, (d) sector capacity enhancement. Linkage of SOP to overall sectoral strategy from policy-making/ planning processes of the sector, institutional and legal framework relating to the sector paying attention to entities responsible for environment, social, EHS, and climate change issues relevant to implementation; and identifying the national environmental, social, EHS, and climate change policy objectives relevant to the sector
- Description of key stakeholders, their interests and concerns: this shall include, but not limited to, key groups and institutions, environmental agencies, EHS related institutions, and climate change related institutions, non-governmental organizations, representatives of the public and others, including those groups potentially affected by the likely environmental and social impacts of implementing the sector strategic document. Particular attention should be paid to involving typically less represented groups such as women, indigenous peoples and minority groups. This also shall include reviewing any national public consultation records that have taken place as part of the sector development. Focus for engagement shall be paid for targeting directly affected and vulnerable groups as well as key stakeholders that may not have been adequately represented in the sector strategic document preparation.
- Description of aspects to be addressed in the SESIA: this includes but not limited to, potential significant impacts on the environment, EHS and social aspects, significant contributions to greenhouse gas emissions and increased vulnerability associated to the implementation of the strategic document; key environmental, natural resources, social, EHS related issues, and climate change aspects that impinge on sector performance and are not adequately addressed by the strategic document; key opportunities for the strategic document to make a significant contribution to environmental and social sustainability, climate resilience, low carbon development and green economy; and the potential conflicts between the sector strategic document and environmental, social, EHS, and climate change policy objectives (at national or sub-national level). Additionally, the consultancy firm shall determine expected impacts on society from the perspective of livelihoods and poverty reduction.
- Description of the scope of the environmental baseline to be prepared in the SESIA study: Also on basis of the information obtained above, the consultancy firm shall provide indications on the scope of the environmental and social baseline required for the SESIA study, ensuring that it will be adequate to examine in more detail the key environmental and social aspects identified above. This will include a proposal on the geographical units that will need to be targeted. All geographical units identified for inclusion in the environmental and social baseline assessment should be justified
- Assessment of ESMS as a capacity building measure that the ministry can explore and may be supported in the medium and long term considering the major stake private players have in the energy sector. The assessment will look at Set up Environmental and Social Management System (ESMS) and recommend feasibility of ESMS to manage the E&S risks and impacts of the private entities during the Operation and Maintenance Phase of project activities. Similarly an Institutional strengthening and

Capacity Building Plan for the Sector and proposed series of projects to be prepared as part of SESIA and disclosed.

- Recommendations of specific impact identification and evaluation methodologies to be used in the SESIA study: the consultancy firm shall provide an indication of the impact identification and evaluation methodologies that will be used in the SESIA study. Special attention should be given to identifying those environmental and social interactions that will require quantitative analyses and those for which qualitative analyses should be carried out.
- Indication of timeframes needed to carry out the SESIA study: The consultants shall assess the time needed for the completion of the SESIA study, based on the results of the scoping study. If at this stage it is considered necessary to extend the initially envisaged time frame for the assignment and/or to integrate other experts with specific skills, this should be proposed for consideration.
- Consultation: The scoping stage shall typically include a stakeholder consultation meeting that should aim to affirm assumptions, collect feedback, and gain buy-in on next steps. The scoping stage should result in determining and developing the best stakeholder engagement strategy that best suits and guides stakeholder engagements throughout the project life cycle and beyond.

4.2. SESIA Study

The SESIA study shall be based on the results of the scoping phase (following approval of the scoping study report) and include an environmental baseline study, the identification of environmental and climate change constraints and opportunities, the identification and assessment of the potential environmental impacts, an analysis of performance indicators, an appreciation of the institutional capacities to address the environmental and climate change challenges identified, and conclusions and recommendations. Specifically, the SESIA shall include:

- Environmental and social baseline study: A description and appraisal shall be made of the current state of the environment, focusing on the Valued Ecosystem Components (VECs),) as well as Environmental, health and safety (EHS) risks identified in the scoping study and necessary to better understand the key issues identified. A special focus shall be given to assessing the disposal facilities at the national level for the used and/or end of life solar panels. The trends for, and pressures on, the various environmental and social components shall be identified and a projection made of the state of the environment in the short-, medium- and long-term (as relevant) under the assumption of no implementation of the sector strategic document, taking into account the effects of climate change (to the extent they can be predicted with some reliability). External factors shall be taken into account, including the influence of policies and strategic plans from other sectors. If the 'no implementation' scenario is unrealistic, the most probable 'business-as-usual' scenario shall be selected. The geographical (or mapping) units to be addressed shall be described, if relevant.
- Identification and evaluation of environment, EHS aspects & social-related risks, constraints, and opportunities: the consultancy firm shall identify, describe and assess the social, environmental and climate change factors that can affect (positively or negatively) the relevance, effectiveness and sustainability of the sector strategic document. As relevant, the study should assess whether the sector strategic document, in view of identified vulnerabilities, includes an adequate response in terms of EHS and adaptation to climate change.

- Identification and evaluation of impacts: these include identifying and describing, the potential social and environmental consequences of implementing the sector strategic document, or otherwise not implementing a sector strategy (the business-as-usual alternative), including the positive or negative contribution to greenhouse gas emissions, and determining their significance taking into account the characteristics of impacts, the views and concerns of stakeholders and the sensitivity of the environment. The potential cumulative impacts of the envisaged sector activities shall be identified, since they may differ from the sum of individual impacts. Those impacts which are significant shall be assessed in detail taking into account: the views and concerns of stakeholders; consistency with international commitments (bilateral and multilateral environmental agreements); socio-economic consequences (especially on vulnerable groups and ethnic minorities); compliance with environmental, social, EHS, and climate change regulations and standards; consistency with environmental, social, EHS and climate change objectives and policies; and their implications for sustainable development.
- Identification of the cumulative impact of the project: The environmental and social assessment will consider cumulative impacts that are recognized as important on the basis of scientific concerns and/or reflect the concerns of project-affected parties. The potential cumulative impacts will be determined as early as possible, ideally as part of project scoping.
- Strategic Environmental and Social Assessment (SESA): a systematic examination of environmental and social risks and impacts, and issues, associated with Energy Sector policy, plan or program, typically at the national level as well as the lower levels will be undertaken and documented in the SESIA Report. The examination of environmental and social risks and impacts will include consideration of the full range of environmental and social risks and impacts incorporated in ESS1 through 10; will be prepared in conjunction with project and site-specific studies that assess the risks and impacts of the project.
- Identification and evaluation of impacts in terms of vulnerability to climate risks: The direct and indirect impacts of implementing the sector strategic document in terms of increased or reduced vulnerability to climate variability and climate change should be considered as relevant (e.g. the construction of new infrastructure in 'climate-sensitive' areas such as coastal zones may lead to population migration to these areas, thus exposing more people to climate risks; on the contrary, sector-wide measures may contribute to increase the population's resilience to climate change).
- Analysis of performance indicators: Performance indicators proposed by the sector strategic document should be assessed from an environmental, social, and EHS perspective, i.e. with regard to their usefulness to capture the environmental, social and EHS effects (positive or negative) of implementing the sector strategic document and to monitor the environmental, social, labor and climate-related constraints bearing on it. Based on this analysis, proposals should be made as appropriate for the improvement of the existing performance assessment framework.
- Appraisal of the capacities to address environmental, social, EHS, and climate-related challenges: The capacity of regulatory institutions to address the identified environmental, social, EHS and climate-related issues, both in terms of adaptation and mitigation, shall be appraised. Additionally, information on budget allocations and medium-term expenditure framework shall be incorporated.
- Stakeholder engagement: Stakeholders shall be engaged throughout the SESIA study according to the stakeholder engagement strategy agreed at the scoping phase, and in compliance with the requirements of the ESS10 – stakeholder engagement and information disclosure. The consultations shall be held with the purpose to (a) collect baseline information, (b) obtain a better understanding of the potential

environmental and social risks and impacts, and address other key aspects of the sector such as EHS and climate change (c) appreciate the perspectives/concerns of the stakeholders, and (d) secure their active involvement during subsequent stages of the project as appropriate. Consultations shall be preceded by a systematic stakeholder analysis that would (a) identify the individual or stakeholder groups (collectively referred to as Project Affected Parties (PAPs)) relevant to the project and to environmental and social issues, (b) include expert opinion and inputs, (c) determine the nature and scope of consultation with each type of stakeholders, and (d) determine the tools to be used in contacting and consulting each type of stakeholder. A systematic consultation plan with attendant schedules shall be prepared for subsequent stages of project preparation as well as implementation and operation, as required. Where community consensus is required with respect to the proposed mitigation measures for impact on community and public assets including water bodies, places of worships etc., specific plan for modification/relocation etc. have to be disclosed and consensus obtained. Consultations shall be documented to provide a detailed record on who attended the meetings (with signatures), what were the points raised and what were the team's responses. Photographs of the meetings are a useful addition to the documentation. Stakeholder's consultations shall be carried out according to the requirements of the ESS10.

NB: *Due to Covid-19 restrictions for communities, the Consultant shall innovate ways to do consultations fit for purpose, effective and meaningful in order to meet project and stakeholder needs and adhere to the restrictions put in place by the government to contain the spread of this novel Corona virus. This shall be done in line with Ministry of Health and the World Bank Guidelines on consultation during COVID 19.*

- Conclusions and recommendations: This section will summarize the key environmental and social issues for the sector involved, including policy and institutional constraints, challenges and main recommendations. Recommendations shall be made on how to optimize positive impacts and make best use of environment- natural resource- and climate change related opportunities, as well as on how to mitigate adverse effects, adapt to environmental, social, EHS and climate change constraints and manage risks. They shall suggest the potential changes in the design of the sector strategic document, implementation and monitoring modalities, or cooperation actions. The limitations of the SESIA and its assumptions shall be presented. The SESIA report should prepare the draft recommendations including alternatives where relevant, for review and stakeholder consensus. SESIA recommendations shall take into account the views presented by stakeholders and explain how these were integrated. In the case of concerns that were not integrated in the final recommendations, the reasons thereof should be given.

5. Deliverables and Timeframe

The selected Consultancy Firm shall deliver SESIASESIA along with appropriate annexes (E&S Safeguards Instruments) and shall meet the following schedule:

Activity	**Timing / deadline**
1. Submission of inception report for the SESIA	Within weeks after contract signing
2. Preparation of the terms of Reference and Scoping Report for the SESIA (including results of a stakeholder consultation meeting)	4 weeks after approval of inception report

3. Preparation of the interim report on the baseline and the risk factors associated with the project	Within 2 weeks after contract signing
4. Preparation of the draft SESIA report with the project alternatives, mitigation management measures recommendations and conclusions report for Stakeholder consultations.	Within 2 weeks after contract signing
5. Submission of draft SESIA report, inclusive of appropriate stakeholder consultation	2 Months after approval of scoping report
6. Submission of final SESIA reports: The final reports shall incorporate the comments from client and the World Bank, and will only be deemed final upon approval from client and the World Bank. This SESIA shall contain minutes of meetings and participant lists of stakeholder consultations	Within 3 weeks after receiving review comments from the client on the draft SESIA report

6. Governance and contracting arrangement

6.1. Reporting

The selected Consultancy Firm shall report to the Project Coordinator SESRP and shall also work closely with other focal persons recommended by the client.

6.2. Remuneration and duration of services

1. 10% upon signature of contract;
2. 20% upon submission of an inception report, satisfactory to the Bank, updating these terms of reference, outlining the methodology and schedule for completion of the assignment and including an annotated outline of the deliverables;
3. 30% upon submission of a draft SESIA (inclusive of stakeholders' consultation);
4. 40% on submission of a final SESIA and final proceedings of the required disclosure workshops, documenting outcomes of discussions and list of participants.

The Consultancy Firm shall be the responsible party for all deliverables mentioned in 4 above.

6.3. Services, Facilities and Materials to be provided by the Client

The Client will provide the following services to the Consultancy Firm:

- All relevant documents relevant to the project;
- All available and relevant background documentation and studies (e.g. regional, sectoral, cumulative);
- Unrestricted access to project areas and sites;

- Security details for all travel related to the assignment;
- Making all necessary arrangements for supporting the work of the Consultant(s), by e.g. facilitating access to government authorities and other Project stakeholders.
- Provision of furnished office space with electricity supply for the duration of the assignment, in the same location where the project coordination unit is.
- Disclosure of draft documents, sending out of invitations, organization of venues for public hearings, and being present as discussant at all public hearings.

7. Required qualification and experience

The Consultancy Firm shall demonstrate experience in conducting SESIAs for energy and infrastructure projects in fragile and conflicted areas, for the last five years with the following team members:

1. Environmental Expert

The Team Leader must have a minimum of masters' degree in natural resources management, environmental studies, environmental management, environmental policy, environmental engineering or a related discipline, with a proven track record of managing similar projects. Specifically, the team leader must have:

a. A minimum of five years of post-qualification professional experience in thematic areas related to environmental and social management issues with grounding in environmental assessments and monitoring in Energy and Infrastructure.

b. A proven knowledge in sustainable development financing and environmental and social risk & impact management.

c. A minimum of 5 years of experience in assisting institutions in assessing and implementing best practices related to sustainable development, strategic planning and environmental management;

d. Experience in working with the World Bank, including leading and supporting environmental and social due diligence, as well as other assignments and preparation and supervision of similar projects, compliance assessment and monitoring and evaluation; experience with other IFIs is desirable;

e. Knowledge of the World Bank's Environmental and Social Framework (ESF), Safeguards Policies; procedures, supervision and preparation of environmental and social management tools and training experience on environmental Safeguards;

f. Excellent knowledge, skills and experience in designing frameworks and systems associated with Sectoral Environmental and Social Impact Assessments (SESIAs), Environmental and Social Management Plans (ESMP), Environmental Management Frameworks, the social and EHS aspects of development projects, monitoring, evaluation and compliance assessment.

g. Excellent knowledge, skills and experience in multi-criteria assessments, stakeholder engagement and consultation, community participation; analytical skills to assess institutional capacity and to design/ review practical arrangements for implementing complex projects, and projects of fragile and conflict contexts, particularly in Africa.

h. Proficiency in the usage of computers and office software packages (word processing, spreadsheet etc.)

i. Previous work experience in the AFR region required, and specific knowledge of Somalia government and other institutional actors preferred.

j. Possess excellent technical and analytical skills, and

k. Excellent writing and communications skills in English mandatory

2. Social Expert:

The consultant must have a minimum of masters' degree in social sciences or a related discipline, with the following qualification:

a. A minimum of five years of post-qualification professional experience in thematic areas related to social risk & impact management issues with grounding in social assessments and monitoring.

b. Proven knowledge in sustainable development and financing social risk & impact management.

c. Excellent knowledge, skills and experience in designing frameworks and systems associated with Sectoral Environmental and Social Impact Assessments (SESIAs), Environmental and Social Management Plans (ESMP), Environmental Management Frameworks, the social and EHS aspects of development projects, monitoring, evaluation and compliance assessment.

d. Working experience on the new World Bank Environmental and Social Framework is required;

e. Excellent knowledge, skills and experience in multi-criteria assessments, stakeholder engagement and consultation, community participation; analytical skills to assess institutional capacity and to design/ review practical arrangements for implementing complex projects, particularly in Africa.

f. Previous work experience in fragile and conflict areas in the AFR region required, and specific knowledge of Somalia government and other institutional actors preferred,

g. Possess excellent technical and analytical skills, and

h. Have excellent writing and communication skills in English.

