THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

Final

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

FOR

RESPONSE-RECOVERY-RESILIENCE FOR CONFLICT AFFECTED COMMUNITIES IN ETHIOPIA (3R-4-CACE) PROJECT

(P177233)

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Table of Contents

List of Tables vi

List of Picture Plates vi

Acronyms vii

Executive summary ix

1. Introduction 1

1.1. Background 1

1.2. Main and Specific objectives of the ESMF 2

1.3. Project Development Objective 2

1.4. Scope of the ESMF 2

1.5. Methodology 3

1.5.1. Approach and study design 3

1.5.2. Primary data collection methods 4

1.5.3. Sampling procedures 4

1.5.4. Data Analysis methods 5

1.5.5. Ethical consideration 6

2. **Project description** 7

3. Policy, legal and administrative framework 15

3.1. Environmental and Social Policies 17

3.1.1. Environmental Policy of Ethiopia: 1997 17

3.1.2. Ethiopian Water Resources Management Policy: 1999 17

3.1.3. Energy Policy: 1998 17

3.1.4. Biodiversity Conservation and Research Policy: 1998 18

3.1.5. Construction industry policy: 2012 18

3.1.6. Health policy: 1993 18

3.1.7. The national HIV/AIDS policy: 1998 18

3.1.8. The National Policy on Women: 1993 19

3.1.9. Regulations to support underserved and vulnerable groups 19

3.1.10. The National Social Protection Policy (NSPP) and Strategy (NSPS) 19

3.1.11. National Policy and Strategy on Disaster Risk Management: 2013 20

3.1.12. National occupational safety and health (OSH) policy and strategy 20

3.1.13. National Policy of Women: 1993 20

3.2. International Conventions relevant to the project 21

3.2.1. The "Kampala Convention" 2009: 21

3.2.2. The ILO's conventions relevant to this project: 21

3.3. Proclamations 22

3.4. Proclamations, regulations and guidelines 22
3.4.1. Environmental Protection Organs Establishment Proclamation No. 295/2002: 22
3.4.2. Environmental Impact Assessment Proclamation No. 299/2002: 22
3.4.3. Environmental Pollution Control Proclamation No. 300/2002: 22
3.4.4. Solid Waste Management Proclamation No. 513/2007: 23
3.4.5. Ethiopian Water Resources Management Proclamation, No. 197/2000: 23
3.4.6. Hazardous Waste Management and Disposal Control Proclamation Proc No.1090/2018: 23
3.4.7. Ratification Proclamation for African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa Proclamation No. 1187/2020: 23
3.4.8. Proclamation No. 209/2000 Research and Conservation of Cultural Heritage 23
3.4.9. Proclamation No. 624/2009 Building Proclamation 23
3.4.10. Public Health Proclamation No.200/2000: 24
3.4.11. The labor Proclamation No. 1156/2019: 24
3.4.12. Proclamation No. 1161/2019: Expropriation of Land for Public Purposes, Payments of Compensation and Resettlement of Displaced People: 24
3.4.13. Gender Based Violence Proclamation No. 1097/2018: 24
3.5. Guidelines and regulations 25
3.5.1. The EIA guidelines: 25
3.5.2. Regulation No. 115/2005 Ethiopian Water Resources Management: 25
3.5.3. Gender mainstreaming strategy and guideline: 2010 25
3.5.4. Action on Health response to Gender Based Violence/Sexual Violence (2020-2025) ... 25
3.5.5. Regulation No. 243/2011 Building Regulation 26
3.5.6. Regulation No. 472/2020: on Expropriation and Valuation and Compensation and Resettlement 26
3.5.7. Gender mainstreaming strategy and guideline: 2010 26
3.6. The Federal Democratic Republic of Ethiopian Ministry of Health Protocol for COVID-19 26
3.7. Protocol on Workplace Response to COVID-19 in Ethiopia 27
3.8. World Bank Environmental and Social Framework (ESF) Standards 28
3.8.1. Applicable World Bank ESF Standards 28
3.9. Gap analysis between the World Bank ESF and the National Legislations 33
3.9.1. World Bank Group Strategy for Fragility, Conflict, and Violence (FCV) 2020-2025 .. 36
3.9.2. World Bank Environment, Health and Safety (EHS) Guidelines 36
3.9.3. World Bank COVID-19 Responses in Workplace 37
3.10. EHS Regulatory Requirements 39
4. Environmental and Social Baseline of the Target Regions 39

