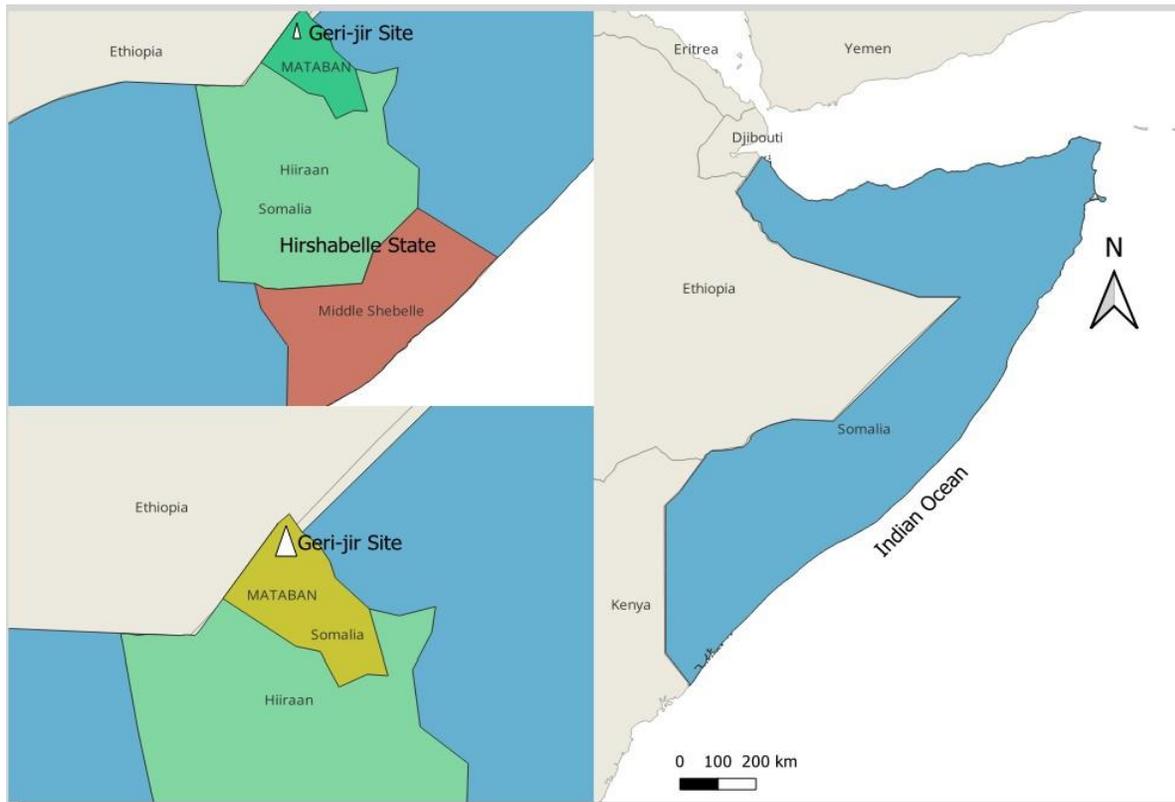




Federal Government of Somalia
Ministry of Energy and Water Resources
Groundwater For Resilience Project (GW4R) Project

Environmental and Social Management Plan

Gerijir Borehole, Hiiraan Region, Hirshabelle State of Somalia



Date: 29th November 2025

INTRODUCTION

Scope of the project and activity

The GW4R Project aims to improve groundwater access and management in the borders of the Horn of Africa in an environmentally conscious way. The project consists of three main components: (1) inclusive groundwater services to priority areas (2) groundwater data generation and national and regional groundwater institution improvement and (3) project management, knowledge-sharing, and operations support. There are sub-components and related actions for every component. Project beneficiaries will be communities that suffer from poor water conditions and face increasingly difficult future conditions relating to climate change, a rapidly growing population, and increasing conflicts over scarce resources. The total number of beneficiaries in Somalia is estimated at 350,000. They will include rural communities, livestock owners, women and girl-children, and urban populations of Somalia.

As part of the Hirshabelle State Groundwater for Resilience (GW4R) project, the Ministry of Energy and Water Resources is planning to rehabilitate five strategic boreholes throughout Hirshabelle State including Geri-jir site under Geri-jir district. This site is located within the district of Geri-jir. Before the rehabilitation begins, it is essential to have the required documentation in place. In accordance with World Bank standards, an Environmental and Social Management Plan (ESMP) is mandatory. The ESMP is a crucial document designed to identify and mitigate potential environmental and social risks and impacts associated with the rehabilitation of the borehole. An ESMP identifies and mitigates potential environmental and social risks and impacts associated with construction activities. Furthermore, the following reasons make this plan crucial:

1. **Identifying and Mitigating Environmental and Social Impacts:** The ESMP helps identify potential environmental and social impacts that the borehole rehabilitation works may have on its surroundings. The ESMP ensures that appropriate mitigation measures are in place to minimize any negative effects.
2. **Compliance with World Bank Standards:** The World Bank requires projects it funds to adhere to environmental and social standards aimed at protecting the environment and local communities. The ESMP ensures that the site rehabilitation aligns with these standards, making the project eligible for financial support from the World Bank.
3. **Worker Safety and Health (OHS):** Construction activities inherently pose health and safety risks to workers. The ESMP helps identify potential Occupational Health and Safety (OHS) risks and establishes measures to safeguard the well-being of workers involved in the project.
4. **Stakeholder Engagement and Transparency:** The ESMP emphasizes stakeholder engagement and communication. It ensures that local communities and relevant stakeholders are consulted about the project's potential impacts and help shape the mitigation measures as well as have a chance to voice their concerns or grievances. This fosters transparency and builds trust among stakeholders.
5. **Project Success and Sustainability:** Addressing environmental and social considerations through the ESMP contributes to the overall success and sustainability of the project. By minimizing negative impacts and engaging with stakeholders, the project is more likely to progress smoothly, avoiding conflicts and delays that may arise from unaddressed issues.