3. **Power Line Surveyor**

a. General Qualification

As a minimum requirement, the Power Line Surveyor must be a graduate with B.Sc. in Survey or equivalent from a recognized university.

b. Adequacy for the assignment, include:

i. Must have a minimum of five (5) years' experience as a surveyor on distribution lines and or HV Transmission Line Projects,

ii. Must be able to management data collection and electronic mapping using state of the Real Time Kinetics (RTK) survey technology,

iii. Must have a minimum experience of three (3) similar assignments,

iv. Must be a registered surveyor at the Surveyor Registration Board (SRB),

v. Previous work experience in fragile and conflict areas, in the AFR region required, and specific knowledge of Somalia government and other institutional actors preferred,

vi. Possess excellent technical and analytical skills, and

vii. have excellent writing and communication skills in English.

Annex I: Suggested Table of Contents for SESIA Report

Acronyms and Abbreviations

Executive Summary

Main Body

1) Introduction
2) Project Description
3) Legal and Institutional Framework
4) World Bank ESF and Safeguards Policies Triggered
5) Baseline Environmental and Social Conditions
6) Stakeholders' Consultation
7) Project Alternative Analysis
8) Potential Environmental and Social Risks & Impacts and Mitigation Measures
9) Environmental and Social Management and Monitoring Plan,
10) Capacity Development for Environmental Management and Monitoring
11) Conclusion and Recommendation
12) References

Annexes

1Letter of invitation for consultation + participants list

Annex 22: Minutes of meetings

Annex 33: E & S Field Assessment Questionnaires

Annex IV: Terms of Reference for preparing Draft ESMF

11.4 Annex IV: Capacity Building Plan for Somali Electricity Sector Recovery Project

Abbreviations	
AIDS	Acquired Immune Deficiency Syndrome
BESS	Battery Energy Storage Systems
BSSF	Business Support Services Firm
COVID-19	Corona Virus Disease 2019
CSOs	Civil Society Organizations
E&S	Environmental and Social
EHS	Environment Health and Safety
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESMF	Environmental and Social Management Framework
ESMS	Environmental and Social Management System
ESI	Electricity Supply Industry
ESPs	Electricity Service Providers
ESSs	Environment and Social Standards
FGS	Federal Government of Somalia
GBV	Gender Based Violence
GHG	Green House Gas
GRM	Grievance Redress Mechanism
H&S	Health and Safety
IDA	International Development Agency
LMP	Labor Management Plan
MDBs	Multilateral development banks
M&E	Monitoring and Evaluation
MoEM	Ministry of Energy and Minerals

MoEWR Ministry of Energy and Water Resources	
NGOs	Non-Government Organization
OE	Owner's Engineer
O&M	Operation and Maintenance
PIU	Project Implementing Unit
PMU	Project Management Unit
PSMP	Power Sector Master Plan
PV	Photo Voltaic
RFP	Resettlement Framework Policy
SEA/SH	Sexual Exploitation and Abuse / Sexual Harassment
SEAP	Somali Electricity Access Project
SEP	Stakeholder Engagement Plan
SESRP	Somalia Energy Sector Recovery Project
SOP	Series of Projects
STI	Sexually Transmitted Diseases
TOR	Terms of References
TPM	Third Party Monitoring
WB	World Bank
WBG	World Bank Group

1.0 Background and Context

The Federal Government of Somalia (FGS) is preparing the Somalia Electricity Sector Recovery Project (SESRP) for appraisal. The SESRP aim is to increase access to electricity services and to re-establish the Electricity Supply Industry (ESI) in the Project Areas. FGS has created the Ministry of Energy and Water Resources (MOEWR) to define and implement overall energy sector policies and to regulate the sector. MoEWR hosts the Project Implementing Unit (PIU).

The Project Development Objective is to increase access to electricity services and to re-establish the electricity supply industry in the Project Areas.

World Bank is keen in building Somalia national capacity in environmental and social risk & impact management; which is key in the implementation of the Environmental and Social Framework (ESF). The World Bank is committed to providing support to Borrowers to enhance national capacity to conduct environmental and social assessments of projects as well as the implementation of the mitigation measures.

Under World Bank policy, a Borrower must conduct environmental and social assessment of a proposed project, assessing potential risks and impacts and identifying appropriate mitigation measures. An essential element of the environmental and social assessment is understanding and assessing the institutional capacity of the Borrower and other actors to identify and manage the potential environmental and social risks and impacts.

2.0 Project Components

The Project Development Objective is to increase access to lower cost and cleaner electricity supply in the Project Areas and to re-establish the electricity supply industry.

The proposed Somalia Electricity Sector Recovery Project has been conceptualized as the first of a series of three projects The SOP vision has four themes (a) infrastructure development, (b) renewable energy generation, (c) electricity supply to public institutions, and (d) sector capacity enhancement. These themes aim to achieve the following outcomes:

- Increased access to lower cost electricity supply from diverse energy resources especially from renewable energy resources for climate change mitigation; and access to improved electricity and health and education services.

- Sector institutional, legal and regulatory enabling environment for sustained sector operations, including enhancing both the public and private capacity to manage and operate the sector.

The Series of Projects (SOP) 1 (the project) will consist of the following four main components:

Component 1 – Sub-Transmission and Distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hargeisa (US$ 75 Million)

The component activities include sub-transmission and distribution network reconstruction and reinforcement in the major load centers of Mogadishu and Hargeisa to improve network reliability and operational efficiency by interconnecting the current ESPs' distribution networks and existing generation in order to optimize overall distribution network operations. These activities will support the ESPs to: (i) decrease in the cost of operations (increased generation efficiency, reduction in distribution network losses and distribution network duplications); and (ii) improve electricity supply and reliability. These investments will enable the establishment of interconnected distribution off take infrastructure (bulk supply points) that will allow deployment of larger generation capacity and interconnection to the proposed transmission grid with neighboring countries. Both distribution and sub-transmission investments are a key precondition for the establishment of a transmission backbone and interconnection with neighboring countries. To enable the network to adapt to worsening climate condition (increasing rainstorm and flooding) steel tubular and concrete poles with concrete foundations will be used to

construct the MV/LV lines and MV/LV poles. In addition, for the proposed new lines, the line route will be selected to avoid known flood prone areas.

Component 1-A. Generator Synchronization and Automation.

Currently, most of the ESPs have not implemented synchronization and automation as part of their generation processes. As a consequence, separate generator units are connected to exclusive feeder lines and as result, many generators operate below their expected optimal performance criteria. Further, the absence of automation and synchronization, prevents the ESPs from utilizing parallel generation to assure optimal generator performance and dynamic reactivity to electricity load variations. This kind of operation results in significant amounts of "wet stacking" (diesel fuel waste, extra pollution, and performance degradation). These all combine to reduce the potential maximum generation power output, reduce lifespans of the generator engines and elevate maintenance costs and unscheduled generation downtime. Investments under this component will support equipment supply and installation that will enable synchronizing and automation of the numerous generators presently in operation. Automation and synchronization of the numerous generators will permit the optimization of electricity generation as the synchronization will enable the parallel operation of the generation so that each generator is operating in its optimal performance zone and the automation would make it easy for a particular generator to be brought online or offline easily and smoothly. The application of automation and synchronization to the numerous generators in each of the targeted major load centers (Mogadishu and Hargeisa) will provide reduced cost of generation accruing from augmentation in generation capacity and reduced wet stacking with concurrent lower fuel consumption, maintenance costs, and reduced GHG emissions.

Component 1-B. Sub transmission and Distribution network interconnection in the major load centers of Mogadishu and Hargeisa.

Most of the ESPs with a presence in the targeted project areas operate independently and, as a consequence, there is significant infrastructure and operations duplication. In addition, lack of network interconnection limits the opportunity to share existing generation facilities in addition to the prospect of investing in larger capacity and more efficient generation systems. The subcomponent activities will support investments in the sub-transmission and distribution network infrastructure required to enable generation synchronization and interconnection between the different ESP networks in addition to increased network capacity and reduced network losses. Specific activities include: (i) building bus-bars to permit the generation from several generating units to be synchronized; (ii) interconnection of distribution facilities of individual ESPs with their neighbors; (iii) distribution network reinforcement; and (iv) construction of a greenfield 132KV sub-transmission line. The intention to focus on establishment of an interconnected sub-transmission and distribution network is deliberate considering the need to consolidate the currently existing investments in infrastructure and concretize the "bottom-up" infrastructure building blocks required to meet increasing electricity demand.

Component 2 – Hybridization and Battery Storage Systems for Mini-Grids (US$ 20 Million)

This component will support activities aimed at the hybridization and optimization of existing mini-grids. It will support installation of Battery Energy Storage Systems (BESS) and solar PV systems at existing diesel-based generation stations in selected load centers. This component aims at increasing the efficiency of the existing hybrid mini grids (diesel and solar) by optimizing the generation capacity and where possible reduce the diesel

consumption by augmenting the installed capacity with BESS and additional solar PV generation. There are several ESPs that have commenced converting their generation systems into hybrid electricity generation mostly via solar PV. These systems are synchronized to operate as part of solar PV-HSDG hybrid generation, with the solar component providing daytime generation. Such hybrid opportunities offer significant improvements in fuel efficiency, fuel consumption, extended generator lifespans, reducing GHG emissions and combustion pollution, along with less reliance on fuel imports. In addition, hybridization has enabled some ESPs to reduce the electricity tariffs by about 40 percent. Further to the proposed efficiency enhancements under component 1, this component will support increased penetration of renewable energy and increased resilience of the existing mini-grids. Retrofitting of the existing ESP owned HSDGs with a BESS unit and setting up additional Solar PV plants would provide them a faster, easier path to greater electrification, better quality of service, lesser cost of generation and also lesser usage and replacement cost of old diesel engines. Complemented by activities under component 1, having synchronized systems offers several benefits: reduce grid shutdowns due to load imbalance, ensure proper load flow and match the generation with the supply available. Further, the synchronized system offers a foundation to foster further greater integration of renewable energy systems like rooftop solar and opens opportunities for future net-metering. The selection of beneficiary ESPs will be based on a set of criteria.

Component 3 – Stand-alone solar off-grid access to public institutions (Health and Education) (US$ 40 Million)

This component complements and expands ongoing activities under the SEAP project (P165497). While SEAP already provides support for nation-wide SHS connectivity scale-up, including for the nomadic population, this component will expand activities to target health and education facilities, which were not part of the SEAP project scope.

This component will finance the delivery, installation, and O&M for Lighting Global certified solar-PV systems over the lifetime of the project for selected education and health facilities. Besides playing a key role in enablement of community co-benefits, facilities that have access to electricity may be better positioned to attract and retain skilled workers, especially in rural areas. Further, this will equip public service institutions to better respond to emergencies, such as COVID-19. The activities under this component support the resilience of the Somali population from the conflict's impact on livelihoods through improved access to functional basic services, such as health and education facilities. Further, it would also strengthen the government's legitimacy before its citizens through the delivery of the "social contract". The component will contribute to the re-establishment of the mandate of the Health and Education Line Ministries for the provision of adequate services. The design is also consistent with the Health and Education World Bank projects implementing arrangements to build state capacity and expand revenue mobilization for the line Ministries (through improved services) for improved budget discipline and adequate allocation to cover for the facilities operational costs after the lifetime of the project. In addition, it will establish a platform to rally Development Partners contributions to the budget in the event the revenue mobilized is not sufficient to cover for the facilities expenses.

Selection of the facilities will be underpinned by the Least-Cost geospatial analysis and the list of priority facilities identified by the FGS (in consultation with the FMS) and Somaliland (SL). Site profiling will be conducted during project implementation to confirm beneficiaries' facilities.