4.1. Afar National Regional State 40
4.1.1. Bio–Physical Environment 40
4.1.2. Socio-economic Baseline 41
4.2. Tigray National Regional State 41
4.2.1. Bio-Physical Environment 41
4.2.2. Socio-economic Base line 42
4.3. Amhara National Regional State 42
4.3.1. Bio-Physical Environment 42
4.3.2. Socio-economic Base line 43
4.4. The Oromia National Regional State 44
4.4.1. Bio- Physical Environment 44
4.4.2. Socio-economic Baseline 45
4.5. Benishangul Gumuz National Regional State 45
4.5.1. Bio-Physical Environmental Conditions 45
4.5.2. Socio-economic Base line 46
5. Institutional Framework and Implementation Arrangements 46
5.1. NROC Woredas 48
5.2. HROC Woredas 48
6. Stakeholders and Community Consultations Results 50
6.1. Introduction 50
6.2. Objective of the consultations 50
6.3. Findings of the consultations 50
7. Potential Environmental and Social risks and Impacts 56
7.1. Potential positive environmental and social impacts 58
7.2. Potential negative environmental and social impacts and mitigation measures 59
8. Environmental and Social Management and Monitoring Plan 74
9. ESMF Processes and Procedures 117
10. Stakeholder Consultation, Disclosure and Grievance Redress Mechanism (GRM) 123
10.1. Stakeholder consultation 123
10.1.1. Stakeholder consultation plan 123
10.1.2. Objectives of the stakeholder consultation plan 124
10.1.3. Disclosure 125
10.2. Grievance Redress Mechanism 125
10.2.1. Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Risk Rating 126
10.2.2. Guiding Principles of GRM 127
10.2.3. Basic Grievance Management Process 128

10.2.4. World Bank Grievance Redress Service 128
11. ESMF Implementation Arrangements and Institutional Responsibilities 130
11.1 Capacity building and Training 134
11.2. ESMF Implementation Budget 139
11.3. ESMF Monitoring and Evaluation 140
11.4. Environmental and Social Audit 141
12. References: 143
13. Annexes 144
Annex 1: Subproject E&S Screening Checklist 144
Annex 2: Consent Form 156
Annex 3: Outline of Environmental and Social Impact Assessment (ESIA) Report 157
***Annex 4: Sample* ToR for ESIA Preparation** 159
Annex 5: Guideline for ESMP Preparation and contents of ESMP 162
Annex 6: Sample Waste Management Plan 164
Annex 7: Sample Traffic Management Plan 168
Annex 8: Stakeholders and community consultations checklist 170
Annex 9: List of participants for stakeholders and community participation 173
Annex 10: Pictures taken from the community consultation sessions in different locations 176
Annex 11: Social Assessment for 3R-4CACE (attached separately) 187
Annex 12: Sexual Exploitation and Sexual Harassment (SEA/SH) Plan of 3R-4CACE (attached separately) 187
Annex 13: Security Management Plan (SMP) of 3R-4CACE (attached separately) 187
Annex 14: Labor Management Plan (LMP) of 3R-4CACE (attached separately) 187

List of Tables

Table 1: Summary of Study Participants selected for KIIs and Community Consultations 5
Table 2: Summary of the Proposed Project Costs 15
Table 3. Gap analysis between World Bank ESSs and National legislations, and recommendations ..33
Table 4: Summary of Implementation Arrangements 49
Table 5. Environmental and Social Management Plan (ESMP) Matrix 76
Table 6. GRM Management Process 129
Table 7. Implementing institutions and their roles and responsibilities 130
Table 8: Table Capacity building training plan for implementing partners involving in the ESMF implementation 137
Table 9: Estimated cost for implementation ESMF activities 139

List of Picture Plates

Picture plate 1: Amhara region, North Wello, Kobo Town, host community consultation 176
Picture plate 2: Amhara region, North Wello, Kobo Town IDP KII interview 177
Picture plate 3: Amhara region, North Wello, Kobo Town Host community consultation 178
Picture plate 4: Amhara region, North Wello, Kobo Town community consultation with IDPs 179
Picture plate 5: Amhara region, North Wello, Kobo Town, conflict affected Woreda office 180
Picture plate 6: Amhara region, North Showa, DebreBirhan Town, China camp, IDPs center 181
Picture plate 7: Amhara region, North Showa, DebreBirhan Town, China camp, IDPs center 182
Picture plate 8: Afar region, Chifra Woreda, Host community consultation participants 183
Picture plate 9: Afar region, Chifra Woreda, Education office destruction 184