6. Legal and Regulatory Compliance: An ESMP ensures that the project complies with relevant national environmental and social laws and regulations. Non-compliance can lead to legal complications and project disruptions.
7. Long-term Environmental and Social Performance: The ESMP lays the groundwork for ongoing monitoring and reporting on the project's environmental and social performance. This helps in making necessary adjustments and improvements throughout the project's lifecycle.

1.2 Site Description

Gerijir Borehole in Gerijir district (Latitude: 5.431443°N, Longitude: 45.533716°E) It is a small village located near the border between Galmudug and Hirshabelle States. Administratively, it falls under the Gerijir District Council in Mataban District. While it was previously considered part of Mataban District, the Hirshabelle Government officially designated and recognized Gerijir as a full district in 2022, following legislation passed by the Hirshabelle Parliament upon the proposal of the Ministry of Interior and Local Government.

The current population include the following beneficiary's breakdown include 360 HHs, Nomadic families 165, camels 250, goats/sheep 2500, cattle 80 and 50 donkeys.

The Gerijir water supply system is composed of four animal troughs, two generator rooms and solar power station, and water tank kiosks station. All associated infrastructure components require urgent repair and rehabilitation to restore full operational capacity. The most recent rehabilitation of the borehole was conducted in 2015. The borehole is situated approximately 3.5 kilometers from the main residential area, creating access challenges. To address this, it is recommended that the water pipeline be extended by 3.5 KM closer to the village to ensure safer, more convenient access to clean water.

Existing infrastructure







Site Photos

PART A: GENERAL PROJECT AND SITE INFORMATION

INSTITUTIONAL & ADMINISTRATIVE			
Country	Somalia –Hirshabelle state-Geri-jir District.		
Project title	GW4R Project: Rehabilitation and Upgrading of Geri-jir Borehole in Gari-jir district of Hirshabelle State.		
Scope of project and activity	<p>The Geri-jir site is located in Mataban district (Latitude: 5.431443°N, Longitude: 45.533716°E). The current population breakdown include 360 HHs, Nomadic families 165, camels 250, goats/sheep 2500,cattle 80 and 50 donkeys.</p> <p>Proposed Activities</p> <ul style="list-style-type: none"> • Installation of a new 15kW submersible pump and electrical control panel. • Rehabilitation of 2 existing reinforced concrete tanks, each 40m³. • Extension of 3.5 km HDPE distribution pipeline. • Construction of 3 VIP latrines (Male and Female). • Diesel generator to increase production (50kVA generator). • Installation of fencing for the borehole compound and water points. • Construction of the borehole apron slab from floods and sanitary impacts. 		
Institutional arrangements (Name and contacts)	<table border="1"> <tr> <td style="text-align: center;"> <p>Project Management Unit</p> <p>PIU – at Hirshabelle MOWE at State level.</p> <p>Mohamed Sahal Operation Manager Hirshabelle PIU</p> <p>Email: MR.SAHAL222@gmail.com</p> </td> <td style="text-align: center;"> <p>Project Owner</p> <p>Ministry of Energy and Water Resource</p> </td> </tr> </table>	<p>Project Management Unit</p> <p>PIU – at Hirshabelle MOWE at State level.</p> <p>Mohamed Sahal Operation Manager Hirshabelle PIU</p> <p>Email: MR.SAHAL222@gmail.com</p>	<p>Project Owner</p> <p>Ministry of Energy and Water Resource</p>
<p>Project Management Unit</p> <p>PIU – at Hirshabelle MOWE at State level.</p> <p>Mohamed Sahal Operation Manager Hirshabelle PIU</p> <p>Email: MR.SAHAL222@gmail.com</p>	<p>Project Owner</p> <p>Ministry of Energy and Water Resource</p>		
SITE DESCRIPTION			
Name of site	Site Name: Rehabilitation and Upgrading of Geri-jir Borehole in Gari-jir district, Hirshabelle State.		
Describe site location	Latitude: 5.431443°N, Longitude: 45.533716°E)		
Attach evidence of government ownership of land or land acquisition process and RAP	<p>Government Land/Ministry Energy and Water Resource of Hirshabelle’s Land.</p> <p>The land certificate including the 3.5KM pipeline is duly approved by the Geri-jir district commissioner is attached and included as part of the ESMP. The designated land for Geri-jir borehole rehabilitation is owned by the Geri-jir community with approval of DC certification letter in line with MOU as well as the VLD form agreed by the community with Ministry of Energy and Water Resources of the Hirshabelle State, Somalia. The signed VLD form is attached in Annex 1.</p>		
Has a site been visited by the social specialist to confirm that there will be no	<p>✓ Yes, The E&S team including the Social/ CDD specialist, Environmental specialist, have visited the site to confirm that there will be no physical or economic displacement or disturbance including of residents or informal traders.</p>		