Component 4 – Institutional Development and Capacity Building (US$ 15 Million)

Component 4 activities consists of 5 subcomponents, tailored to the re-establishment of the sector soft infrastructure for the adequate day-to-day management and establishment of an enabling institutional and regulatory environment for sector operations. Taken together, these activities will lead to the re-building of the electricity supply industry in the country and establish the fundamentals for sector development and private sector participation sustainable in the long-run:

a. *Sub-component 1 – Policy and regulatory development.*

The technical assistance is aimed at strengthening sector governance and regulation to foster autonomy, accountability, and transparency. Specific activities will among others include sector policy, regulation, planning, management and operations, among others. The process of reestablishing the ESI and integrating infrastructure network operations will require a mix of planning and monitoring and, in particular, national skill set advancement and institutional entities. This will also require having in place appropriate regulations, standards, safety and technical including environmental and social performance requirements. Further, the establishment of a regulatory framework will require the ESPs to improve technically, be environmentally and socially responsible, and provide better operations within a levelled and regulated marketplace.

b. *Sub-component 2- Sector Planning and Feasibility Studies for Renewable Energy Projects.*

Following the adoption of the PSMP, there is need to undertake detailed feasibility studies, such detailed wind resource specific site measurements and geothermal prospecting, so as to progress implementation of the priority investments. The technical assistance will also support MoEWR/MOEM to undertake integrated planning including preparation of a Least Cost Development Plan covering generation, transmission and distribution and Electricity Access Strategy and Investment Prospectus. Improved sector and electrification planning will inform a more comprehensive electrification program in the country adequately targeting the different segments of the population, including residential, commercial, nomadic, as well as public institutions. In addition, an assessment for productive uses of electricity will be conducted in the project areas to inform a pilot and the broader electrification planning and rollout agenda, also learning from the support provided under the SEAP project in providing off-grid connectivity to businesses. The pilot will be accompanied by a (also pilot) consumer awareness campaign building on the experience in similar contexts. The technical assistance is aimed at supporting the sector to have in place a sector wide development framework that will enhance crowding-in funding, both private and public.

c. *Sub-Component 3: ESP Business Support Services.*

The technical assistance will support selected ESPs to enhance their capacity in both utility business management operations and also assist to set up business processes that would not only enable them comply to the license obligations, but also help them to grow their businesses and revenue stream leading to long-term additional sector investments. The intent of the assistance is to enhance and increase the role of the ESPs, and the private sector in general, in the sector ownership, management and operations. The technical assistance to enhance the ESI institutional capacity would initially support and guide the day-to-day sector undertakings through a Business Support Services Firm (BSSF) approach. The BSSF approach seeks to support and guide the day-to-day sector

undertakings over a medium term to reestablish the Somalia electricity sector covering both policy, oversight, operations and management including coaching and hands-on training of the sector staff and sector studies. The sub-component will also support ESPs with capacity to manage E&S aspects in their operations including preparation of ESP EHS manuals that would in particular focus on the ESP operations and maintenance obligations of the facilities financed by the project,

d. Sub-Component 4: Project Implementation Support including for environment and social safeguards.

This subcomponent will finance execution, design, and supervision consultants to assist the MoEWR/MoEM PIUs and associated agencies in project implementation, sector management and coordination. This subcomponent will also support key functions of the PIUs Project Management Teams (project management, procurement, financial management (FM), safeguards, and Monitoring and Evaluation) required for project implementation. The subcomponent will also include technical assistance to enhance sector fiduciary arrangements as well as setting up an E&S risk & impact management system, enhancing the E&S capacity through staffing and training on the ESF requirements based on a robust capacity building plan. The Sectoral Environment and Social Assessment shall inform the sector wide development framework and E&S risk & impact management capacity and performance for the sector. Specifically, the subcomponent will finance the Owner's Engineer Consultancy Services to support the PIUs with regard to the project design, procurement and contracts' management, including fiduciary and E&S aspects covering responsibility of preparing E&S documents along with the sub project specific designs. A dedicated Environmental and Social firm will support the PIUs in the areas of health, safety, labor management, land, resettlement, community engagement and security. In addition, the sub-component will support other technical assessment and capacity building activities for the successful implementation of the project. This will include, for instance, trainings for the Ministries of Health and Education for the management and operations of the solar PV systems beyond the lifetime of the project.

e. Sub-Component 5: Implementation of Gender Action Plan.

This subcomponent will support a series of interventions envisioned to close the identified gender gaps. A gender diagnostic assessment to identify specific gender gaps within the energy sector, particularly barriers that limit career progression of women within the energy sector, was undertaken as part of the project preparation. The assessment highlights four critical areas to be considered for women to be employed in the energy sector: (i) pipeline (education sector), (ii) skills-training, (iii) women's employment and retention in the energy sector and (iv) policy and legal framework to support women's employment. The diagnostic gender gap assessment, will be undertaken as part of the project implementation that will inform the gender activities necessary to close gender gaps in the sector including the design and implementation of a pilot incubator to accelerate the employment of women engineers in the sector, and the preparation of a Gender Action Plan and a Gender Capacity Building plans.

3.0 Objective of the Assignment

The objective of the consultancy is to examine the existing policy, institutional, and individual capacities of Federal Government of Somalia (FGS), which are important for the daily management of Environmental and Social (E&S) risks and impacts brought about by the SESR Project during its entire life cycle, and accordingly recommending capacity building actions. In this respect, therefore, the FGS wishes to examine existing E&S-level institutions and

systems in moderating the delivery of development interventions, including scoping and characterizing existing capacity gaps in environmental and social impact assessment, management, mitigation, and monitoring. These include any existing safeguards systems and their laws, regulations, rules and procedures on the policy areas of environmental and social impact assessment, as well as the existing technical capacities of both regulatory and Bank-supported implementing institutions.

4.0 Scope of Work

Reference to the SOP theme (sector capacity enhancement), effort should be paid to cover the Environmental and Social (E&S) aspects of the sector's capacity enhancement. Therefore, this assignment aims to assess the E&S institutional capacity needs and make recommendations for capacity development. The Consultant shall follow the process outlined in the following steps:

- **Step 1**: Identify the key tasks required to assess and manage the project's E&S risks and impacts.
- **Step 2**: Map the relevant institutions and actors responsible for, or otherwise involved in, project development and implementation.
- **Step 3**: Analyze institutional arrangements and linkages.
- **Step 4**: Assess the capacities of the institutions and other actors to undertake the key E&S tasks for which they will be responsible.
- **Step 5**: Recommend capacity building actions and indicators for strengthening institutional capacity in areas where the analysis indicates this would be required or beneficial for effective preparation and management of E&S aspects of the project.

The information and analysis obtained from the above shall be incorporated, as appropriate, throughout the process of environmental and social assessment and in the related documents.

The consultant will determine the most appropriate approach for incorporating the above capacity building steps into the project preparation process, in collaboration with their respective Borrower counterparts. It is expected that consultant will use the incremental supporting funds for a variety of activities, such as engaging local consultants to assist in data collection and analysis, in-country travel for site visits and consultations with stakeholders. The Consultant will prepare and submit a plan based on the needs and priorities for that project and will account for the expenditures[100].

The results of these Institutional Capacity Building will be a review of "*lessons learned*" in relation to the assessment process, including implementation of the steps 1 to 5 above, and specific suggestions regarding measures to strengthen capacity in the areas Environment and Social Framework (ESF). The consultant will prepare a brief report on its experience to share and to provide feedback to help further develop guidance on this important aspect of the environmental and social assessment and World Bank due diligence and the development of the Borrower Capacity Building Strategy. The consultant may also be asked to participate in periodic feedback

[100] Expenditures must be eligible under BB, in accordance with EFO requirements

and experience sharing sessions and "lessons learned" reviews that may be organized from time to time during and after the implementation of the exercise. The clearer elaboration is listed on Step 1 to 5 below:

STEP 1: Identify key E&S tasks

Based on the project objectives, activities and location, identify the key tasks that are required to avoid, mitigate, or manage significant potential E&S risks and impacts. While the environmental and social assessment of the project will consider capacity in relation to a range of potential risks and impacts of the project. It is important to prioritize and focus on assessment and management of risks or impacts identified as significant in order to keep the scope of the assessment manageable and appropriate to the needs of the project. In addition, it is important to recognize that the nature and significance of various risks and impacts may need to be revisited as further information becomes available during project preparation.

The relevant ESS and associated Guidance Notes for Borrowers help in identifying the types of risks and impacts and the key tasks required to address them. Table 1 below identifies different tasks which may be relevant in applying the seven standards (ESS1, ESS2, ESS3, ESS4, ESS5, ESS6, ESS 8 and ESS10). The list is illustrative and should be adjusted or augmented as appropriate, based on the project-specific activities and associated potential E&S risks and impacts. Where it is known that several related tasks will be carried out by the same institution, these can be consolidated into a single task. If the list of tasks is too long the assessments and analyses outlined in Steps 2-5 may become impractical or impossible to complete within a reasonable budget and timeframe.

Table 1: Typical tasks for project-level E&S risk & impact management

Issue	Specific tasks
Environmental and social assessment (ESS1)	Identify the technical capacity of E&S management and implementation arrangements for the implementing entities
	Describe E&S procedures and decision-making in the country of implementation including timeline and consultation and participation of affected parties in the design
	Identify required documentation and permits for execution of the project including timeline and responsibilities for application
	Describe the legal & institutional framework (environmental and social requirements)
	Gap analysis between ESF and applicable national laws and regulations including corrective measures to overcome gaps and responsibilities of each party to do so
	Identify tasks related to implementation of the Stakeholder Engagement Plan (SEP) and grievance redress mechanism
	Explanation of the roles and responsibilities for the management of environmental and social impacts

	Suggestions for M&E indicators in order to monitor project during implementation and O&M phase of the project
	Identification of stakeholders in the project area and involvement in the development process of the project including a Stakeholder Engagement Plan scaled for the implementation phase of the project
	Description of how relevant information is made publicly available and how the local population in the project area is involved in the process of consultation on the project
	List all the existing procedure(s) to handle and follow complaints about the environmental and social aspects of the project and a contact person for questions/complaints
Labor and Working Conditions (ESS 2)	Identify the capacity of agencies to implement ESS2 and safeguard instruments (Labor Management Procedure) and elaborate how the capacity building listed in the ESCP will be enhanced
	Identify all local laws and regulations in the area of human rights, working conditions and terms and means to comply
	Describe categories of workers (includes direct, contracted/sub-contracted, and community workers, and consultants for the specific activities)
	Risk assessment of child and forced labour for activities related to the project (including supply chain) and possible policy and mitigating measures. Assess whether there is a risk of child labor or forced labor, identifying those risks consistent with paragraphs 17 to 20 of the ESF
	Elaborate how equal treatment and the prevention of discrimination of local employees and good working conditions, including women, migrant workers, temporary workers and seasonal labourers will be implemented
	Highlight health and safety of workers in relation to conflict context and any needs for security personnel for their protection.
	Undertake rapid assessment/mapping of the GBV/SEA/SH issues, prevention measures, corrective actions and response channels at work.
Resource Efficiency and Pollution	Identify the capacity of agencies to implement ESF and this standard, or elaborate how the capacity building enshrined in the ESCP will be enhanced
	Description of all local laws and regulations in the area of waste management and pollution control and means to comply

Prevention (ESS3)	Identify the activity-level risks and impacts (soil water and air) and include mitigation measures as appropriate considering country context and legislation as well as capacities at different levels of stakeholders and implementing agencies
	Assessment of the risk of processing and use of dangerous chemicals and description of adequate measures to prevent or minimize use.
Community Health and Safety (ESS 4)	Identify the capacities of agencies implementing community health and safety (noise, traffic safety, accidents, emergencies, pollution, and other disturbances, risks and impacts) in relation to the civil works and other investments of the project during implementation and operational phases.
	Identify potential security risk associated with the project and the mitigation measures
	Potential influx of workers, SEA/SH risks, and potential health and livelihood risks at the community level associated with unanticipated impacts
Land Acquisition and Involuntary Resettlement (ESS5)	Identify the capacity of agencies to implement this standard, or elaborate how the capacity building enshrined in ESCP will be enhanced.
	Description of land ownership, land acquisition and involuntary resettlement processes in the country, including roles and responsibilities and complying with local laws and the ESF.
	Indicate if resettlement or land acquisition is expected. Indicate whether voluntary land donation is expected (potential land acquisition or restriction due to the installation of sub-transmission substations, medium voltage line corridors of <33kv and possible expansion of brownfield and green field mini-grids)
	Mention potential land tenure activities under the project (investment in resolution of land tenure issues, titling, formalization of land, etc.)
	Due diligence process to ensure that potential land disputes and customary tenure (present and historical, including communities displaced by conflict with legitimate land claims in their places or origin) are identified, avoided and/or addressed,
Biodiversity Conservation and Sustainable Management of Living Natural Resources (ESS6)	Identify the capacity of agency(ies) to implement the ESF and this standard, or elaborate how the capacity building enshrined in ESCP will be enhanced
	Description of all local laws and regulations in the area of protection of biodiversity and natural habitats, and means to comply
	Indicate potential types of sub-projects that could affect biodiversity and natural habitats.

Cultural Heritage **(ESS8)**	Identify the capacity of agency (ies) to implement ESF and this standard, or elaborate how the capacity building enshrined in ESCP will be undertaken.
	List of negative impacts during different phases of project
	Description of consultation on cultural heritage with local population and relevant governments.
	Description on how the local community will be informed regarding their legal rights, nature and scope of the commercial exploitation and the potential consequences of this exploitation.
Stakeholder Engagement Planning and Implementation (ESS10)	Identify and provide a general understanding of the capacity of institutions associated with the project for stakeholder engagement.
	Elaborate how the GRM will be locally accessible and culturally appropriate. A proactive and well-documented approach for these interactions as well as a Grievance Mechanism should be established and put in place as early as possible (this may use existing mechanisms but should be separate from the GRM established under ESS2 above).

While the above tasks are the broader set concerning relevant ESSs, the Consultant shall concentrate on the specific activities identified for managing environmental and social risks and impacts for this Project, and identify spots where capacity building activities must intervene. At the stage of initiating E&S safeguard instruments for the Project, the PIU team was required to prepare TORs needed to fulfil E&S requirements, the matter that revealed insufficient individual and institutional capacities to handle TOR preparations. The Consultant is required to take these shortcomings into consideration when analysing Project's E&S tasks, and shall work out suitable improvement measures.

Step 2: Mapping the Institutions and other Actors

There is a low capacity of the implementing agency to manage and monitor environmental risks as shown by an assessment of the key implementing agencies MoEWR, FGS; and the MoEM, Somaliland and ESPs. Noted is the poor safety records among the ESPs, absence of regulations and standards codes of practice and mechanism to vet and enforce electricity services quality, health and safety standards. Through existing institutional arrangements established under the ongoing SEAP project (P165497), two dedicated consultants providing respective environment and social safeguards support, in addition to a dedicated Environmental and Social firm have been hired to support the respective PIU within the MoEWR (FGS); and the MoEM (Somaliland) to support day-to-day sector undertakings in the short term. The E&S Firm shall provide guidance in the areas of health, safety, labor management, land, resettlement, community engagement for the project and the Sector and development of E&S framework documents for the initial period of 6 months to one year.