Acronyms

3R-4-CACE	Response Recovery Resilience for Conflict-Affected Communities in Ethiopia
BDRM	Bureau of Disaster and Risk Management
BoA	Bureau of Agriculture
BoF	Bureau of Finance
BoH	Bureau of Health
BoJ	Bureau of Justice
BoP	Bureau of Peace
BoUDI	Bureau of Urban Development and Infrastructure
BoWIE	Bureau of Water, Irrigation and Energy
BoWSA	Bureau of Women and Social Affairs
CDD	Community-driven Development
CERC	Contingency Emergency Response Component
CPMMSC	Community Project Management and Monitoring Sub-Committees
CSO	Civil Society Organization
DA	Development Agent
EDRMC	Emergency and Disaster Risk Management Commission
EHRC	Ethiopian Human Rights Commission
ESA	Environmental and Social Assessment
ESF	Environmental and Social Framework
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
FCV	Fragility, Conflict, and Violence
FDRMC	Federal Disaster and Risk Management Commission
FPIC	Free, prior and informed consultation
FSC	Federal Steering Committee
GBV	Gender Based Violence
IDA	International Development Association
IDP	Internally Displaced Persons
MHPSS	Mental Health and Psychosocial Support
MoA	Ministry of Agriculture
MoA	Ministry of Agriculture
MoE	Ministry of Education
MoF	Ministry of Finance
MoH	Ministry of Health
MoJ	Ministry of Justice
MoJ	Ministry of Justice
MoP	Ministry of Peace
MoUDI	Ministry of Urban Development and Infrastructure
MoUDI	Ministry of Urban Development and Infrastructure
MoWIE	Ministry of Water, Irrigation, and Energy
MoWSA	Ministry of Women and Social Affairs
OSC	One Stop Centers
PAD	Project Appraisal Document
PCU	Project Coordination Unit
POM	Project Operation Manual
SEP	Stakeholder Engagement Plan
ToR	Term of Reference
TPM	Contracted third-party monitoring
UN-OCHA	UN Office for the Coordination of Humanitarian Affair

WAO	Woreda Agriculture Office
WASH	Water Supply, Sanitation, and Hygiene
WDRMO	Woreda Disaster and Risk Management Office
WFO	Woreda Finance Office
WHO	Woreda Health Office
WJO	Woreda Justice Office
WNCCA	Woreda Needs, Conflict, and Capacity Assessments
WPO	Woreda Peace Office
WUDIO	Woreda Urban Development and Infrastructure Office
WWIEO	Woreda Water, Irrigation and Energy Office
WWSAO	Woreda Women and Social Affairs Office

Executive summary

Introduction and background

The Government of Ethiopia (GoE) initiated in 2019 a comprehensive reform - the Homegrown Economic Reform Agenda (HGERA) - set to build upon the foundation laid by its second Growth and Transformation Plan (GTP II, 2016-2020) by outlining macroeconomic, structural and sectorial reforms for job creation, poverty reduction, and inclusive growth. The recent political changes and reforms after in Ethiopia have triggered new and existing conflict drivers across the country that poses significant threats to Ethiopia's socio-economic growth. Incidences of violent conflicts have increased in the last five years in rural and urban areas across the country. The political conflicts continue to affect parts of Tigray, Afar, and the Amhara regions due to the Northern Ethiopian Crisis, and in parts of other regions such as Oromia and Benishangul-Gumuz due to armed conflicts. The cascading effects of conflict, including population displacements, movement restrictions, limited humanitarian access, slow relief efforts, ongoing insecurity due to a number of formal and informal security forces, restricted agriculture inputs supply, loss of harvest and livelihood assets, and dysfunctional or non-existent markets, lead to reduced productivity and disrupt the country's economic system. The 3R-4CACE Project will be implemented in five regions; namely, Amhara, Tigray, Afar, Benishangul-Gumuz, and Oromia. The project will support vulnerable conflict-affected communities by investing in local public infrastructure and essential services and by improving the access of GBV survivors to GBV response services. The project will also support the government's capacity to address the long-term needs of conflict-affected populations. The Project development objective is to (i) rebuild and improve access to basic services and climate-resilient community infrastructure and (ii) improve access to multi-sectoral response services for GBV survivors; in selected conflict-affected communities in Ethiopia.