<p>physical or economic displacement or disturbance including of squatters or informal traders? (when and conclusion)</p>	<p>✓ The visit occurred two time on 20th /01/2024 and 11/08/2024. In conclusion, the ES has implemented several measures to ensure that the project will not cause any significant or major social impacts. These measures include:</p> <ul style="list-style-type: none"> ✓ Conducted a thorough site visit and verified ES screening checklist and confirmed that there will be no major physical or economic displacement or disturbance. ✓ Formulating a comprehensive monitoring plan to assess the effectiveness of the mitigation measures in place. ✓ Establishing a robust grievance mechanism that enables affected communities to voice their concerns and seek resolution in a transparent and accessible manner. ✓ Shared GRM postures including hotline number, which they can use to communicate any grievances during and after the implementation/rehabilitation stage ✓ To facilitate effective communication during and after the implementation/rehabilitation stage, PIU GM focal points will regularly monitor and register any concerns/complaints regarding Geri-jir Water Point.
<p>Description of geographic, physical, biological, geological, hydrographic and socio-economic context</p>	<p>Geographic Context</p> <p>Located in a predominantly arid to semi-arid zone, the site features flat terrain with minimal vegetation cover.</p> <p>Physical Context</p> <p>The climate is dry, punctuated by seasonal rainfall during the Gu and Deyr periods. Surface conditions are harsh, with limited moisture retention.</p> <p>Biological Context</p> <p>No notable flora or fauna are present within the rehabilitation zone or adjacent areas, indicating low ecological activity.</p> <p>Geological Context</p> <p>The site rests on sedimentary basins composed primarily of limestone and sandstone formations, suggesting stable but porous subsurface characteristics.</p> <p>Socio-Economic Context</p> <p>Geri-jir is located just north of Mataban territory, characterized by a semi-arid plain land that support both small farming and livestock grazing. The local economy relies primarily on livestock rearing and small-scale trade, which remain the backbone of household livelihoods.</p>
<p>Locations and distance for material sourcing, especially aggregates, water, stones?</p>	<p>Distance for Material Sourcing: Construction material, especially aggregate, water and stones will be sourced from Mataban town. Further details are outlined in the below table below. The project should aim to source materials as locally as possible to reduce transport costs and environmental impact.</p>

The locations and distances for material sourcing, especially aggregates, water, stones, for the Geri-jir Borehole Rehabilitation will be:

- **Aggregates:** The aggregates for the project will be sourced from a quarry located about 10 kilometers from the wells site. The quarry is open to public and has been operating for several years. The aggregates from the quarry are of good quality and are suitable for use in the construction of the well. To mitigate against child labor of these sites, the project will ensure that all material sourcing sites, particularly the quarry and the stonemason, are verified for compliance with child labor requirements.
- **Water:** The water for the project will be sourced from the borehole.

Stones: The stones for the project will be sourced from a local stonemason. The stonemason has been in business for many years and has a good reputation for providing quality stones. The stones will be used to rehabilitate the top protection of the well. The stonemason’s operations will be reviewed as part of the due diligence process. Verification will be done in coordination with local authorities and civil society actors to ensure the absence of child labor.

Material	Location	Distance from the borehole site
Aggregates	Quarry	10 kilometers
Water	Well	2.5Water point
Stones	Stonemason	10 kilometers
Pipes	Gurriel town	42 km

The project team will need to obtain permits from the local government to source materials from these locations. The team will also need to ensure that the materials are sourced sustainably, are free from legal disputes, and that extraction activities comply with national environmental regulations and do not lead to land degradation, biodiversity loss, or community conflict.

LEGISLATION

Identify national & local legislation & permits that apply to project activity

1. Somalia National Gender Policy (2016)
2. National Climate Change Policy, 2020
3. National Environmental Policy (2020)
4. The Federal Republic of Somalia Provisional Constitution, 2012
5. National Water Resource Strategy (2021 – 2025)
6. Environmental Protection and Management Act (2024)
7. Environmental and Social Impact Assessment and Audit Regulations (ESIA) 2024
8. National Adaptation Programme of Action on Climate Change (NAPA) 2013
9. The Labour Code of 2025
10. The Somali Penal Code of 1962
11. The Urban Land Distribution Law of 1973
12. Draft Environmental Management Policy of FGS.
13. Environmental Impact Assessment Law of Somalia.

- 14. Civil laws of FGS
- 15. Hirshabelle Water Law
- 16. Other laws by Ministries of Public works at Hirshabelle state.

PUBLIC CONSULTATION

When / where did the public consultation process take place (attach minutes describing how many people attended, what was discussed (including plans and potential social and economic impacts, GM and GBV) and categories and photos of the meeting)

During the Community consultation Meeting for the Geri-jir borehole Rehabilitation in Geri-jir District, Hiiraan region, Somalia, various representatives came together to discuss the rehabilitation needs. The meeting aimed to gather input and support from the community, ensuring the project's success and sustainability. The community engagement meetings were conducted on 20/01 2024 and 12th September 2024.

Key Issues discussed.

Emphasis was placed on ensuring fair access for both nomadic pastoralists and the host community, with stronger representation of women in the Water User Committee.

Legal and Regulatory Alignment of Water Act and Hirshabelle State regulations. Oversight will be provided by MoEWR to ensure compliance with licenses, environmental safeguards, and coordination mechanisms.

Agreement on the need for affordable and transparent tariff structures to cover operation and maintenance (O&M) while safeguarding vulnerable households.

Recommendations included that the design should have adequate gates for children, women, and elderly users to access the collection area to avoid trampling; ramps for latrines; and kiosk taps designed at dual heights (1m and 0.7m) to serve both adults and children, women/elderly users. An adequate gate, as defined within the project scope, refers to an access point designed to facilitate safe and convenient entry for all users, including children, elderly individuals, and women.

Ensuring equitable accessibility to the latrine entrance was a key consideration, particularly for vulnerable groups.

This requirement was explicitly raised and emphasized by community members during the design-phase consultations.

Accordingly, the recommendation has been fully integrated into the final design specifications to uphold inclusivity and universal access standards

The community proposed a noticeboard near kiosks for information sharing/awareness raising purpose and posting signages and hotline numbers of the project. Additionally for pictorial post for literate people.