Step 2 involves identifying the institutions and major actors that will be involved in project preparation and implementation, and clarifying their respective roles and responsibilities in implementing each of the tasks identified in Step 1. One example includes the involvement of a Third Party Monitoring (TPM) agency during the lifetime of the project, which may play a significant role in complementing capacity in early stages of the project in conjunction with capacity building interventions, though will phase out over time as capacity building targets are

met. The information on which this institutional mapping is based is likely to come from legal documents, consultations and interviews as well as secondary sources such as previous environmental and social assessment reports.

While the specific institutions and actors responsible for project development and implementation will vary, the ones most commonly involved are set out in Box 1. For some projects, some of the entities may have multiple or overlapping roles.

Box 1. Most common institutions and actors responsible for project development and implementation

- **Project sponsors and developers:** Government ministries and agencies, state owned enterprises, entities overseeing projects, and private sector investors.
- **Project implementers:** Project Implementation Unit **(**PIU), Program Management Unit (PMU), and central and local government entities (ministries or other departments with supporting roles).
- **Other actors:** Entities that may be responsible for developing and/or implementing specific aspects of a project (e.g., NGOs and CSOs).
- **Legislators and policymakers:** Legislative entities and policymakers at the national and subnational level.
- **Regulators:** Government ministries, compliance, and enforcement authorities at the national or subnational level.
- **Advisors and Consultants:** Engineering firms or government bureaus providing technical design or operational services, law offices providing legal services, or other consultancies providing E&S risk management related services.
- **Contractors and subcontractors:** Contracted or subcontracted providers of construction and other project-related services
- **Stakeholders:** Parties likely to be affected by the project or have an interest in it (project-affected parties and other interested parties, per ESS10), including local communities, national and local authorities, suppliers, NGOs
- **Lenders and development partners:** Multilateral development banks (MDBs), bilateral donors, Multi-donor Trust Funds, and commercial banks.
- **Third-party Monitoring (TPM):** TPM(s) is/are expected to be commissioned during the lifetime of the Project to monitor and evaluate project implementation

It is useful at this stage to carry out a general mapping of the institutions and other actors involved. Table 2 illustrates such a mapping for the stakeholder engagement tasks identified in Step 1. By identifying different responsibilities, the mapping helps to clarify the institutional structure for project preparation and implementation. This includes identifying potential areas of overlapping responsibilities or possible gaps in responsibility. This

mapping provides the basis for a more thorough analysis of the institutional arrangements, responsibilities and links in Step 3. A second example of institutional mapping is provided in Attachment 1.

Table 2: SESRP Stakeholder Engagement

Key Task	Institution/Party Responsible for Task						
	Ministry of Finance	**Sector Ministry (MoEWR)**	**Local Government Unit**	**Regulator**	**Project Implementing Unit**	**Supervising Engineer**	**Cor**
Stakeholder identification & mapping		X	X		X		
Develop Stakeholder Engagement Plan			X		X		
Implement stakeholder engagement activities		x	X		X		x
Establish grievance mechanism		x	x		X		X
Operate grievance mechanism		X	X		X		X
Disclose information for stakeholder engagement		X	x		X		x
Conduct ongoing stakeholder engagement		X	x		X		X

STEP 3: Analyse institutional arrangements and linkages

The project will be implemented by: (i) The MoEWR, FGS in Mogadishu in close coordination with the FMS, ESPs and the Ministries of Health and Education; and (ii) The MoEM, Somaliland in Hargeisa in close coordination with the Somaliland Ministries of Education and Education and the ESPs. The Project Institutional and Implementation Arrangements take into account the following: (i) The IDA Grant Recipient (FGS) and the Recipient Institutions (Ministries of Energy, Education and Health); and (ii) The Electricity Service Providers (ESPs) who currently own, manage and operate most of the electricity infrastructure. The ultimate beneficiaries (agencies responsible for the operations and maintenance of the project assets are): the ESPs will be responsible for the assets financed and constructed under Components 1 & 2; and (ii) The Ministries of Education and Health for the SHS installed with financing under Component 3 by the Ministry of Energy.

The project will rely on the existing institutional and implementation arrangements established under the ongoing SEAP project. The staff at the PIUs shall be responsible for all the project implementations activities including procurement, safeguards, financial management, M&E, and project management functions as well as coordination and reporting to the Bank. The two PIUs will comprise experts with different skills including but not limited to the following general functions: contracts management, procurement, financial management, stores management, safeguards and reporting. Each PIU shall have, as core staff, the following: (i) Project Manager/Program Coordinator; (ii) Financial Management Specialist; (iii) Procurement Specialist; (iv) Project Engineer; (v) Environmental Safeguards Specialist, (vi) Social Safeguards Specialist; (vii) Gender Specialist, and (viii) Monitoring and Evaluation Specialist. The PIU shall co-opt members from the ESPs and the Ministries of Education and Health as maybe required at the various stages of the project. The PIU staff shall have the responsibility to oversee the project implementation, perform the required technical functions, and serve as the focal points for communication with Bank, contractors and consultants. For the respective components, each PIU will be also responsible for preparing the Request for Bids (RFB)/Request for Proposals (RFP) for tendering, bid evaluation, contract award, contract management, etc. and technical assistance consulting firms (e.g. the Owner's Engineer (OE) and the Business support Firm (BSSF)), financed under the IDA Grant, providing contractors and consultants with support and guidance during project implementation, as well as to supervise contractors' and suppliers' compliance with all their contractual obligations, as well as compliance with Environment and Social Safeguards requirements.

Step 3 takes a broader view of the overall institutional structure for project implementation. It focuses on:

(i) Clarifying the specific roles and accountabilities of the institutions and other actors identified in Step 2 in implementing the tasks identified in Steps 1.

(ii) Identifying any gaps, areas of overlap, excessive fragmentation of responsibilities, potential redundancies or conflicts, etc.

(iii) Evaluating the effectiveness of lines of communication and coordination mechanisms among the institutions, with emphasis on those with overlapping or complimentary roles.

This analysis is important for identifying potential issues that could undermine project development and implementation. It provides the basis for designing measures and providing recommendations aimed at ensuring

that the project's institutional structure is as clear, effective and efficient as possible. Box 2 provides suggested questions that would be asked for each of the tasks identified in Step 1.

Box 2. Key questions to assess institutional roles and responsibilities for implementation of identified tasks

- Is there a clear governance structure for this task?
- If the responsibility for implementation of the task is shared among two or more institutions/actors, are there effective lines of communication and coordination mechanisms among the institutions involved?
    - What structures, mechanisms and forms for agreed communications and coordination among and within organizational units exist?
        - Structures can be formal, e.g. units established for specific communications purposes such as committees, working groups, individuals tasked with specific responsibilities etc. or informal, like existing reporting lines which are not officially recognized or mandated, but nonetheless efficient.
        - Mechanisms of communications might include progress review meetings, inter-agency planning sessions, complaint or grievance reviews, public hearings or briefings among others.
    - Is the communication and coordination structure effective?
    - Are information flows timely and of sufficient quality? Do they result in:
        - decision makers remaining informed of overall project progress and of the need for remedial actions such as re- deployment of staff and financial resources;
        - the elimination or minimization of redundant actions;
        - Avoidance of tasks not being completed due to confusion over roles and responsibilities.
- If there are areas of overlap in roles and responsibilities for a task, are these likely to lead to conflict, redundancy, inefficiency?
- If responsibility for a task is not clearly established in the institutional structure, is there agreement on who will complete it in the context of the project, and do they have the resources?
- Is there excessive fragmentation of responsibility, which could lead to confusion or inefficiency, can the structure be simplified or unified?
- Are there any other potential issues related to the governance structure for this task?

Step 4: Assess the capacity of individual institutions

It is important to go through Steps 1 – 3 to provide the operational context for assessing the capacity of the individual institutions or actors responsible for implementation of different aspects of the project. Step 4 involves assessing the capacity of each of the identified institutions or actors to undertake the tasks identified in Step 1. This will require examining existing systems and the resources available to carry out the tasks for which the institution or actor will be responsible, and, where possible, reviewing its track record in carrying out similar tasks in the past. This includes, for example, its ability and commitment in practice to implement its enabling legislation and its own institutional policies, the effectiveness of institutional and individual incentives for performance, and its ability to adapt to changing circumstances. For a recently or newly created institution, which will have little or no track record, it may be useful to review the performance of institutions that had the same or similar responsibilities previously (while recognizing that the new institution might have been created specifically to achieve better outcomes).

Step 4 (a): Track Record

An institution's past performance should be evaluated both in the context of implementing previous or current projects financed by the Bank (or by other development partners with similar E&S policies and standards), and when implementing activities under national laws and systems. This is particularly important for tasks where national requirements differ significantly from Bank requirements. Key aspects to consider are compliance and enforcement, monitoring, stakeholder engagement, and documentation and recordkeeping.

Box 3 provides questions for evaluating an institution's likely capacity and commitment to implement tasks for which it will be responsible, based on its track record.

Box 3. Questions to assess the track record of an institution or actor

Can you provide documentation and other evidence that this institution/actor …?

- has performed this task before?
- has a system for monitoring and assessing performance?
- has a track record of compliance with relevant national or regional regulation?
- has a track record of compliance with Bank safeguards or ESF, Equator Principles and/or other MDBs policies?
- has an effective system for quality management?
- takes E&S information and monitoring into account when making decisions and taking actions?
- effectively manages the E&S performance of contractors, including contractor selection, routine supervision, quality control and corrective actions?
- has systems in place for institutional learning and improvement, learning lessons from past mistakes and experiences?
- can hire staff and/or recruit consultants in a reasonable timeframe, and retain well-

Step 4 (b): Assess current institutional capacity for implementing E&S Safeguards

The assessment considers four elements of institutional capacity that are relevant for E&S risk & impact management: external enabling environment; organizational arrangements; human resources; and financial and other resources. Because national and local institutions will have been established and designed to implement existing laws and regulations, their internal administrative structures, procedures, staffing and skills, and previous operational experience will reflect those laws and regulations. If the project requires them to carry out other tasks, or to operate in another way, this could have implications for the nature or extent of capacity-building that may be required. Step 4 therefore looks at different aspects of institutional performance that will be relevant for delivery of the tasks identified in Step 1. The following tasks will be undertaken:

- Description of the institutional arrangements for project implementation with a focus on points of accountability (who will do what) for specific functions on environmental and social safeguards. This would include a clear definition of roles and responsibilities of project staff and associated agencies in subproject implementation and application of environmental and social review, preparation and implementation of safeguard instruments, monitoring, and evaluation but also training, staffing, budgeting and financial support.

- Outline the requirements for consultation with local communities and stakeholders, both during subproject preparation and ES safeguards development, and during subproject implementation.

- Outline the grievance redress mechanism to provide stakeholders and potentially affected communities and households avenues to provide feedback or grievances, and receive responses, with regard to the implementation of sub-projects throughout the life of the projects.
- Outline the requirements for monitoring and subproject supervision to ensure that the management measures are satisfactorily implemented and that the agreed targets for environmental and social protection are achieved.
- Outline the requirements for capacity strengthening or training deemed appropriate for the borrower or client, or government agency, involved in the ES safeguards implementation or monitoring.
- Outline the requirements for technical assistance to communities, service providers and public sector institutions to support the implementation of the ES safeguards instrument.

Table 3 lists questions and aspects to review in evaluating current capacity of an institution/actor.

Table 3: Aspects of individual institutional capacity

Question	Aspects
Does the external enabling environment support completion of the task?	This focuses on Government policies, laws and regulations, the mandates of the institution/actor, institutional incentives or pressures, political commitment to E&S issues
Does the institution have appropriate internal policies and operating procedures?	This focuses on the institution's own policies and procedures including vision statements, quality assurance and accountability systems, outreach and communications, as well as overall institutional culture
Does the institution have adequate and appropriate human resources?	This focuses on technical and managerial skills; appropriate job descriptions and performance management, appropriate allocation of tasks to staff; training programs and opportunities, staff retention; ability/timing to recruit additional staff or consultants; human resources policies
Does the institution have appropriate financial and other resources?	This focuses on the level of financial and other resources available for the task, and systems for allocation of such resources, including budget processes; cash flows to deliver funds when needed; financial planning; transportation, equipment and supplies; information technology infrastructure and databases

Table 4 provides some specific guiding questions and examples of potential findings for assessing these elements and sub-elements of institutional capacity. These points should be considered as they relate to the specific E&S risk & impact management tasks for which the institution will be responsible.

Table 4: Guiding questions and examples for assessing elements of institutional capacity

Element	Question for Assessing Sub-Element
External enabling environment	What external factors could prevent the institution from carrying out its identified project—related E&S tasks appropriately?
	Government policies Example: The Ministry (MoEWR) has a policy to promote the implementation of E&S requirements in the project from preparation, implementation and monitoring?
	Laws and regulations Example: National law prohibits payments to people without land titles.
	Institutional incentives Example: Department of Energy, which is responsible for generation and distribution of energy, relies on revenue from licensing as its main source of funding.
	Mandate Examples: • The Ministry responsible for Regulates and manages the public supply of electricity, transmission, energy conservation, and alternative energy in the country, but has no mandate for regulating private ESI.
	National-level commitment Examples: • The Ministry of Finance does not prioritize funding for the project; government has not ratified a relevant international convention. • Government failed to fulfil E&S-related commitments in a timely fashion under previous Bank-financed operations.
Organizational policy, procedures, structure, and culture	Does the institution have the following elements in place to support implementation of the identified tasks in a manner consistent with the relevant standards of the ESF?
	Institutional Policies and Procedures Example: E&S risk mitigation manual or portion of Operational Manual.