The potential subprojects under the 3R-4CACE projects are (i) emergency services and facilities such as shelter, water trucking, water supply facilities, sanitation facilities, power sources, and mobile clinics; (ii) reconstruction of existing and construction of new healthcare facilities; (iii) reconstruction of existing and construction of new education facilities; (iv) reconstruction of existing and construction of new WASH facilities; (v) reconstruction of existing and construction of new youth clubs, farmers training centers, and other facilities; (vi) reconstruction of existing and construction of one stop centers and safe houses; (vii) procurement of medical equipment; (viii) procurement of ambulances, pickup vehicles, and motorcycles; (ix) procurement of medicine; (x) mobile GBV services; (xi) livelihood transition trainings; (xii) Mental Health and Psychosocial Support (MHPSS) services; and (xiii) procurement of dignity kits.

The main objective of the ESMF is to establish a mechanism that provides the procedures and guidelines in order to examine and manage the positive and adverse environmental and social impacts as well as risks of the sub-project component activities that may arise during implementation in the participating regions.

The ESMF includes as annex the Social Assessment (SA) (Annex 11), Sexual Exploitation/ Abuse and Sexual Harassment (SEA/SH) Plan (Annex 12), Security Management Plan (SMP) (Annex 13) and the Labor Management Plan (LMP) (Annex 14) of 3R-4-CACE project attached separately.

Approach and Methodology

The ESMF was prepared within the framework of the provisions in the National policies, laws and guidelines as well as the World Bank Environmental and Social Framework. The assessment was conducted first by collecting existing data from secondary sources (document review) and then by collecting primary data from stakeholders' consultations, community consultations, and from key informants' interviews. The consultations at the Woreda and community levels were carried out by the lead implementing institutions using the data collection tools prepared by the consultants.

The target regions are still conflict prone and thus the intended target Woredas are labeled as either high risk of conflict (HROC) or no risk of conflict (NROC). Thus, the sample Woredas were selected purposively and sampling did not follow the formal sampling procedures due to accessibility and security problems in the target regions. In consultation with implementing agencies at regional level, the sample Woredas were limited to four, namely; Debre Berehan, Woldiya, and Kobo from Amhara region, and Chifra from Afar region which are relatively representative and accessible with reasonable level of security during the time of data collection.

Policy, legal and administrative frameworks

Thoroughly review of the relevant national policies, laws, proclamations and the provisions in the constitution on environment, women's rights, the right for property ownership and loss compensation, protection of the environment, protection of social and civil rights, etc…is presented in this section. Besides, the Environmental Policy of Ethiopia, the Environmental Impact Assessment proclamation, the Environmental Pollution Control Proclamation, Solid Waste Management Proclamation, Prevention of Industrial Pollution Proclamation, Public Health Proclamation and the national COVID-19 protocols are reviewed and results are concisely presented. Finally, the World Bank's Environmental and Social Frameworks (ESF), the applicable environmental and social standards (ESS1-10 except ESS9) were reviewed.

Stakeholder consultations

The stakeholder and community consultations were conducted to understand their views and concerns over the planned 3R-4CACE project interventions. The consultations were organized for two main reasons: (1) to share project objectives and proposed project interventions with the target/identified stakeholders and communities, and (2) to consult the stakeholders and communities (IDPs and hosts) about the project and to document their concerns, particularly, the perceived social and environmental impacts of the proposed project interventions. The stakeholders and communities were acquainted to the objectives of the 3R-4CACE Project. Vulnerable or disadvantaged groups within IDPs and host communities will have less access to opportunities. Issues of elite capture, power dominance, and insufficiency of health services from mobile clinics, absence of full service for GBV survivors, and the lack of capacity at lower level for implementation were presented as key concerns.

Environmental and social Impacts and mitigation measures

The project does not trigger serious negative threats to the environment as activities are targeted to livelihood improvement through relief and recovery. The anticipated impacts are manageable and often avoidable. The project contributes to reduce the impacts of climate change and fragility, conflict and violence risks and strengthens resilience and recovery. Among the positive impacts, the project facilitates strong integration of different local stakeholders, including traditional leaders, to ensure a more inclusive recovery process, thereby addressing some of the institutional and