This approach supports inclusive communication and reinforces transparency and community engagement throughout the project lifecycle. (but not inside latrine areas), with information presented in local languages and pictorial symbols for non-literate users for information sharing/awareness raising purpose and posting signages and hotline numbers

of the project. Additionally for pictorial post for literate people. Maintenance of signage against weathering and vandalism was emphasized.

Human and livestock water use will be scheduled separately to reduce congestion. Nomadic pastoralist needs will be considered explicitly in the allocation timetable.

The rehabilitation to include the extension of a 3.5-kilometer (HDPE) distribution pipeline designed to improve equitable access to safe water across Geri-jir and its surrounding settlements.

Outcomes of the meeting.

Ensuring fair water access for both nomadic pastoralists and the host community.

Stronger representation of women in the Water User Committee (WUC) was endorsed to promote gender balance and inclusive decision-making.

Agreement on the importance of transparent and affordable tariff structures.

Tariffs to cover small operations and maintenance (O&M) while safeguarding access for vulnerable households. The amount agreed upon is 2 dollar per cubic meter

The team has confirmed that the current setup will be sufficient to support routine daily operations, specifically for minor maintenance activities. For major operations and maintenance. the approach will be aligned with the Project rural water management model accordingly.

Community willingness to pay was confirmed, validating cost-recovery mechanisms.

Rehabilitation to include the extension of a 3.5-km HDPE distribution pipeline to improve equitable access across Geri-jir and surrounding settlements.

Design to incorporate gates for children, women, and elderly users, ramps for latrines, and kiosk taps at dual heights (1m and 0.7m). The aim is to facilitate safe and convenient accessibility for all users, including children, elderly individuals, and women.

A community noticeboard to be installed near kiosks but outside latrines, using local languages and pictorial symbols for non-literate users. Maintenance of signage against weathering and vandalism was emphasized.

Human and livestock water used to be scheduled separately to reduce congestion.

Separate Women Meeting.

On 11th August 2024 and 12th September 2024, the social Specialist in Hirshabelle State organized a separate consultation session for local Women community members living in Geri-jir borehole site to discuss Water Management, GBV Risks and how to mitigate those risks.

The main reason of the Meeting was to assess the current water management challenges in the area and to identify key gender-based violence risks associated with water access and

discuss potential mitigation strategies to ensure women's safety and participation in water-related decision-making.

Key issues discussed include Inclusion of gender-sensitive latrine designs that comply with WASH standards and promote safety, privacy, and accessibility for all users

The women undertake a challenging 3.5 km journey while carrying a heavy jerrycan of 20 liters on their heads. The trip is expected to take around 2 hours to complete and reach their destination.

30% Women's Representation in Community Structures The discussion reaffirmed the project's commitment to maintaining at least 30% women's representation in key community structures such as the VDC and WMC. Women participants expressed the importance of being actively involved in decision-making, not only symbolically but also through functional participation in project activities and monitoring.

Emphasis was placed on ensuring fair access for both nomadic pastoralists and the host community, with stronger representation of women in the Water User Committee.

Agreement on the need for affordable and transparent tariff structures to cover operation and maintenance (O&M) while safeguarding vulnerable households.

Outcome of the meeting

Community approved a standardized water tariff of USD 2.00 per m³, applicable to all user groups.

Strong willingness to pay was confirmed by both permanent residents and nomadic users.

Revenues will be used to cover operation and maintenance (O&M), while major repairs and capital investments will be funded by government and donors.

Ensuring fair water access for both nomadic pastoralists and the host community.

Stronger representation of women in the Water User Committee (WUC) was endorsed to promote gender balance and inclusive decision-making.

Tariffs to cover small operations and maintenance (O&M) while safeguarding access for vulnerable households.

Community willingness to pay was confirmed, validating cost-recovery mechanisms.

Rehabilitation to include the extension of a 3.5-km HDPE distribution pipeline to improve equitable access across Geri-jir and surrounding settlements.

Design to incorporate gates for children, women, and elderly users, ramps for latrines, and kiosk taps at dual heights (1m and 0.7m).

A community noticeboard to be installed near kiosks (but not inside latrines), using local languages and pictorial symbols for non-literate users.

Maintenance of signage against weathering and vandalism was emphasized.
 Human and livestock water use to be scheduled separately to reduce congestion



E&S management

<p>Who will orient and monitor E&S requirements of the project?</p>	<p>The project E&S unit together with the NPCU safeguard team specialists will orient & monitor the E&S requirements of the project.</p>	
<p>Who will be the onsite focal point for grievances with the contractor?</p>	<p>The contractor will have his own grievance focal point who will be closely working with the GW4R project grievance focal person.</p>	<p>PIU grievances focal Person Hotline number (9992)</p>
<p>Will GM, GBV and Code of conduct posters be provided before works start?</p>	<p>Yes, GM, GBV and Code of conduct posters will be provided before work start.</p>	<p>Hirshaebelle has the following FMS GW4R GM and GBV emails: GM Email: hs.gw4r.grm@gmail.com</p>
<p>When will the contractor be oriented on the Geo-enabling Initiative for Monitoring and Surveillance (GEMS) form for monthly submission</p>	<p>Before the rehabilitation activity start or during the induction training for E&S Instruments.</p>	<p>GBV Email: hs.gw4r.gbv1@gmail.com GBV grievances focal person Fartuun ahmed</p>