	Reporting lines and other arrangements which promote effective implementation, and measures are in place to detect and discourage conflicts of interests or fraudulent practices. To whom do the environmental and social staff report?
	Quality assurance and control systems Example: There is an internal review system for documents, and decision-making and compliance systems include checks and balances.
	Transparency measures Example: There are appropriate information disclosures, communications and outreach, and grievance mechanisms.
	Institutional-level commitment Example: The National Park Authority has approved park management plans, and has a history of implementing and enforcing those plans
	Appropriate staff incentives Example: Adequate salaries and contract terms and conditions, performance management practices that encourage environmental and social staff to flag risks, to voice concerns and take appropriate actions rather than to conceal/ignore risks.
Human resources	Does the institution have the human resources and human resource policies in place to support implementation of the identified tasks in an appropriate and effective manner?
	Is the institution adequately staffed, in terms of skills, qualifications, and number of personnel for implementation of the relevant tasks? Take into account that some staff may have additional responsibilities beyond the project.
	If the institution does not have, or plan to create, sufficient in-house capacity, do they have the authority, means and capacity to engage and manage external consultants in a timely fashion?
	Does the institution have a human resources management system to support the performance of the necessary tasks and provide working conditions consistent with ESS2?
Budget, equipment, and means	Does the institution have the financial and other resources in place to support implementation of the identified tasks in an appropriate and effective manner?
	Amount, control over allocation, availability, and process • Are sufficient resources allocated for the task?

	• Do staff undertaking the task have any control or voice in allocating resources? • Is there a process or a system in place where units performing the task can request additional funding to meet newly emerged needs?
	Budgetary projections • Is a there an annual or more frequent process or system in place for making budget projections, and for intermediate reallocations? • To what extent do units involved in the task have opportunities to give feedback on the adequacy of funding?
	Does the institution have the necessary facilities, transportation, equipment and supplies to carry out the relevant tasks in a timely fashion throughout the implementation of the project?
	Does the institution have sufficient information sources and information technology management systems to carry out the relevant tasks? Such as databases, infrastructure, Geographic Information Systems, sufficient access to the Internet.

Step 5: Proposed Technical and Institutional Capacity Development Plan

It is quite important that the recommended actions under this task, and thus their implementation architecture, be linked to the overall Project's Environmental and Social Management System (ESMS).

This task aims at developing a comprehensive capacity building plan that should cover as a minimum, various stakeholders, each key step of the Project, each implementation level, training requirements, and staffing requirements, as well as budget requirements.

Where the process set out in Steps 1 to 4 indicates that capacity to carry out a specific takes needs to be strengthened, Step 5 involves identifying specific measures to help address those needs. These actions may target individual institutions or actors (or elements of them) or be aimed at improving the overall institutional framework including linkages, as well as include individual positions within specific institutions.

Recommendations should be for concrete and feasible operational actions. Specific recommended actions should be designed to address the need for strengthened capacity in an efficient manner and within a timeframe that is meaningful to support project preparation and/or implementation. This means that the action plan should include clear requirements for each phase of the Project, and in some cases for selection of subprojects/ initiation of disbursements and/or components or subcomponents. The description of actions should include assignment of responsibility, timelines for completion and budgets, and where possible targets and indicators for tracking progress and successful completion. Where training is called for, the target audience, approximate time commitment and source of training materials/ and trainers should be indicated.

In summary, the Technical and Institutional Capacity Development Plan shall include, as a minimum, sub-sections on the: i) assignment of responsibility, ii) timelines for completion, iii) budgets, iv) targets and indicators for implementation of the activities, v) monitoring, and vi) completion assessment.

As part of this step, indicators and targets should be identified for implementation of the actions and for effectiveness and achievement of their goals. For example, indicators for a training activity could include numbers of individuals trained or numbers of training courses delivered (implementation indicators) as well as a measure of the effectiveness of the training and indication that those who received it are putting their improved knowledge and skills to use (effectiveness/achievement indicators). This will also look at assessment of ESMS as a capacity building measure that the ministry can explore and may be supported in the medium and long term considering the major stake private players have in the energy sector. The assessment will look at Set up Environmental and Social Management System (ESMS) and recommend feasibility of ESMS to manage the E&S risks and impacts of the private entities during the Operation and Maintenance Phase of project activities. Similarly an Institutional strengthening and Capacity Building Plan for the Sector and proposed series of projects to be prepared as part of SESIA and disclosed.

Box 4 provides examples of the types of capacity strengthening actions that may be considered. If underlying problems are noted in this process, they can be identified for discussion and possible action in other contexts.

Box 4. Examples of measures to develop institutional capacity

Activities at the project level:

- Develop improved standards and technical guidance, such as procedures for verifying the age of workers or water or air quality guidelines
- Develop clear operating procedures and reporting lines
- Develop business standards and monitoring requirements
- Establish clear job descriptions and accountability
- Recruit staff in areas of institutional capacity weakness
- Conduct targeted recruitment of consultants with terms of reference that include transfer of knowledge and skills within a specified timeframe
- Train existing staff in areas of identified need and improve opportunities for professional development, such as on-the-job learning and coaching, hands-on experience in specialized fields, support participation in professional associations, as well as twinning, and mentoring
- Mobilize additional financial resources to cover recruitment of staff, procurement of equipment, vehicles and logistical support
- Plan and acquire key equipment, and providing training and resources to operate such equipment
- Develop public awareness and community outreach programs, such as preparation of public service announcements, web-sites, brochures, and other

4.0 Deliverables and Timeframes

The key deliverable of this assignment shall be the "technical and institutional capacity development plan" identifying key issues such as:

a. Capacity challenges at the institutional level both at national and federal member states;

b. Current capacity development opportunities in the sector;

c. Specific capacity needs and priorities at the institutional level both at national and federal member states;

d. Recommendations for the most suitable, effective, efficient and affordable modes of capacity development to meet the identified capacity challenges.

Moreover, an inception report including a work plan, detailed methodology, report format and timeline, shall be submitted within 1 month from the commencement of the assignment.

A draft" technical and institutional capacity development plan" consolidated report shall be submitted 2 months after receiving approval on the inception report, whereas, a final "technical and institutional capacity development plan" taking into account the results of the validation workshop to be submitted after 2 months of signing the contact.

5.0 Governance and contracting arrangement

5.1 Reporting

The selected Firm shall report to the Project Coordinator SESRP and shall also work closely with other focal persons recommended by the client.

5.2 Services, Facilities and Materials to be provided by the Client

The Client will provide the following services to the Firm:

- All relevant documents relevant to the specific projects;
- All available and relevant background documentation and studies (regional, sectoral, cumulative);
- Unrestricted access to project areas and sites;
- Offering security detail for all travel related to the assignment;
- Making all necessary arrangements for supporting the work of the Firm, by facilitating access to government authorities and other project stakeholders.
- Provision of office space with electricity supply for the duration of the assignment, within the project coordination unit.

- Disclosure of draft documents, sending out of invitations, organization of venues for public hearings, and being present as discussant at all public hearings.

5.3 Payment Schedule

- 10% upon signature of contract;
- 20% upon submission of on an inception report, satisfactory to the Bank, with outlined methodology and schedule for completion of the assignment and including an annotated outline of the deliverables;
- 30% upon submission of a draft Capacity Building Plan;
- 40% on submission of a Capacity Building Plan and final proceedings of the required disclosure workshops, documenting outcomes of discussions (minutes) and list of participants.

6.0 Required Qualifications and Experience

c. General Qualification

- The Firm should have a minimum of five years' work experience in environmental and social management, environmental and social safeguards.
- Team Leader should have a M.Sc. in a relevant technical field such as environmental management, social sciences, natural resource management and Energy from a reputed university.
- Experience on donor funded projects and prior implementation of donor safeguards is an advantage.
- Prior experience in World Bank funded projects will be a further advantage.

d. Professional Competencies

- Ability to read and write excellent English, and produce project reports in English for regular and ongoing presentations to World Bank staff.
- Ability to communicate in the local language.
- Ability to guide and deliver the range of safeguards management activities required by the project.
- Ability to interact with staff in the relevant implementing agencies.
- Effectiveness in analyzing and resolving project implementation issues.
- Have excellent technical and analytical skills, with a proven track record in operational and political work on environmental and social issues.

- Have a good knowledge of the assessment, preparation and/or management of the implementation of the Bank's environmental and social safeguards for the development of major infrastructure in Africa.
- Familiarity with the relevant Federal Government of Somalia procedures and regulations,
- High level of computer literacy, including Word, Excel, email and the internet, and
- Strong communication skills and good interpersonal relations.

7.0 Capacity Development and Training Schedule

Table 5 gives a detailed matrix for the implementation of the identified capacity gaps with the following details:

- Objective of the capacity building
- Specific issues of engagement
- Methods of implementation, engagement and training,
- The scope of the identified target stakeholder, population and area,
- Responsible entity / person, and
- The implementation timeframe

Table 6 shows the proposed schedule of implementing the capacity training for the SESRP

Table 5: Capacity Development and Training Schedule

Objectives	Issues for engagement	Method of engagement	Stakeholders/Target population and area	Responsible person	Time frame
ESMF	Training of all Technical Leads on the ESMF	Training	SESRP Technical Leads / relevant staff responsible for the implementation of E&S	PIU	Prior to commencement of activities
GBV Action Plan	Training of all Technical Leads on the ESMF	Training	SESRP Technical Leads / relevant staff responsible for the implementation of E&S.	PIU	Prior to commencement of activities

Project GRM	Consultation on different GRMs mechanisms in place, development of overall GRM, and Training with all Technical Leads	Consultations and Training	SESRP Technical Leads / relevant staff responsible for the implementation of E&S	PIU	Prior to commencement of activities
GBV Procedures for Reporting and Prevention	Training and monitoring during project implementation to prevent GBV and support reporting of cases	Training, monitoring,	SESRP Technical Leads / relevant staff/Community members / vulnerable groups	Coordinated Lead of GBV Consultant	Prior to commencement of activities
Mitigate impact of workers on local communities (LMP and GBV Action Plan)	Implement training of contracted Project Workers designed to heighten awareness of risks and to mitigate impacts on local communities and on their rights	Training	Contracted workers and community workers in Project locations	All Technical leads	Prior to deployment
H&S standards	H&S Standards for workers	Training	Contracted workers and community workers in Project locations	Technical leads	Prior to deployment
Create awareness of LMP and H&S Standards for	LMP and H&S Standards	Training	Community workers in Project locations	Technical leads	Prior to deployment

community workers					
Support Emergency Response Measures	Communication of Emergency Response Measure (ERM) to communities	Information, training	Communities in Project areas	PIU	Prior to commencement of activities
Community Health & Safety	Road Safety Awareness	Training	Communities in Project areas, with particular focus on vulnerable communities	PIU and Technical Leads	Prior to commencement of activities
Community Health & Safety	Sensitization on preventing common diseases	Training, information disclosure	All Communities in Project areas	PIU and Technical Leads	Prior to commencement of activities
Community Health & Safety	Communicable diseases/HIV-AIDS/STI awareness and prevention	Training	Communities in Project areas	PIU and technical leads	Prior to commencement of activities
Community Health & Safety	GBV, as per Action Plan	Training and awareness raising	All Communities in Project areas	PIU and technical leads	Prior to commencement of activities
GRM	Project GRM as described in the SEP	Information disclosure and training	Communities in Project areas, with particular focus on vulnerable communities	PIU and Technical Leads	Prior to commencement of activities

Waste management procedures (WBG-EHS) Guidelines)	Waste Management Procedures – Hazardous Waste	Training	EHS Officer	PIU / Technical Leads	Prior to commencement of activities
GBV	Response to domestic issues in a non-gender biased manner	Training	Local leaders (as detailed in the GBV Action Plan)	PIU	Prior to commencement of activities

Table 6: Implementation Schedule

Management measure	Overall phase of project implementation	Timing, duration, frequency
Inclusion of the Capacity Building plan in the ESCP	Preparation	Once, during update of ESCP
Training of Technical Leads on ESMF	Preparation	Once, prior to commencement of activities
Workshop with Technical Leads on GRM	Early Implementation	Once, during project launch workshop
GBV/Social Protection Assessment Task 1	Preparation	Once, Prior to effectiveness
GBV/Social Protection Assessment Task 2	Early implementation phase	Once, finalized
Training of Technical Leads on GBV Action Plan	Preparation	Once, prior to commencement of activities
Implementation of GBV Action Plan	Implementation	Throughout Project Cycle
Vulnerability Assessment – update of SEP (jointly with targeting strategies)	Early implementation	Once, finalized
Technical Leads Monitoring of sub-components	Implementation	continuous

PIU monitoring of sub-component E&S indicators	Implementation	Monthly
PIU supervision of Technical Leads' implementation of ESMF	Implementation	Every two weeks
Detailed activity E&S report from Technical Leads to PIU	Implementation	Monthly (last working day of every month)
Comprehensive monitoring E&S report from Technical Leads to PIU	Implementation	Quarterly (last working day of each quarter)
Comprehensive E&S report from PIU to World Bank	Implementation	Quarterly
Annual overview E&S report from PIU to World Bank	Implementation	Annual
Emergency reporting	Implementation	Any time
Total		

8.0 Attachment 1: Mapping Example

Table 7 provides another example of mapping the roles and responsibilities of various institutions and actors, with respect to implementing specific tasks identified in Step 1 for a component of a hypothetical sanitation project. This matrix helps to clarify the institutional structure for project implementation, including identifying potential areas of overlapping responsibilities, gaps, etc. In this example, the significant role of the PIU is clear, as its responsibilities extend across all project tasks. At the same time, there are multiple and potentially overlapping responsibilities for some aspects such as supervision and information disclosure which are spread among almost all project institutions.

Table 7: Example of a matrix for analyzing the roles of institutions and actors for project-level tasks

Project: Supporting Installation of Battery Energy Storage Systems and Solar PV Systems, Generator Synchronization , and Construction of Sub-Station and Transmission Lines							
Key Task	Institution Responsible for Task						
	PIU	Environmental regulator	Ministry (MoEWR)	Local government unit	Energy Distributing company	Supervising engineer	Contractor

Supervision	X	X	X	X	X	X	
Enforcement	X	X		X			
Contractor management	X				X		
Monitoring and reporting	X				X	X	
Training and other capacity development	X	X	X				X
Adaptive management	X		X	X	X	X	X
Information disclosure	X	X	X	X	X		X

X indicates a role in implementation of the task

11.5 Annex V: Terms of reference for conducting assessment on presence and ESS7 eligibility of Sub-Saharan Historically Underserved Traditional Local Communities to 1) determine the applicability of the standard; 2) prepare an IPPF.