communication gaps between the government and communities and among communities that have contributed to local conflict lines. The project creates jobs to IDPs and host communities. The negative impacts include disturbance to natural habitats, vegetation clearing, loss of biodiversity, soil erosion, solid non-hazardous waste contamination, risk from hazardous materials, risk from hazardous waste, risk from infectious waste, risk from healthcare facilities, contamination of soil, water pollution, risk due to wastewater release, risk from water supply facilities, risk from inefficient water use, risk from inefficient energy use, risk from disaster risk management facilities, air pollution, noise pollution, traffic safety risk, cultural heritage sites, occupational health and safety risk, community health and safety risk, risks from potential EHS liabilities at existing facilities, impacts on disadvantaged and vulnerable groups, land acquisition, risk of social exclusion, risk of social conflict, GBV/SEA/SH risk, child labor, labor influx, risk from technical assistance (TA) subprojects, and risk due to lack of capacity of implementing agencies to manage environmental and social risks are the main environmental and social impacts identified for the project.

Environmental and Social Management Plan

All sub-project activities are subject to the World Bank's Environmental and Social Framework, ESS1, and are required to be assessed for environmental and social risks. For some of the sub-project activities, Full ESIA/Preliminary ESIA/ESMP will have to be prepared. The identification of the E&S risks is important in order to avoid, minimize and/or mitigate adverse impacts. The 3R-4CACE sub-project activities are subject to E&S screening. The screening process will utilize an environmental and social screening checklist, and subproject eligibility/exclusion criteria for funding under 3R-4CACE Some subprojects are ineligible for the 3R-4CACE funding if they meet any one of the exclusion criteria. The sub-project application, which will be submitted to either FPCU or FPIU, should contain the results of the environmental and social screening checklist. Proposed subprojects will be approved by FPCU and FPIU experts taking into account the social and environmental safeguard issues, and the necessary occupational and safety measures. In cases where mitigation actions are required, the subprojects will be supported by FPCU and FPIU in preparing mitigation plans using the ESMP matrix, which contains information on typical mitigation measures.

Stakeholder consultation, disclosure and grievance redress mechanism

Continuous stakeholder consultations will be conducted for effective identification and assessment of E&S impacts, implementation and monitoring of the mitigation/enhancement measures. The MoF and MoWSA are responsible to ensure sound stakeholder consultations are done for the 3R-4CACE Project. Consultation plans will be prepared. Successive consultations will bridge the communication between the public, private sector, and the Government for improved efficiency and transparency in the project execution. The potential social and environmental adverse effects of the project will be disclosed in the 3R-4CACE project website through the major local languages. Disclosure will be made in English on the World Bank website. Public disclosure will be made through billboard, banners, flyers, magazines, local FM radios, regional television channels. Copies of the ESMF will be made accessible to the public. The 3R-4CACE GRM is intended to better serve communities by redressing any possible public grievance that will be raised during the project implementation. The FPCU will provide periodic training to ensure all project related concerns are being addressed effectively through the GRM. FPCU will develop a code of conduct to be signed by implementing agents to govern the behaviour of workers through standard requirements, including addressing risks of GBV, or SEA/SH. Complaints and resolutions will be handled through multiple levels of structures including Kebele Grievance Redressing Council (KGRC), Woreda Grievance Redressing Office (WGRO), Regional Grievance Redressing Mechanism (RGRM), and the different levels of court system as a last resort.

ESMF implementation and institutional responsibility

The ESMF implementation will be mainly handled by the Federal Project Implementation Unit (FPIU) under MoWSA and the Federal Project Coordination Unit (FPCU) under MoF. Regional project Coordination Units (RPCUs) at Regional DRMCs also play an important role in ESMF implementation. All the implementing agencies (MoF, MoWSA, EDRMC, and other regional, Woreda and Kebele level government structures) will receive awareness creation and capacity building training on social and environmental safeguards. The FPIU, FPCU, and RPCUs are responsible for the social and environmental screening, and approval of sub-projects and subsequent implementation of environmental and social management plan (ESMP). The MoF and MoWSA will conduct E&S monitoring to ensure proper implementation of all requirements set forth in the ESMP. Monitoring supervisions on subprojects will be done biannually by a team composed of M&E Specialist and Safeguards Specialists from MoF, MoWSA and World Bank, respectively. Various E&S monitoring indicators such as number of appraisals conduct, number of ESMPs developed, number of written warnings on violations of ESMPs issued, number of recommendations provided, etc… will be applied to evaluate the performance of the ESMF. Annual Audit of the ESMF implementation will be undertaken by independent external consultants.