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
ESS 1: Environmental and Social Assessments								
ESS1	<p>Social conflict</p> <ul style="list-style-type: none"> During dry seasons, high demand from host communities, and nomadic pastoralists could create tensions, particularly around queuing, priority use, and livestock watering. Without inclusive representation, the Water Management Committee (WMC) could risk favoritism, lack of transparency, or dominance by host community interests. Elders, while respected mediators, sometimes 	<ul style="list-style-type: none"> Regular meetings on process and progress with VDC and elders. Transparency and neutrality and prompt resolution of concerns. Increased awareness and adherence to the measures outlined in the Memorandum of Understanding (MoU) between the community and the PIU. Reinforcing customary regulations. 	PIU	During construction	<p>Number of conflict incidents</p> <p>Meetings minutes and sent with ESMP report</p>	No additional costs	FGS	Monthly

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
	<p>prioritize host community needs over nomadic or concerns, which could heighten perceptions of unfairness.</p>							
	<p>permanent settlement</p>	<ul style="list-style-type: none"> Ensure elders, VDC and local government have robust measures in place to mitigate and limit impact of influx of people and livestock including strengthening of bylaws, agreements and penalties. They are: Strengthening Community Bylaws and Natural Resource Management Protocols Strengthening Community Bylaws Oversight of the borehole infrastructure remains with the MoEWR–Hirshabelle State. There is a Water Management Committee for the water points, consists of seven members, including one 	<p>PIU</p>	<p>Preparation and operation</p>	<p>No large-scale influx of people or livestock</p>	<p>No additional costs</p>	<p>Contractor/PIU</p>	<p>Monthly</p>

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		<p>female representative who serves as the committee's secretary.</p> <ul style="list-style-type: none"> • A hybrid Public-Private Partnership (PPP) management model is recommended based on the community dynamics at th Gerjir, focusing on the capacity building of Water User Committees (WUCs) and local private operators through structured training in financial management, basic operation and maintenance (O&M), tariff setting, governance, and accountability mechanisms. • Upon this, the Geri-jir borehole will operate under a hybrid management model that combines community-based governance with professional technical support. • The committee will conduct periodic and thorough inspections of the entire water infrastructure, including the animal troughs and latrine facilities. These inspections will be essential for identifying any 						

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		<p>potential weaknesses or areas of concern in the system, allowing for the timely identification and rectification of issues to maintain the system's overall efficiency and reliability.</p> <ul style="list-style-type: none"> • Memorandum of Understanding (MoU) was signed between the community representatives and Hirshabelle PIU to formalize roles and responsibilities in project execution and post-rehabilitation operation. • During peak demand (dry season), priority will be given to, Household consumption (host, IDPs, nomads). • Complaints related to general GM issues can be submitted through the WMC's GM focal point, while GBV/SEAH-related concerns will be specifically handled by the designated female focal person within the WMC • Major disputes or conflicts between host communities, 						

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		IDPs, and nomadic pastoralists will first be addressed and mediated by the local elders together WMC level						
	Groundwater contamination	<ul style="list-style-type: none"> The proposed pit latrine at the Rehabilitation site will be completely lined and carefully emptied on a regular basis utilizing a fully equipped vacuum truck designated for this purpose. The pit latrines will be gender segregated for both male and females. 	Contractor	During construction and operation	Record of appropriate measures taken	No additional costs	/ PIU	Monthly
	Disturbance of land or assets	<ul style="list-style-type: none"> Limit the vehicle movement and disturbance of areas. Use the appropriate roads and not create irregular paths during the rehabilitation. Make good any disturbance of soil, vegetation and assets 	Contractor	During the implementation	<p>All disturbance is rectified by the end of construction.</p> <p>No additional roads created during the rehabilitation works</p>	No additional costs	PIU	Weekly
	Risk of vegetation clearance	<ul style="list-style-type: none"> Avoid unnecessary clearance of vegetation Limit vegetation clearing strictly to the footprint of the borehole, pipelines, water 	Contractor	During construction	Reduction of vegetation/unattractive landscape	No additional cost	PIU	Monthly

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		troughs, water kiosks and other project related infrastructure. <ul style="list-style-type: none"> Landscaping/greening of site following the construction works 						
ESS 2: Labor and Working Conditions								
	Lack of occupational health and safety (OHS) for workers deployed at construction sites	<ul style="list-style-type: none"> Carry out a safety risk assessment and management plan and implement Provide OHS training/ Orientation for all the workers every week and visitors Train all workers in safe handling of equipment and use of PPE Provide necessary personal protective equipment (PPE) to all workers Provide necessary PPE for workers working at height during construction of elevated water tank Posters displayed on key OHS hazards Implement procedure of dealing with accidents and exposures Record all incidents and 	Contractor	Before construction	<ul style="list-style-type: none"> Safety risk assessment and management plan and implementation record Training of workers on OHS including safe handling of equipment, traffic safety, security measures and use of PPEs Daily toolbox meetings reinforce key safety protocols; All incidents recorded PPE issuance register Monitoring reports Pictures of posters displayed 	TBD	PIU	Daily by the contractor site supervisor Monthly visits from PIU

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		<p>corresponding Root Cause Analysis</p> <ul style="list-style-type: none"> Follow WBG environmental Health and Safety guidelines Implement and monitor LMP in accordance with national law and international standards Comply with Somalia OHS related laws and procedures. Evacuation, medical treatment and compensation of all injuries sustained during construction activities are met by contractor. Ensure that all site personnel are provided with an adequate supply of safe drinking water at all times 						
ESS2	Security risk for Project Workers	<ul style="list-style-type: none"> Implement and monitor the Security Management Plan (Sec MP). The Site SMP has been developed, and contractors are required to adhere it. The SMP/SRA will be shared with contractors as they are on boarded. Contractor's security orientation by the Security 	Contractor	During construction	Number of security incidents reported and impacts	TBD	PIU/security officer	Weekly