ABBREVIATIONS

BESS	Battery Energy Storage Systems
BSSF	Business Support Services Firm
CBOs	Civil-based Organizations
COVID-19	Corona Virus Disease 2019
DFID	Department for International Development (UK)
ENEE	Ente Nazionale Energia Elettrica
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessments
SMP	Environmental and Social Management Plan
ESPs	Electricity Service Providers
ESRES	Energy Security and Resource Efficiency in Somaliland
ESS	Environment and Social Standards
FGS	Federal Government of Somalia
GHG	Green House Gas
GN	Guidance Note
GRM	Grievance Redress Mechanism
HSDGs	High Speed Diesel Generators
IP/SSAHUTLC	Indigenous People / Sub-Saharan Historically Underserved Traditional Local Communities
MoEM	Ministry of Energy and Minerals
MoEWR	Ministry of Energy and Water Resources
OHS	Occupational Health and Safety
PIU	Project Implementing Unit
PSMP	Power Sector Master Plan
SDGs	Sustainable Development Goals

SEAP	Somali Electricity Access Project
SEP	Stakeholder Engagement Plan
SESRP	Somalia Electricity Sector Recovery Project
IPPF	Indigenous People Planning Framework
SOP	Series of Projects
TORs	Terms of Reference
WBG	World Bank Group

1. Background and Context

The energy sector in Somalia is beset with intertwined challenges emerging from years of conflict, ad-hoc service provision, and lack of overarching regulations. More specifically, challenges in the energy sector include:

Accounting to 96% of energy sources in the country, the high reliance on biomass has caused both profound deforestation and environmental degradation across many areas; with an estimate of about 83% deforestation between 1985-2015. Petroleum products, which account for about 10% of total energy use, are essentially used for transport and electricity generation and in smaller quantities for cooking and lighting.

Pre-conflict, the Somalia National Electric Corporation (ENEE) was the single public utility in operation, supplying Mogadishu and the main regional centers of Hargeisa, Berbera, Burao, Baidoa and Kismayo through distributed diesel generators and localized distribution grids with a combined total installed capacity of about 70MW and annual energy production of about 250GWh (1987). However, public electricity infrastructure was destroyed during the conflict and the associated public institutional frameworks are almost completely defunct at present. ENEE currently only operates 12 MW installed capacity in Boosaaso and Qardho in the North East Part of the country. The energy sector in Somalia has many features common to countries in or emerging from conflict whereby several private service providers stepped in by creating small electricity companies called Energy Service Providers (ESPs). The most common supply of electricity in such contexts is a decentralized, private supply of electricity using relatively low capacity Medium Voltage (MV) and Low Voltage (LV) networks with embedded small scale High Speed Diesel Generators (HSDGs), initially serving their own loads and gradually expanding to serve the neighborhoods.

In the Federal Government of Somalia (FGS), the Ministry of Energy and Water Resources (MoEWR) has the mandate to oversee operations in the electricity sector, whereas in Somaliland, the Ministry of Energy and Minerals (MoEM) has the mandate over the energy sector. At the federal level, there are Ministers responsible for Electricity though most of these are yet to be fully functional. Key sector decisions are made by the MoEWR in the FGS and MoEM in Somaliland respectively. Due to the absence of regulations and codes of practice, there is no mechanism to vet and enforce electricity services quality, health and safety standards thus exposing both ESP employees and the consumers to safety risks. This is further compounded by the lack of capacity to develop, enforce and monitor the sector by the government institutions. The FGS has taken some initial steps to create a

favorable enabling environment of policies and regulations that include: (i) Preparation and adoption of a sector development plan - the Somali Power Sector Master Plan (PSMP), and (ii) enacting the requisite legislation (the Electricity Act).

Electricity distribution networks losses mainly stem from the use of LV (415/240V) as the main distribution voltage with the lines extending over long distances and aged equipment. Technical losses are further exacerbated by the ESPs' duplication of generation, distribution and retail infrastructure. In addition, the metering systems are deficient, and they cannot provide reliable data regarding electricity consumption. In some instances, ESPs charge a fixed fee based on estimation of the consumer load, such as the number of light bulbs or other appliances in use, due to lack of consumer meters. This provides no incentive for end-users to reduce equipment use or buy more energy-efficient products, contributing to overall energy inefficiency and driving up electricity costs.

Access to electricity is low, and is estimated at 35% nationally101, leaving 9 million Somalis coping without electricity. A disparity remains between access rates in urban areas (approximately 60%), rural areas (15%) and nomadic households (1%) in addition to high tariffs and connection fees which are barriers to access expansion. The country does not yet have a comprehensive electrification strategy with targets, but it is committed to the 2030 SDGs Agenda, including SDG7 for the achievement of universal access to modern energy.

Installed generation capacity is inefficiently used, as nearly 100% of generation is derived from HSDGs. Due to the lack of sector regulations and limited capacity of ESPs to invest in the equipment required to synchronize existing HSDG units coupled with a shortage of operations and maintenance staff trained in the use of equipment required for synchronous operation; most of the existing installed generation capacity is not being used efficiently and many of the units are operating below the designed performance criteria. As a result, "wet stacking" (diesel fuel waste, increased pollution, performance degradation and shorter HSDG lifespans) is widespread. By addressing the synchronization of generation units and, ideally, supplementing the thermal units with a renewable energy source, the gains could contribute to lower cost of generation by about 30%.[102]

A recent DFID-funded project – the Energy Security and Resource Efficiency in Somaliland (ESRES) had piloted initiatives to: (i) integrate renewable energy to existing HSDGs creating Solar PV/BESS/HSDGs hybrid mini grids leading to reduced cost of generation, and (ii) support participating ESPs to reduce network technical and commercial losses. The project has demonstrated the feasibility of solar power in reducing the cost of generation, and reducing GHG emissions (equivalent to about 8,822 tons CO_2 annually), in addition to the ESPs willingness to provide additional capital investments into solar PV based generation capacity.

Another sector-targeted project being currently implemented by the FGS and Somaliland is the Somalia Electricity Access Project and Additional Financing (SEAP). This project is funded under a WB-administered Somalia Multi-Partner Fund started in 2018 and to be concluded in 2022. The project aims to reduce market barriers for the private sector to provide modern energy access through solar home systems, and targets poorer households, small businesses, areas not sufficiently close to a mini grid, isolated villages, and nomadic pastoralists. The

[101] https://trackingsdg7.esmap.org/ (Accessed 9 April 2021).

[102] Results from the Energy Security and Resource Efficiency in Somaliland Project (ESRES) indicate that ESPs that have hybridized the HSDGs with Solar PV systems coupled with Battery Energy Storage System have been able to reduce the consumer tariffs by about 34 percent.

project is also financing studies to enable electrification through Solar powered/ hybrid mini grids, as well as a range of capacity building activities of the MoEWR of the FGS and the MoEM in Somaliland.

The FGS is preparing the Somalia Electricity Sector Recovery Project (SESRP) for appraisal. The SESRP aim is to increase access to electricity services and to re-establish the Electricity Supply Industry (ESI) in the Project Areas. The Project will be implemented by the two Project Implementing Units (PIUs) established at the MoEWR (FGS) and the MoEM (Somaliland) in close coordination with the Federal Member States, the beneficiary ministries and ESPs.

The Project Development Objective is to increase access to lower cost and cleaner electricity supply in the Project Areas and to re-establish the electricity supply industry

Somalia has very complex social structures and norms that can serve to exclude some people and communities from accessing information or participating in decision making. While many neighboring countries have recognized ethnic Somalis as minority indigenous groups, this is not the case in Somalia and Somaliland. The World Bank has not triggered Operational Procedure 4.10 Indigenous People on previous projects in Somalia, but some vulnerable groups, such as the Bantu, Bravenese, Rerhamar, Bajuni, Eyle, Galgala, Tumal, Yibir, and Gaboye, could meet the requirements for being considered a Sub-Saharan African historically underserved traditional local community under ESS7 in the new World Bank ESF, 2018.

1.1. Project Components

The proposed Somalia Electricity Sector Recovery Project has been conceptualized as the first of a series of three projects The SOP vision has four themes (a) infrastructure development, (b) renewable energy generation, (c) electricity supply to public institutions, (d) sector capacity enhancement. These themes aim to achieve the following outcomes: (i) Increased access to lower cost electricity supply from diverse energy resources especially from renewable energy resources for climate change mitigation; and access to improved electricity and health and education services; (ii) Improved access to functional health and education services; and (iii) Sector institutional, legal and regulatory enabling environment for sustained sector operations, including enhancing both the public and private capacity to manage and operate the sector.

Component 1 – Sub-Transmission and Distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hargeisa (US$ 75 Million).

The component activities include sub-transmission and distribution network reconstruction and reinforcement in the major load centers of Mogadishu and Hargeisa. These activities will support the ESPs to: (i) decrease in the cost of operations (increased generation efficiency, reduction in distribution network losses and distribution network duplications); and (ii) improve electricity supply and reliability. These investments will enable the establishment of interconnected distribution off take infrastructure (bulk supply points) that will allow deployment of larger generation capacity and interconnection to the proposed transmission grid with neighboring countries. To enable the network to adapt to worsening climate condition (increasing rainstorm and flooding) steel tubular and concrete poles with concrete foundations will be used to construct the MV/LV lines and MV/LV poles. In addition, for the proposed new lines, the line route will be selected to avoid known flood prone areas.

Component 1-A. Generator Synchronization and Automation:

Currently, most of the ESPs have not implemented synchronization and automation as part of their generation processes. As a consequence, separate generator units are connected to exclusive feeder lines and as result, many generators operate below their expected optimal performance criteria. Further, the absence of automation and synchronization, prevents the ESPs from utilizing parallel generation to assure optimal generator performance and dynamic reactivity to electricity load variations. This kind of operation results in significant amounts of "wet stacking" (diesel fuel waste, extra pollution, and performance degradation). These all combine to reduce the potential maximum generation power output, reduce lifespans of the generator engines and elevate maintenance costs and unscheduled generation downtime. Investments under this component will support equipment supply and installation that will enable synchronizing and automation of the numerous generators presently in operation. The application of automation and synchronization will reduce cost of generation accruing from augmentation in generation capacity and thus will reduce wet stacking with concurrent lower fuel consumption, maintenance costs, and reduced GHG emissions.

Component 1-B. Sub transmission and Distribution network interconnection in the major load centers of Mogadishu and Hargeisa:

Most of the ESPs with a presence in the targeted project areas, operate independently and, as a consequence, there is significant infrastructure and operations duplication. In addition, lack of network interconnection limits the opportunity to share existing generation facilities in addition to the prospect of investing in larger capacity and more efficient generation systems. Specific activities of this sub-component will include: (i) building bus-bars to permit the generation from several generating units to be synchronized; (ii) interconnection of distribution facilities of individual ESPs with their neighbors; (iii) distribution network reinforcement; and (iv) construction of a greenfield 132KV sub-transmission line. The intention to focus on establishment of an interconnected sub-transmission and distribution network is deliberate considering the need to consolidate the currently existing investments in infrastructure and concretize the "bottom-up" infrastructure building blocks required to meet increasing electricity demand.

Component 2 – Hybridization and Battery Storage Systems for Mini-Grids (US$ 20 Million):

This component will support activities aimed at the hybridization and optimization of existing mini-grids. It will support installation of Battery Energy Storage Systems (BESS) and solar PV systems at existing diesel-based generation stations in selected load centers. This component aims at increasing the efficiency of the existing hybrid mini grids (diesel and solar) by optimizing the generation capacity and where possible reduce the diesel consumption by augmenting the installed capacity with BESS and additional solar PV generation. The hybridization opportunities offer significant improvements in fuel efficiency, fuel consumption, extended generator lifespans, reducing GHG emissions and combustion pollution, along with less reliance on fuel imports. In addition, hybridization has enabled some ESPs to reduce the electricity tariffs by about 40%. Furthermore, this component will support increased penetration of renewable energy and increased resilience of the existing mini-grids. Complemented by activities under component 1, having synchronized systems offers several benefits including, but not limited to: reducing grid shutdowns due to load imbalance, ensuring proper load flow and match the generation with the supply available, offering a foundation to foster further greater integration of renewable energy

systems like rooftop solar, and opening opportunities for future net-metering. The selection of beneficiary ESPs will be based on a set of criteria.

Component 3 – Stand-alone solar off-grid access to public institutions (Health and Education) (US$ 40 Million):

This component complements ongoing activities under the SEAP project and expands activities to target health and education facilities, which were not part of the SEAP project scope.

This component will finance the delivery, installation, and O&M for Lighting Global certified solar-PV systems over the lifetime of the project for selected education and health facilities. Besides playing a key role in enablement of community co-benefits, facilities that have access to electricity may be better positioned to attract and retain skilled workers, especially in rural areas. Further, this will equip public service institutions to better respond to emergencies, such as COVID-19. The activities under this component support the resilience of the Somali population from the conflict's impact on livelihoods through improved access to functional basic services, such as health and education facilities. Further, it would also strengthen the government's legitimacy before its citizens through the delivery of the "social contract". The component will contribute to the re-establishment of the mandate of the Health and Education line Ministries for the provision of adequate services. The design is also consistent with the Health and Education World Bank projects implementing arrangements to build state capacity and expand revenue mobilization for the line Ministries (through improved services) for improved budget discipline and adequate allocation to cover for the facilities operational costs after the lifetime of the project. In addition, it will establish a platform to rally Development Partners contributions to the budget in the event the revenue mobilized is not sufficient to cover for the facilities expenses.

Selection of the facilities will be underpinned by the Least-Cost geospatial analysis and the list of priority facilities identified by the FGS (in consultation with the FMS) and Somaliland (SL). Site profiling will be conducted during project implementation to confirm beneficiaries' facilities.

Component 4 – Institutional Development and Capacity Building (US$ 15 Million).

Component 4 activities consists of 5 subcomponents, tailored to the re-establishment of the sector soft infrastructure for the adequate day-to-day management and establishment of an enabling institutional and regulatory environment for sector operations.

a. *Sub-component 1 – Policy and regulatory development.*

The technical assistance is aimed at strengthening sector governance and regulation to foster autonomy, accountability, and transparency. Specific activities will include sector policy, regulation, planning, management and operations, among others. The process of reestablishing the ESI and integrating infrastructure network operations will require a mix of planning and monitoring and, in particular, national skill set advancement and institutional entities. This will also require having in place appropriate regulations, standards, safety and technical including environmental and social performance requirements. Further, the establishment of a regulatory framework will require the ESPs to improve technically, be environmentally and socially responsible, and provide better operations within a levelled and regulated marketplace.

b. Sub-component 2- Sector Planning and Feasibility Studies for Renewable Energy Projects.