Capacity building and trainings

The implementing agencies and their partners need to enhance their overall capacity to effectively implement the 3R-4CACE Project. Capacity building includes employment or assignment of the required human power, access for training, and provisions of necessary materials and facilities. MoF implements components 1&2 and has limited experience in implementing and coordinating World Bank financed projects while MoWSA is responsible for component 2 and new for World Bank projects. Thus, both need technical staffs that are essential to implement the environmental and social standards. Both agencies (coordinating and implementing units) need monitoring team, financial management and administration specialist, procurement expert, contract management expert, and E&S risk management specialists. In addition, MoWSA needs GBV specialists, psychiatrists/health professional and psychologists. The FPCU should establish its own network structures down to the regions, zones, Woredas and Kebele levels. Custom-made capacity building trainings should be provided on project related themes. Trainings must be delivered to FPCU and FPIU technical staffs at federal, regional, Woreda, and Kebele levels. Capacity building should also be extended to all relevant stakeholders from regional to local levels.

1. Introduction

1.1. Background

The Government of Ethiopia (GoE) initiated in 2019 a comprehensive reform - the Homegrown Economic Reform Agenda (HGERA) - set to build upon the foundation laid by its second Growth and Transformation Plan (GTP II, 2016-2020) by outlining macroeconomic, structural and sectorial reforms for job creation, poverty reduction, and inclusive growth. Among the key sets of reforms, the GoE proposes to introduce competition in key growth enabling sectors, namely telecoms, logistics, and energy as part of an overall push to move from public to private sector-led growth. The Ten-Year Perspective Plan (2021-2030) includes several strategic pillars, which, among others, focus on ensuring equitable economic growth, improving productivity and competitiveness across the economy, building a climate-resilient green economy, building democratic and inclusive institutions, and ensuring equitable participation of women and children in society and the economy. These reforms have the potential to transform the economic, political, and climate vulnerability context in the country, as well as that of the Horn of Africa. The population's expectations have been high as the GoE seeks to accommodate growth of the working-age population by roughly two million persons per year.

However, the recent political changes and reforms after 2018 in Ethiopia have triggered new and existing conflict drivers across the country that pose significant threats to Ethiopia's socio-economic growth. Incidences of violent conflict have increased sharply in the last five years in both rural and urban areas across the country. The drivers of conflict in Ethiopia are heterogeneous and highly context-specific, with diversity at sub-national and national levels. At the national level, conflict increased prior to transition in 2018 before subsiding, and then increased again after the Northern Ethiopian Crisis broke out in November 2020. Ethiopia is also affected by the continued instability in neighboring countries such as Sudan, South Sudan, and Somalia, which affects border regions, especially due to the inward movement of refugees. Dispute with Sudan over the border areas have also affected Ethiopia, notably parts of the Amhara regional state. Political conflicts continue to affect parts of Tigray, Afar, and the Amhara regions due to the Northern Ethiopian Crisis, and in parts of other regions such as Oromia and Benishangul-Gumuz due to armed conflicts. The Northern Ethiopian Crisis represents the most recent large-scale manifestation of conflict in Ethiopia, escalating since the onset of the political transition in different forms, and finally leading to the outbreak of open violence in Tigray and spilling over to the adjoining regional states of Amhara and Afar. The cascading effects of conflict, including population displacements, movement restrictions, limited humanitarian access, slow relief efforts, ongoing insecurity due to a number of formal and informal security forces, restricted agriculture inputs supply, loss of harvest and livelihood assets, and dysfunctional or non-existent markets, lead to reduced productivity and disrupt the country's economic system.

The conflicts in Ethiopia have resulted in humanitarian crises, leading to destruction of private and public assets and a need for immediate support for local communities. The United Nations (UN) Office for the Coordination of Humanitarian Affair (UN-OCHA) estimates that more than 5.2 million people have significant humanitarian needs as a result of the conflict in Northern Ethiopia alone with further substantial needs throughout other conflict-affected areas of the country in Oromia, Benishangul-Gumuz , Gambella, SNNP, and Somali regional states. Most concerning is the acute food insecurity that exists within these areas. The 3R-4-CACE project will support vulnerable conflict-affected communities by investing in local public infrastructure and essential services and by improving the access of GBV survivors to GBV response services. The project will also support the government's capacity to address the long-term needs of conflict-affected populations.