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		Specialist/SRMC before Commencement of any activity.						
	Traffic accidents cause injury or death of workers or community	<ul style="list-style-type: none"> All drivers undergo safe driving checks. Traffic safety protocols are closely adhered to. 	Contractor	During construction	Checks on drivers documented; Traffic safety awareness raising and monitoring are documented.	TBD	PIU	Weekly
	Risks of child and forced labour	<ul style="list-style-type: none"> Strict age verification process and documentation for all workers Ensure that all contracts have contractual provisions to comply with the minimum age requirements including penalties for non-compliance Include minimum age (18 years) in procurement documents. Raise awareness on child protection with contractors and in the communities. Posters prohibiting child labour at all sites 	site supervisor	During implementation	<ul style="list-style-type: none"> Labor register showing age and sex of persons engaged Worker's GRM in place Provisions in the contracts Records of awareness sessions Pictures of posters displayed 	TBD	PIU	Weekly
	Unfair employment practices and discrimination	<ul style="list-style-type: none"> Employment of project workers under the project will be based on the principle of equal opportunity and fair treatment, 	Contractor	During implementation	<ul style="list-style-type: none"> Records of workers and recruitment processes and criteria. 	No additional cost	PIU	Monthly

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		<ul style="list-style-type: none"> No discrimination based on personal characteristics unrelated to inherent job requirements with respect to any aspects of the employment relationship, such as recruitment and hiring, terms of employment (including wages and benefits), termination and access to training/promotion. Awareness raising of all project implementers, contractors and primary suppliers on the requirements for equal opportunity and fair treatment. Provision of maternity leave and nursing breaks Provision of sufficient and suitable toilet and washing facilities, separate for men and women workers. 			<ul style="list-style-type: none"> All employment related grievances and resolution times are logged. 			
	Delayed payment of workers	<ul style="list-style-type: none"> Implement and monitor payment of workers as per contracts. Communication/awareness campaign of payment mechanisms Disseminate and orient the rights of workers 	Contractor/ PIU	During implementation	Record of appropriate measures taken	No additional costs	PIU	As and when occurs

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		<ul style="list-style-type: none"> Comply with Somaliland employment laws and procedures. 						
	Lack of proper grievance channels	<ul style="list-style-type: none"> All workers have access to an impartial and functional grievance mechanism and there is an appeals process Channels for complaints and grievances are convenient for workers. To enable this, the project will have several channels for complaints and grievances including email, phone calls, texts, blogs, hotline and letter writing that will also be accessible to all workers. Information on the project GM will be made available to workers at all facilities. Posters on GM mechanism and channel displayed at all sites 	Contractor/ PIU	During implementation	<p>All grievances and resolution times are logged.</p> <p>GEM E&S monitoring form is filled every month</p> <p>Picture of posters displayed on GM</p>	No additional cost	PIU	Monthly
	Workers are not observing safety requirements	<ul style="list-style-type: none"> Sensitize workers on importance of adherence to site safety protocols All workers sign a code of conduct including responsibilities and rights regarding GBV, Grievances, 	Contractor	Before implementation	<ul style="list-style-type: none"> Proper records of all signed forms Training records 	No additional costs, posters will be provided	PIU	Periodically

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		observing OHS and security protocols etc.				by the project		
ESS 3: Resource Efficiency and Pollution Prevention Management								
ESS3	Generation of solid waste	<ul style="list-style-type: none"> Implement site solid waste management plan to include measures to: <ul style="list-style-type: none"> Reuse and recycling of the waste generated Provide on-site or off-site transportation of waste to prevent or minimize spills, releases and exposure to employees and public Appropriate designation of areas for disposal of solid waste consistent with the local and international requirements 	Contractor	During implementation	<ul style="list-style-type: none"> Waste management plan Records of amount of solid waste re-used, recycled, and disposed of 	No additional cost	PIU	Monthly
	Generation of dust and noise Decreased air quality	<ul style="list-style-type: none"> Where feasible, construction sites, diversions and materials handling sites to be water-sprayed on dry and windy days to contain dust; 	Contractor	During implementation	<ul style="list-style-type: none"> Number of sound machinery and equipment Frequency of watering of 	No additional cost	PIU •Project Engineer	Weekly

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
	Increased levels of vibration from construction machinery	<ul style="list-style-type: none"> • Cordon off construction sites to minimize dust migration to nearby facilities by wind; • Staff working in dust generating activities shall be provided with Personal Protective Equipment (PPE) • Use equipment with lower noise emissions • Routine maintenance of the vehicles to reduce noise and air pollution • Installing suitable mufflers on engine exhausts and compressor components • Installing acoustic enclosures for equipment casing • Planning activities in consultation with local communities so that activities with the greatest potential to generate noise are planned during periods of the day that will result in least disturbance 			<p>surfaces to reduce dust related</p> <ul style="list-style-type: none"> • Frequency & maintenance plan 		<p>/supervising consultant</p> <ul style="list-style-type: none"> • Environmental Specialist 	
	Oil and lubricant contamination	<ul style="list-style-type: none"> • Properly store oil and lubricants • Avoid irregular dumping of used oil and lubricants. 	Contractor		Proper records of oil & lubricant change.	TBD	Project Engineer/supervising consultant	