Following the adoption of the PSMP, there is need to undertake detailed feasibility studies, such detailed wind resource specific site measurements and geothermal prospecting, so as to progress implementation of the priority investments. The technical assistance will also support MoEWR/MOEM to undertake integrated planning including preparation of a Least Cost Development Plan covering generation, transmission and distribution and Electricity Access Strategy and Investment Prospectus. In addition, an assessment for productive uses of electricity will be conducted in the project areas to inform a pilot and the broader electrification planning and rollout agenda, also learning from the support provided under the SEAP project in providing off-grid connectivity to businesses. The pilot will be accompanied by a consumer awareness campaign building on the experience in similar contexts. The technical assistance is aimed at supporting the sector to have in place a sector wide development framework that will enhance crowding-in funding, both private and public.

c. Sub-Component 3: ESP Business Support Services.

The technical assistance will support selected ESPs to enhance their capacity in both utility business management operations and also assist to set up business processes that would not only enable them comply to the license obligations, but also help them to grow their businesses and revenue stream leading to long-term additional sector investments. The technical assistance to enhance the ESI institutional capacity would initially support and guide the day-to-day sector undertakings through a Business Support Services Firm (BSSF) approach, which seeks to support and guide the day-to-day sector undertakings over a medium term to reestablish the Somali electricity sector covering both policy, oversight, operations and management including coaching and hands-on training of the sector staff and sector studies. The sub-component will also support ESPs with capacity to manage E&S aspects in their operations including preparation of ESP EHS manuals that would in particular focus on the ESP operations and maintenance obligations of the facilities financed by the project

d. Sub-Component 4: Project Implementation Support including for environment and social safeguards.

This subcomponent will finance execution, design, and supervision consultants to assist the MoEWR/MoEM PIUs and associated agencies in project implementation, sector management and coordination. This subcomponent will also support key functions of the PIUs Project Management Teams (project management, procurement, financial management (FM), safeguards, and Monitoring and Evaluation) required for project implementation. The subcomponent will also include technical assistance to enhance sector fiduciary arrangements as well as setting up an E&S risk & impact management system, enhancing the E&S capacity through staffing and training on the ESF requirements based on a robust capacity building plan. Specifically, the subcomponent will finance the Owner's Engineer Consultancy Services to support the PIUs with regard to the project design, procurement and contracts' management, including fiduciary and E&S aspects covering responsibility of preparing E&S documents along with the sub project specific designs. A dedicated Environmental and Social firm will support the PIUs in the areas of health, safety, labor management, land, resettlement, community engagement and security. In addition, the sub-component will support trainings for the Ministries of Health and Education for the management and operations of the solar PV systems beyond the lifetime of the project.

e. Sub-Component 5: Implementation of Gender Action Plan.

This subcomponent will support a series of interventions envisioned to close the identified gender gaps. A gender diagnostic assessment to identify specific gender gaps within the energy sector, particularly barriers that limit career progression of women within the energy sector, was undertaken as part of the project preparation. The assessment highlights four critical areas to be considered for women to be employed in the energy sector: (i) pipeline (education sector), (ii) skills-training, (iii) women's employment and retention in the energy sector and (iv) policy and legal framework to support women's employment. The diagnostic gender gap assessment, will be undertaken as part of the project implementation that will inform the design and implementation of a pilot incubator to accelerate the employment of women engineers in the sector, and the preparation of a Gender Action Plan and a Gender Capacity Building plans.

2. Objectives of the assignment

The objective of this assignment is to: (i) prepare Indigenous People Planning Framework (IPPF), according to the requirements of ESS27– Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Local Communities.

3. Scope of Work

3.1. Scope of Work for Indigenous People Planning Framework

The Consultancy Firm shall prepare the Indigenous People Planning Framework in accordance to the requirements set out in ESS27– Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Local Communities and explained further in the ESS7 Guidance Note (GN). The Consultancy Firm shall endeavor to describe the following, based on available information.

Targeted Social Assessment for the Purposes of ESS7

1. The breadth, depth, and type of analysis of the social assessment is proportionate to the potential risks and impacts of the proposed project on the SSAHUTLC. The social assessment referred to in this Appendix is conducted as part of the environmental and social assessment under ESS1.

2. The social assessment includes the following elements, as needed:

a. A review of the legal and institutional framework applicable to SSAHUTLC.

b. Gathering of baseline data on the demographic, social, cultural, and political characteristics of the SSAHUTLC; the land and territories that they have traditionally owned or customarily used or occupied; and the natural resources on which they depend.

c. Taking the review and baseline data into account, the identification of project-affected parties and the elaboration of a culturally appropriate process for involving and consulting with the SSAHUTLC at each stage of project preparation and implementation.

d. An assessment, based on meaningful consultation tailored to SSAHUTLC, of the potential adverse and positive effects of the project. Critical to the determination of potential adverse impacts is an analysis of the relative vulnerability of, and risks to, the affected SSAHUTLC, given their distinct circumstances and close ties to land and

natural resources, as well as their potential lack of access to opportunities relative to other social groups in the communities, regions, or national societies in which they live. The assessment should consider differentiated gender impacts of project activities and impacts on potentially disadvantaged or vulnerable groups within the community of SSAHUTLC.

e. The identification and evaluation of measures necessary to avoid adverse impacts, or if such measures are not feasible, the identification of measures to minimize, mitigate, or compensate for such impacts, and to ensure that the SSAHUTLC receive culturally appropriate benefits under the project. This is based on meaningful consultation tailored to IP/SSAHUTLC and, where relevant, pursuant to paragraph 24 of ESS7, on Free, Prior, and Informed Consent.

3.1.1. The purpose IP/SSAHUTLC Planning Framework

1. The purpose of the SSAHUTLC Planning Framework is to conduct an assessment on presence and ESS7 eligibility of Sub-Saharan Historically Underserved Traditional Local Communities to 1) determine the applicability of the standard; 2) prepare an IPPF in line with the requirements of ESS7.

And IPPF will be prepared following identification of the subproject or individual project components and confirmation that there is likelihood that SSAHUTLCs are found in, or have collective attachment to, project areas or nearby, and that, at this stage, the individual subprojects and project areas are not known. This IPPF shall be proportionate to potential risks and impacts on the site. Project activities that may affect IP/SSAHUTLC should not commence until site specific IPPF are finalized and approved by the Bank.

2. The SSAHUTLC Planning Framework shall set out:

a. The types of subprojects likely to be proposed for financing under the project.

b. The potential positive and adverse impacts of such programs or subprojects on SSAHUTLC.

c. A plan for carrying out the social assessment for such programs or subprojects.

d. A framework for ensuring the meaningful consultation tailored to SSAHUTLC and in the specified circumstances, a framework for ensuring their Free, Prior, and Informed Consent during project implementation.

e. The review of the legal and institutional framework should include relevant international agreements, the WB's ESS7 and a gap analysis.

f. Institutional arrangements, including capacity building where necessary, for screening project-supported activities, evaluating their effects on SSAHUTLC, preparing SSAHUTLC Plans, and addressing any grievances.

g. Monitoring and reporting arrangements, including mechanisms and benchmarks appropriate to the project.

Disclosure arrangements for SSAHUTLC Plans to be prepared as specified in the SSAHUTLC Planning Framework.

4. DELIVERABLES AND TIMEFRAMES

The selected Consultancy Firm shall deliver the IP/SSAHUTLC Planning Framework along with appropriate annexes (E&S Safeguards Instruments) within the following Timeframes

Activity	Timing / deadline
1. Submission of inception report for IP/SSAHUTLC Planning Framework and update of Stakeholder Engagement Plan	Within 2 weeks after contract signing
2. Submission of draft IP/SSAHUTLC Planning Framework,	2 month after approval of inception report
3. Submission of final IP/SSAHUTLC Planning Framework: The final report and IPPF shall incorporate the comments from client and the World Bank, and shall only be deemed final upon approval from client and the World Bank.	4 weeks after receiving review comments from the client on the draft IPPF report.

5. Governance and contracting arrangement

5.1. Reporting

The selected Consultancy Firm shall report to the Project Coordinator SESRP and shall also work closely with other focal persons recommended by the client.

5.2. Remuneration and duration of services

The schedule of payments is specified below:

1. 10% upon signature of contract;
2. 20% upon submission of an inception report, satisfactory to the Bank, updating these terms of reference, outlining the methodology and schedule for completion of the assignment and including an annotated outline of the deliverables;
3. 30% upon submission of a draft IPPF;
4. 40% on submission of a final IPPF and final proceedings of the required disclosure workshops, documenting outcomes of discussions and list of participants.

The Consultancy Firm shall be the responsible contracted party for the deliverables in 4 above.

5.3. Services, Facilities and Materials to be provided by the Client

The Client will provide the following services to the Consultancy Firm:

- All relevant documents relevant to the project;
- All available and relevant background documentation and studies (e.g. regional, sectoral, cumulative);

- Unrestricted access to project areas and sites;
- Security details for all travel related to the assignment;
- Making all necessary arrangements for supporting the work of the Consultancy Firm by e.g. facilitating access to government authorities and other Project stakeholders.
- Provision of furnished office space with electricity supply for the duration of the assignment, in the same location where the project coordination unit is.
- Disclosure of draft documents, sending out of invitations (appropriate to the COVID pandemic situation), organization of venues for public hearings, and being present as discussant at all public hearings.

6. Required Qualifications and Experience

This Consultancy shall be executed by a Firm with a proven track record in social assessment and management projects, as well as sector-specific experience in the energy sector. The Firm shall have a specific experience of conducting similar assignment in an environment similar to that of Somalia (fragile and conflicted context). Furthermore, the Consultancy Firm shall have a demonstrable experience and knowledge of applying the World Bank's environmental and social Framework (ESF) and working with local communities on land, resettlement and livelihoods issues. Knowledge of, and previous regional experience in the geographic, socio-economic and environmental context of the Horn of Africa region would be an important advantage.

Social Development Specialist shall hold a Postgraduate degree in Sciences/ Social Sciences/ Social Development or with a Management Degree/ having at least 10 years of experience in the conduction of similar projects including social assessments and vulnerable community development plans in conflict and fragile contexts. Specifically, the Social Development Specialist shall have experience and expertise in IP/SSAHUTLC related issues, and shall have the ability to effectively communicate in English and the local language(s).

11.6 Annex VI: Chance Find Procedure

Chance find procedures will be used as follows:

a. Encounter or detection of a Physical Cultural Resources (PCR).
b. Stop the construction activities in the area of the chance find;
c. Delineate the discovered site or area;
d. Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be present until the responsible local authorities take over;
e. Notify the supervisory Engineer who in turn will notify the responsible local authorities (within 24 hours or less);
f. The responsible local authorities would be in charge of protecting and preserving the site before deciding on subsequent appropriate procedures. This would require a preliminary evaluation of the findings to be performed by the archeologists (within 24 hours). The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; those include the aesthetic, historic, scientific or research, social and economic values;
g. Decisions on how to handle the finding shall be taken by the responsible local authorities. This could include changes in the layout (such as when finding an irremovable remain of cultural or archeological importance) conservation, preservation, restoration and salvage;
h. Implementation for the authority decision concerning the management of the finding shall be communicated in writing;
i. These procedures must be referred to as standard provisions in construction contracts, when applicable. During project supervision, the Site Engineer / Public Works Engineer (PWE) shall monitor the above regulations relating to the treatment of any chance find encountered are observed;
j. Construction work will resume only after authorization is given by the responsible local authorities concerning the safeguard of the heritage; and
k. Relevant findings will be recorded in World Bank Implementation Supervision Reports (ISRs), and Implementation Completion Reports (ICRs) will assess the overall effectiveness of the project's cultural property mitigation, management, and activities, as appropriate.

11.7 Annex VII: Grievance/Complaint Resolution/Escalation Form

COMPLAINT/GRIEVANCE REGISTER	
Unique Reference No. Pre-Printed	Date received:
Name of Complainant or Representative of group of complainants	
Contact Details of complainant or representative of group of complainants (if available), Anonymous complaints are also allowed.	Residence: Telephone:
Location where complaint is received:	Location the grievance is related to:
State	State
Region	Region
District	District
Grievance is related to (nature of complaint):	 Other
Description of Complaint:	
Grievance	Non-grievance (grievances not related to the project)
Name of Complainant:	Signature/Thumb print of Complainant
Name of witness (If available)	Signature/Thumb print of witness (If available)
Name of recipient	Signature of recipient
Mode of receipt	Phone: Letter: Verbal:

11.8 Annex VIII. Environmental and Social Clauses for Contractors

Most environmental and social impacts of subprojects will result from activities directly under the control of contractors and will be mitigated directly by the same contractors. For the majority of subprojects, the ESMP will consist solely of measures implemented by subcontractors. As a consequence, ensuring that contractors effectively mitigate construction related impacts is the core of the Project's mitigation strategy. This will be done by ensuring that the environmental and social management of construction activities are mandatory parts of construction works contracts.

The PIU will incorporate standardized environmental and social clauses in tender documentation and contract documents, so that potential bidders are aware of environmental and social performance requirements expected from them, are able to reflect that in their bids, and required to implement the clauses for the duration of the contract. PIU will enforce compliance by contractors with these clauses.

The clauses cover four issues:

Environment, Health and Safety (EHS)

Environmental and social monitoring by contractor

Environmental and social liabilities

Grievance mechanism for workers

These clauses will also be referred to in all subproject ESMPs. Subproject ESMPs will also specify any training required for contractors to understand and satisfactorily meet the Project's environmental and social requirements.

11.9 Environment, Health and Safety

The purpose of the environment, health and safety (EHS) clauses for contractors is to define minimum standards of construction practice acceptable for the project. ESHS clauses will be included in the bidding documents and contracts to be executed to obligate the contractor to comply with the ESMF, RPF, ESMPs, CESMPs and the WBG Environmental, Health, and Safety (EHS) Guidelines (General and Specific Guidelines for Electric Power Transmission and Distribution).