1.2. Main and Specific objectives of the ESMF

The main objective of the ESMF is to establish a mechanism that provides the procedures and guidelines in order to examine and manage the positive and adverse environmental and social impacts as well as risks of the sub-project component activities that may arise during implementation in the participating regions. The framework document provides mechanism for designing enhancement measures for beneficial impacts, and recommend measures to avoid, minimize, mitigate, compensate and/or offset them to comply with the requirements of National policies and laws and the World Bank ESF.

The specific objectives are:

- To establish procedures and tools including checklists and guidelines for an in-depth voluntary consultation with concerned stakeholder groups to seek their broad support, and methods of Environmental and Social screening, impacts assessment, planning, review, approval, implementation and monitoring of sub-project component activities to be financed under the 3R-4-CACE project
- To enable the relevant implementing bodies to asses environmental and social impacts including preparation of a site-specific ESIA and/ or ESMP for the sub-component activities.
- To present the policy, legal and institutional framework related to the environmental and social contexts that are applicable to the 3R-4-CACE project and its sub-components.
- To identify institutional arrangements and the roles and responsibilities of relevant sector institutions in executing, managing and monitoring environmental and social issues related to the proposed 3R-4-CACE project activities.
- To outline the necessary reporting procedures, for managing and monitoring environmental and social concerns associated to the 3R-4-CACE project.
- To identify and propose culturally appropriate training, capacity building and budget requirements to implement the ESMF

1.3. Project Development Objective

The PDO is to (i) rebuild and improve access to basic services and climate-resilient community infrastructure and (ii) improve access to multi-sectoral response services for GBV survivors; in selected conflict-affected communities in Ethiopia. The following PDO-level Indicators will be used to measure the achievement of the PDO:

a) Beneficiaries with rebuilt and improved access to climate-resilient community infrastructure (Number, disaggregated by gender and displacement status)
b) Beneficiaries with rebuilt and improved access to basic services (Number, disaggregated by gender and displacement status)
c) Share of reported GBV cases who receive access to multi-sectoral response services (Percent, disaggregated by gender).

1.4. Scope of the ESMF

The project is designed to have a national geographic scope and be inclusive of all eligible areas in need. However, based on the impact of the conflicts and the number of IDPs, the geographical scope of the 3R-4-CACE project is prioritized to five regions viz. Amhara, Oromia, Benishangul-Gumuz, Tigray and Afar. The target Woredas in the regions will be prioritized based on the highest numbers of IDPs and/or level of assessed damages. The Woredas located across sub-regional borders in the target regions will also be taken as project intervention areas. All Kebeles within a selected Woreda are targeted for support by the project.

The ESMF provides approach/method for analysis of environmental and social impacts and risks of the proposed project component activities along with the mitigation and enhancement measures. It proposes streamlined procedures for the environmental and social assessment (ESA) process and subsequent supervision of the project. The procedures include a checklist of environmental and social criteria to be taken into account in the evaluation of the sub-component activity and a process to discuss environmental and social issues with local authorities and concerned stakeholders throughout the process of project design and implementation. The ESMF defines a typology of project activities, which might require further environmental and social assessments by location, size of project activities and other site-specific criteria. The ESMF provides the monitoring and evaluation system for the environmental and social impacts of the project, with monitoring indicators and a corresponding evaluation procedures and methodology.

The EMSF reviewed the national policies and laws, international agreements, and the World Bank's environmental and social standards (ESS). The ESMF describes and presents the institutional setups for the implementations of the project and assesses the capacity of coordinating and implementing entities. The ESMF outlines the approaches for capacity building for entities and concerned government officials involved in the implementation of the project. The content includes information and training on the potential environmental and social impacts of project activities, potential mitigation measures and the types of activities which can contribute to building capacity of the project implementers and concerned stakeholders. The required technical assistance by public and private-sector institutions and service providers to support implementation of the ESMF are identified. The estimated cost for the implementation of the ESMF is provided. The grievance redress mechanisms are presented in accordance with the government and World Bank safeguard requirements.

1.5. Methodology

The ESMF was prepared within the framework of the provisions in the National policies, laws and guidelines as well as the World Bank Environmental and Social Framework. The study design employed methods that could capture and integrate descriptive data/information collected by using qualitative assessment tools. Data were analyzed, narrated and synthesized using content analysis methods and triangulations.

1.5.1. Approach and study design

The assessment was conducted first by collecting existing data from secondary sources and then by collecting primary data from stakeholders' consultations, community consultations, and from key informants' interviews. The field site visits observational data were captured using various qualitative methods of data collection (mainly through participant observations). Checklists were prepared for KIIs, and stakeholders and community consultations.