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
		<ul style="list-style-type: none"> All machinery and equipment be regularly maintained and serviced to avoid leak oils Designate a garage or workshop for oil change far from the water source. 		During the implementation	Proper dumping		Environmental Specialist	Monthly
ESS 4: Community Health and Safety								
ESS4	Increased GBV/SEAH cases	<ul style="list-style-type: none"> Training of all workers on GBV/SEAH Enforce total adherence to the code of conduct Confidential reporting measures for SEA/SH 	Contractor / PIU/ SPTs/ MDAs	During implementation	<ul style="list-style-type: none"> Audit report in place Records in place 	No additional cost	PIU	Monthly
	Exposure of community members to physical/biological hazards on the project site, including unauthorized access	<ul style="list-style-type: none"> Undertake safety precautions to address safety hazards for the nearby community, including, safety/warning signage, safety barrier around the construction site, and safe driving practices Restrict access to construction and allow only authorized personnel Safety barrier around the construction site Safe driving practices Proper use & regular cleaning of the pit latrines Limit open defecation in the borehole area. 	Contractor	Prior to and during implementation	<ul style="list-style-type: none"> Records to show community sensitization on safety, in place 	TBD	PIU	Prior to start of works, monthly during implementation

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
	Exposure of risk of communicable diseases	Awareness raising & promotion of hygiene practices in the community and communicable diseases.	Contractor/ VDC	During implementation and post construction	<ul style="list-style-type: none"> Records to shows the awareness raising and sanitation, hygiene promotion 	TBD	PIU	Whenever there is work onsite
	Use of waste by community may cause harm	<ul style="list-style-type: none"> Ensure all waste is properly recorded, sorted and segregated, proper handling and disposal, and health and safety measures 	Contractor	During implementation	<ul style="list-style-type: none"> Waste management procedure in place Records of amount of waste disposed available 	No additional cost	PIU	Weekly
	Heat related illness	<ul style="list-style-type: none"> Limit the direct sun exposure during the mid time Advise the community members to stay hydrated Availability of potable water on site 	PIU	During the summer months	<ul style="list-style-type: none"> Awareness raising records 	No additional costs	PIU	Weekly
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement								
	Physical or economic displacement of legal and illegal residents or traders in or around the construction sites	<ul style="list-style-type: none"> Physical visit by social specialist before construction and confirmation during community meeting and ongoing monitoring and development of RAP/resettlement audit 	PIU	Before construction starts	Documentation by social specialist	Costed as per RAP and not paid for by project funds	PIU	monthly
ESS5	Blocked access to people in the area	<ul style="list-style-type: none"> Ensure that the local routes, drainage and community access are not blocked by construction 	Contractor	During construction	There have been no complaints on blocked access to the people in the area	No additional cost	PIU	Weekly

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
	Conflict over land	<ul style="list-style-type: none"> Before signing land agreements, consult all owners (private land) or users and residents (community land) and ensure that agreements and certificates are in place 	PIU	Before construction starts	<p>Land agreements and certificates.</p> <p>Records of consultations with land owners and users</p>	No additional budget is required.	PIU	Whenever necessary
ESS 10: Stakeholder Engagement and Information Disclosure								
ESS10	Inadequate, ineffective, and inappropriate stakeholder and community engagements and disclosure of information	<ul style="list-style-type: none"> Keep community leaders informed of progress/delays or activities that may impact community. Conduct regular community consultations as necessary Consultation to be held in culturally appropriate means and language 	PIU and contractor	Before and during construction	No outstanding complaints. Complaints resolved within 7 days	No additional cost	PIU	Monthly
	Poor access or low trust in GM	<ul style="list-style-type: none"> Poster of GM and contacts displayed outside site at all times. All complaints are logged and resolved within 21 days and anonymised logs sent to the PIU every month Undertake consultations on the effectiveness of the GM 	PIU and contractor	Prior to and during implementation	<p>Availability of posters</p> <p>Number of GRM cases addressed within 21days</p> <p>Minutes of meetings discussing GM issues with the community</p>	No additional cost	PIU	Weekly

ESMP Budget as per detailed in the CIR document					
ESS-2- Labor and Working Conditions					
1	Occupational health and safety - Induction, training/awareness, First Aiders, Fire Marshals, safety committees, supervisors, Safety Officers access rumps etc. - Provision of personal protective equipment and Facilities e.g., toilets and bathrooms, drinking water etc.	Lumpsum	1	USD 2,500	USD 2,500
2	Risks of child and forced labour	Lumpsum	- 1	USD 1,000	USD 1,000
ESS 3: Resource Efficiency and Pollution Prevention Management					
3	Solid waste Management, Reuse and recycling of the waste generated , Provide on-site or off-site transportation of waste to prevent or minimize spills. Dust and noise managenet as well as Increased levels of vibration from construction machinery	Lumpsum	1	2,000	\$1,000
ESS 4: Community Health and Safety					
4	Community Health and Safety Measures (hazard prevention and access control. Measures to prevent community exposure to physical/biological hazards and unauthorized site access. Site safety controls to reduce community exposure to hazards and restrict unauthorized access	Lumpsum	1	1,000	1,000

LOESS- 10 Stakeholder Engagement and Information Disclosure

5	Regular community consultations and engagement meetings. Culturally appropriate communication and information disclosure. Continuous updates to community leaders on project progress or delays. Poster of GM and contacts displayed outside site at all times	Lumpsum	1	2,500	\$2,500
6	Preparation and quarterly review of site-specific ESMPs in coordination with stakeholders	Lumpsum	1	1,000	\$ 1,000
Total ESMP Costs					\$9,000

GM Contacts and awareness raising

Hirshabelle state has the following FMS GW4R GM and GBV emails,

GM Email: hs.gw4r.gbv@gmail.com

GBV Email: hs.gw4r.gbv@gmail.com

GW4R GRM & GBV EMAILS	LOCATION	REMARKS
E-mails	Category	State
hs.gw4r.grm@gmail.com	Main GRM email	State Level
hs.gw4r.gbv@gmail.com	GBV/SEAH complaints	State Level
HOTLINE NUMBER (FREE)	9992	National Level
		The free hotline number functions within 24 hours of the Project

These emails are managed by the PIU Social Safeguard and GBV specialists of the Ministry. Any complaints related to the Hirshabelle GW4R project implementation issues will be handled and registered according to GM procedures and regulations.