12 EHS Supervisor

In addition of Contractor's general arrangement to carry out the project works, the Contractor must hire at least one environment, health and safety supervisor on a full time basis for each subproject before the commencement of work. The Contractor/Subcontractor shall abide by the rules of regulation of the Occupational Health and Safety as stipulated in the WBG Environmental, Health, and Safety (EHS) Guidelines (General and Specific Guidelines for Electric Power Transmission and Distribution). The contractor shall also abide by the clauses of health and safety in General Conditions and Particular Conditions of Contract of the bid document.

13 Role of environment, health and safety supervisor

Primary role is to monitor the movement of people, workers and equipment, give timely warnings of any risk or non-compliance with safe work procedures and, where necessary, stop work if a risk situation escalates or cannot be minimized as well as look the potential environmental issues (air pollution, noise level, water quality, waste management etc.).

The tasks of environment and safety supervisor include the following:

Ensure first aid facilities and personal protective equipment (PPE) for workers at the sites

Provide orientation to workers before start of the subproject activities.

Warn the workers of any imminent or deteriorating risk situation that could result in an accident, and instruct when it is safe to proceed

Ensure restrain from undertaking any other tasks that may distract the workers focus on the work, mainly, work on or near live overhead conductors, work on transmission and communication towers.

Stop the work, if necessary safety would not be ensured

Pause the work while the safety observer changes position.

Ensure special safety during elevated work platform work or crane operations on or near live conductors.

Ensure proper collection and disposal of solid wastes within the construction site.

Ensure proper infrastructure facilities, water supply and sanitation facilities for all workers.

The contractor will prepare a monitoring report on environment and safety for each subproject at every month during the construction/rehabilitation of transmission line or substation.

14 General Environmental and Social Clauses

The project will incorporate environmental and social clauses in tender documentation and contract documents, so that potential bidders are aware of environmental and social performance requirements expected from them and are able to reflect that in their bids. The project will enforce compliance by contractors with these clauses.

These clauses will be referred to in all subproject ESMPs. Subproject ESMPs will also include any training required for contractors to understand and satisfactorily meet the Project's environmental and social requirements.

The following set of clauses will be included in the tender documentation

1. General environmental and social clauses
2. Environmental and social monitoring by contractor
3. Environmental and social liabilities

15 Contractor Environmental and Social Management Plan

Prior to starting construction, the contractor must prepare and submit a Contractor Environmental and Social Management Plans (CESMPs) to the OE or supervision engineer (representing PIU) for review and acceptance. The CESMPs will provide a detailed explanation of how the contractor will comply with the project's safeguard documents such as the ESMP, and demonstrate that sufficient funds are budgeted for that purpose. The CESMPs will include specific mitigation measures based on the ESMP, the final design, the proposed work method statements, the nature of the project site, etc. They will also be informed by the work risk assessment and impacts identified by the ESIAs study. Primarily the C-ESMP will include but not limited to:

- Labour Influx Management Plan;
- Workers' Camp & Accommodation Management Plans (if contractor retains a construction camp);
- Gender-Based Violence action plan including an Accountability and Response Framework
- Stakeholders Engagement and Communication Plan,
- Emergency Response Plan,
- Waste Management Plan,
- Occupational Health and Safety Management Plan,
- Air Quality and Dust Management Plan,
- Water Resources Management Plan,
- Noise and Vibration Management Plan,
- EHS Code of Conduct and
- A working and accessible Grievance Redress Mechanisms.
- Chance find management plan etc

16 Gender based Violence

The contractor must address the risk of gender-based violence, through: mandatory and repeated training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women; informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted; introducing a Worker Code of Conduct as part of the employment contract, and including sanctions for non-compliance (e.g., termination) adopting a policy to cooperate with law enforcement agencies in investigating complaints about gender-based violence.

17 Child Labor

Contractors must not employ workers below the age of 18.

18 Labor influx

Where contractors and labor come from outside the local area, contractors will need to maintain labor relation relations with local communities through labor codes of conduct.

19 Roads

In order to carry out the construction works, it may be necessary to close or divert certain specified roads, either permanently or temporarily during the construction period. The contractor should arrange diversions for providing alternative route for transport and/or pedestrians.

After breaking up, closing or otherwise interfering with any street or footpath to which the public has access, the Contractor shall make such arrangements as may be reasonably necessary so as to cause as little interference with the traffic in that street or footpath during construction of the construction works as shall be reasonably practicable.

Wherever the construction works interfere with existing public or private roads or other ways over which there is a public or private RoW for any traffic, the Contractor shall construct diversion ways wherever possible.

20 Movement of Trucks and Construction Machinery

The Contractor moving solid or liquid construction materials and waste shall take strict measures to minimize littering of roads by ensuring that vehicles are licensed and loaded in such a manner as to prevent falling off or spilling of construction materials and by sheeting the sides and tops of all vehicles carrying mud, sand, other materials and debris. Construction materials should be brought from registered sources in the area and debris should be transferred to assigned places in the landfill with documented confirmation.

21 Traffic Safety Measures

The Contractor shall provide, erect and maintain such traffic signs, road markings, barriers and traffic control signals and such other measures as may be necessary for ensuring traffic safety around the construction site.

The Contractor shall not commence any work that affects the public motor roads and highways until all traffic safety measures necessitated by the work are fully operational.

22 Access across the Construction Site and to Frontages

In carrying out the construction works, the Contractor shall take all reasonable precautions to prevent or reduce any disturbance or inconvenience to the owners, tenants or occupiers of the adjacent properties, and to the public generally. The Contractor shall maintain any existing RoW across the whole or part of the construction site and public and private access to adjoining frontages in a safe condition and to a standard not less than that pertaining at the commencement of the contract. If required, the Contractor shall provide acceptable alternative means of passage or access to the satisfaction of the persons affected.

23 Noise and Dust Control

The Contractor shall take all practicable measures to minimize nuisance from noise, vibration and dust caused by heavy vehicles and construction machinery.

This includes:

respecting normal working hours in or close to residential areas

maintaining equipment in a good working order to minimize extraneous noise from mechanical vibration, creaking and squeaking, as well as emissions or fumes from the machinery

shutting down equipment when it is not directly in use

using operational noise mufflers

Provide a water tanker, and spray water when required to minimize the impact of dust

limiting the speed of vehicles used for construction

24 Waste Disposal

The Contractor must agree with the municipality about arrangements for construction waste disposal. The municipality shall designate a dumping site or landfill for the disposal of solid waste.

The contractor will take measures to avoid soil and groundwater contamination by liquid waste.

25 Protection of the Existing Installations

The Contractor shall properly safeguard all buildings, structures, works, services or installations from harm, disturbance or deterioration during the construction period. The Contractor shall take all necessary measures required for the support and protection of all buildings, structures, pipes, cables, sewers and other apparatus during the concession period, and to repair any damage occurs in coordination with Municipality and concerned authorities.

26 Protection of Trees and Other Vegetation

The Contractor shall avoid loss of trees and damage to other vegetation wherever possible. Adverse effects on green cover within or in the vicinity of the construction site shall be minimized. The contractor will restore vegetative cover, where feasible.

27 Physical Cultural Resources

The contractor will train construction crews and supervisors to spot potential archaeological finds. In the event of a potential find, the contractor will inform PIU who will in turn liaise with the respective government office for quick assessment and action.

28 Clearance of Construction Site on Completion

The Contractor shall clear up all working areas both within and outside the construction site and accesses as work proceeds and when no longer required for the carrying out of the Construction works. All surplus soil and materials, sheds, offices and temporary fencing shall be removed, post holes filled and the surface of the ground restored as near as practicable to its original condition.

29 Worker Health and Safety

To avoid work related accidents and injuries, the contractor will:

Provide occupational health and safety training to all employees involved in works

Provide protective masks, helmet, overall and safety shoes, safety goggles, as appropriate

Provide workers in high noise areas with earplugs or earmuffs

Ensure availability of first aid box

Provide employees with access to toilets and potable drinking water

Train workers regarding the handling of hazardous materials

Store hazardous materials as per the statutory provisions of occupational health and safety act of 2007???

30 Site Construction Safety and Insurance

Further to enforcing the compliance of environmental management, contractors are responsible on providing insurance for construction labors, staff attending to the construction site, citizens for each subproject, the insurance requirements and clauses are stated in the bidding documents complying to the labor law.

30.1 Environmental and Social Monitoring by Contractors

The project will require that contractors monitor, keep records and report on the following environmental and social issues for their subproject:

The following list should be used in a manner proportional to the size, risk and impacts of each subproject.

i. Safety: hours worked, recordable incidents and corresponding Root Cause Analysis (lost time incidents, medical treatment cases), first aid cases, high potential near misses, and remedial and preventive activities required (for example, revised job safety analysis, new or different equipment, skills training, and so forth).

ii. Environmental incidents and near misses: environmental incidents and high potential near misses and how they have been addressed, what is outstanding, and lessons learned.

iii. Major works: those undertaken and completed, progress against project schedule, and key work fronts (work areas).

iv. E&S requirements: noncompliance incidents with permits and national law (legal noncompliance), project commitments, or other E&S requirements.

v. E&S inspections and audits: by contractor, engineer, or others, including authorities—to include date, inspector or auditor name, sites visited and records reviewed, major findings, and actions taken.

vi. Workers: number of workers, indication of origin (expatriate, local, nonlocal nationals), gender, age with evidence that no child labor is involved, and skill level (unskilled, skilled, supervisory, professional, management).

vii. Training on E&S issues: including dates, number of trainees, and topics.

viii. Footprint management: details of any work outside boundaries or major off-site impacts caused by ongoing construction—to include date, location, impacts, and actions taken.

ix. External stakeholder engagement: highlights, including formal and informal meetings, and information disclosure and dissemination—to include a breakdown of women and men consulted and themes coming from various stakeholder groups, including vulnerable groups (e.g., disabled, elderly, children, etc.).

x. Details of any security risks: details of risks the contractor may be exposed to while performing its work—the threats may come from third parties external to the project.

xi. Worker grievances: details including occurrence date, grievance, and date submitted; actions taken and dates; resolution (if any) and date; and follow-up yet to be taken—grievances listed should include those received since the preceding report and those that were unresolved at the time of that report.

xii. External stakeholder grievances: grievance and date submitted, action(s) taken and date(s), resolution (if any) and date, and follow-up yet to be taken—grievances listed should include those received since the preceding report and those that were unresolved at the time of that report. Grievance data should be gender-disaggregated.

xiii. Major changes to contractor's environmental and social practices.

xiv. Deficiency and performance management: actions taken in response to previous notices of deficiency or observations regarding E&S performance and/or plans for actions to be taken—these should continue to be reported until the project determines the issue is resolved satisfactorily.

30.2 Environmental and Social Liabilities of Contractors

Contractors will be legally and financially accountable for any environmental or social damage or prejudice caused by their staff, and thus are excepted to put in place controls and procedures to manage their environmental and social performance. A breakdown for the cost of noncompliance for each mitigation measure will be enclosed in bidding documents. These will include:

Mitigation measures to be included in the contract will be specified in the subproject ESMP

Deductions for environmental noncompliance will be added as a clause in the Bill of Quantities (BOQ) section

Environmental penalties shall be calculated and deducted in each submitted invoice

Any impact that is not properly mitigated will be the object of an environmental/social notice by PIU

For minor infringements and social complaints, an incident which causes temporary but reversible damage, the contractor will be given a notice to remedy the problem and restore the environment. No further actions will be taken if the Project engineer confirms that restoration is done satisfactorily.

For social notices, the Project engineer will alert the contractor to remedy the social impact and the follow the issue until solved. If the contractor does not comply with the remediation request, work will be stopped and considered under no excused delay

If the contractor hasn't remedied the environmental impact during the allotted time, the Project engineer will stop the work and give the contractor a notification indicating a financial penalty according to the non-complied mitigation measure that was specified in the bidding document.

No further actions will be required if the Project engineer sees that restoration is done satisfactorily. Otherwise, if Contractor hasn't remedied the situation within one day any additional days of stopping work will be considered no excused delay.

Environmental notifications issued by the Project engineer might include one or more environmental penalty.

In the event of repeated noncompliance totaling 5% of the contract value, the Project Engineer will bring the environmental and social notices and the deduction history to procurement in order to tack a legal action.

30.3 Grievance Mechanism for Workers

Contractors will put in place a Grievance Mechanism for their workers that is proportionate to their workforce, according to the following principles[103]:

Provision of information. All workers should be informed about the grievance mechanism at the time they are hired, and details about how it operates should be easily available, for example, included in worker documentation or on notice boards.

Transparency of the process. Workers must know to whom they can turn in the event of a grievance and the support and sources of advice that are available to them. All line and senior managers must be familiar with their organization's grievance procedure.

Keeping it up to date. The process should be regularly reviewed and kept up to date, for example, by referencing any new statutory guidelines, changes in contracts or representation.

Confidentiality. The process should ensure that a complaint is dealt with confidentially. While procedures may specify that complaints should first be made to the workers' line manager, there should also be the option of raising a grievance first with an alternative manager, for example, a human resource (personnel) manager.

Non-retribution. Procedures should guarantee that any worker raising a complaint will not be subject to any reprisal.

[103] Based on Annex D of the Guidance Note for IFC's Performance Standard 2.

Reasonable timescales. Procedures should allow for time to investigate grievances fully but should aim for swift resolutions. The longer a grievance is allowed to continue, the harder it can be for both sides to get back to normal afterwards. Time limits should be set for each stage of the process, for example, a maximum time between a grievance being raised and the setting up of a meeting to investigate it.

Right of appeal. A worker should have the right to appeal to the project or national courts if he or she is not happy with the initial finding.

Right to be accompanied. In any meetings or hearings, the worker should have the right to be accompanied by a colleague, friend or union representative.

Keeping records. Written records should be kept at all stages. The initial complaint should be in writing if possible, along with the response, notes of any meetings and the findings and the reasons for the findings.

Relationship with collective agreements. Grievance procedures should be consistent with any collective agreements.

Relationship with regulation. Grievance processes should be compliant with the national employment code.