Additionally, Hirshabelle MOEWR plans to establish a state-level toll-free number for stakeholders and individuals with complaints to contact. Until this toll-free line is operational, clients will be able to access the national toll-free number at the FGs level **(9992)**.

Code of Conduct Obligations of the Project Contractors

Under the Horn of Africa Groundwater for Resilience Project failure to follow Environmental, Social and healthy Safety **(ESHS)** and Occupational and healthy Safety Standards **(OHS)**, or partaking in **GBV or VAC** activities, constitutes acts of gross misconduct and is therefore grounds for sanctions, penalties, or potential termination of employment. Prosecution of those who commit Sexual harassment **(SH)** or Sexual Exploitation, Abuse and Harassment **(SEAH)** or other types of GBV, or Violence against children **(VAC)** may be pursued if appropriate.

I, _____ acknowledge that adhering to environmental, social, health and safety (ESHS) standards, following the project's occupational health and safety **(OHS)** requirements, and preventing gender-based violence **(GBV) ESHS (VAC)**

is important. All forms of **GBV or VAC** are unacceptable in the workplace or when interacting with communities.

Under the Horn of Africa Groundwater for Resilience Project failure to follow Environmental, Social and healthy Safety (**ESHS**) and Occupational and healthy Safety Standards (**OHS**), or partaking in **GBV or VAC** activities, constitutes acts of gross misconduct and is therefore grounds for sanctions, penalties, or potential termination of employment. Prosecution of those who commit Sexual harassment (**SH**) or Sexual Exploitation, Abuse and Harassment (**SEAH**) or other types of GBV, or Violence against children (**VAC**) may be pursued if appropriate.

I agree that while working on the Project I will:

- a. Attend an orientation training session related to **ESHS, OHS, HIV/AIDS, GBV and VAC** as requested by my employer.
- b. Follow my employers' guidance on prevention of the spread of infectious diseases.
- c. Follow my employers' guidance on security and safety including not causing conflict or exposing myself, other colleagues, stakeholders including community members, project facilities or assets to risks.
- d. Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- e. Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- f. Not participate in sexual contact or activity with children (anyone age 18 or under)– including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- g. Not engage in any form of sexual harassment to a co-worker - for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behavior e.g., looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; giving personal gifts; making comments about somebody's sex life etc. Sexual harassment constitutes acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal

- h. Not engage in any form of sexual exploitation or abuse for instance, exchanging money, employment, goods or services for sex or sexual favors, or making promises or favorable treatment dependent on sexual acts or other forms of humiliating, degrading or exploitative behavior. This includes any project-related assistance due to community members. Sexual exploitation and sexual abuse constitute acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal.
- i. Report through the Reporting Mechanism to any suspected or actual GBV or VAC to company management and employer, or any breaches of this Code of Conduct.
- j. The standards set out above are not intended to be an exhaustive list. Other types of sexually exploitive or sexually abusive behavior may be grounds for administrative action.

With regard to children under the age of 18, I will:

- a. Wherever possible, ensure that another adult is present when working in the proximity of children.
- b. Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
- c. Not use any computers, mobile phones, video and digital cameras to exploit or harass children or access child pornographic material (see also “Use of children's images for work related purposes” below).
- d. Refrain from physical punishment or discipline of children.
- e. Refrain from hiring children for domestic or other labor which is inappropriate given their age or developmental stage, or places them at significant risk of injury.
- f. Comply with all relevant local legislation, including Somali national labor laws in relation to child labor.

Use of children’s images for work related purposes

When photographing or filming a child for work related purposes, I will:

- a) Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images;
- b) Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this, I must explain how the photograph or film will be used;
- c) Ensure photographs, films and videos present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not be seen as sexually suggestive;

- d) Ensure images are honest representations of the context and the facts.
- e) Ensure file labels do not reveal identifying information about a child when sending images electronically.

THE NEAREST GBV SERVICE PROVIDERS FOR HEALTH, PSYCHO-SOCIAL AND LEGAL SUPPORT IN THE AREA OF Geri-jir site:

- ✓ Wardi and SC provides GBV Prevention and Response, Medical Care Services operated in Gari-jir district which is nearest GBV services of Geri-jir site approximately in 35 KM away from the water point.
- ✓ Save the children organization provided legal aid services operating in Gari-jir district.
- ✓ Ministry of Women and Human Rights Development provides Dignity kit, pep kit, health services, and PSS.

APPENDIX B: ENGINEERING INFRASTRUCTURE DESIGNS AND SPECIFICATIONS:



GIR-JIR ELEVATED
WATER TANK.pdf



GIRI-JIR ANIMAL
TROUGHS.pdf



GIRI-JIR
LATERINE.pdf



Gerijir Borehole
Water Quality Report.



GIRI-JIR WATER
KIOSK.pdf



SP_1822 -
Submersible Pump.pd



Gerijir - Borehole.kml

ATTANDCE SHEET



Grijir MOU HSS.pdf



Gerijir HSS Pipeline



LAND AGREEMENT



Gerijir Site Land

Extension Agreement Form_Gerijir HSS.pdf Permit Gerijir Town. f



Nomination
(WMC).pdf



Atendance
Sheet-1.pdf



Atendance
Sheet-2.pdf