The purpose of the secondary data collection was to capture the state of the social and environmental situations, existing policy provisions, institutional frameworks, priorities in development strategies, institutional structures relevant to the project, and to capture up-to-date facts and figures from authentic sources.

> ***(i) Review of existing literature***: Secondary data and information was collected through a thorough review of existing literature from available sources. The reviewed documents include the national legal frameworks such as national policies, legal frameworks, guidelines and regulations. The review also includes the project appraisal document (PAD), the World

Bank's Environmental and Social Standards (ESSs), and Environmental and Social Framework (ESF) guidelines.

1.5.2. Primary data collection methods

The purpose of the primary data collection was to gather firsthand information and data from various sources on the key environmental and social aspects of the project components by discussing with the relevant stakeholders, implementing partners and project beneficiaries. Particularly, the focus was on identifying positive and negative social and environmental impacts of the project, ways of maximizing the positive impacts and the mechanisms to avoid, minimize and mitigate the negative impacts; mechanisms on how to avert anticipated risks.

Primary data was collected from different sources by conducting consultative meetings at the federal, *Woreda*/district and community levels using appropriate tools. The consultations at the *Woreda* and community levels were carried out by the lead implementing institutions using the data collection tools prepared by the consultants.

1.5.3. Sampling procedures

Selection of participants for consultative meetings: the participants of the consultative meetings at the Federal, Woreda and Kebele levels were selected using purposive sampling method. This was found to be a feasible method because the experts for the interview should be knowledgeable about the subject matters. and due to the limited number of the sample population (project related staff) for the specific project. The selected individuals were informed of the purpose and were asked for their consent before conducting the interviews and consultations. The discussion and consultation was held by the team of data collectors from MOF (FPCU) in collaboration with sample Woredas administrators.

Selection of representative Woredas: The 3R-4CACE Project will be implemented in five regions; namely, Amhara, Tigray, Afar, Benishangul-Gumuz, and Oromia. To implement the project, target Woredas will be selected from each region although not yet identified. The target Woredas for the project will be selected on the following criteria: (i) number of IDPs and assessed damages; (ii) location across sub-regional borders, (iii) on-going level of conflict, and (iv) security and accessibility. The target regions are still conflict prone and thus the would be target Woredas can be labeled as either HROC or NROC. In this regard, the sample Woredas are selected purposively and may not qualify the formal sampling procedures due to accessibility and security problems of the target regions. To this end, Tigray, Benishangul-Gumuz, and parts of Oromia, Afar and Amhara are still insecure. Thus, in consultation with implementing agencies at regional level, the sample Woredas are limited to four, namely; Debreberehan, Woldiya, and Kobo from Amhara region, and Chiefra from Afar region which are relatively representative and found out accessible and secure during data collection.

Due to the ongoing conflicts, the study team had no access to conduct consultations in Tigray. Similarly, in Benishangul Gumuz and Oromia Regional states, where IDPs are located, the team also deprived of access due to conflicts. However, the team was able to consult IDPs from Oromia in the Amhara region of Debreberhan Town. Furthermore, the team collected useful information from sector offices in Oromia and Benishangul Gumuz via phone, email, and virtual connections.

All in all, data were collected from 108 individuals including IDPs, host communities, stakeholders, and implementing institutions. The research participants who involved in stakeholders and community consultations sessions, and key informant interviews are summarized in the table below.

Table 1: Summary of Study Participants selected for KIIs and Community Consultations

(a). Summary of Study Participants Selected for KIIs

Level of participation	Selected Institution	Woreda	Male	Female	Total
Federal	MOF	-	5	2	7
	MOWSA	-	2	-	2
Amhara Region	Woreda Education Office	Woldiya	1	-	1
	Woreda Women and Children Affairs Office		1	-	1
	Woreda Health Office		-	1	1
		Debrebrehan			
	Woreda Education Office		-	1	1
	Woreda Women and Children Affairs Office		-	1	1
	Woreda Health Office		-	1	1
	Bureau of Women and Social Affairs	-	3	-	3
Afar Region		Chifra			
	Woreda Health Office		1	-	1
	Woreda Women and Children Affairs Office		-	1	1
	Woreda Health Office		1	-	1
	Bureau of Women and Social Affairs	-	3	-	3
Oromia Region	Bureau of Women and Social Affairs		1	2	3
Benishangul Gumuz	Bureau of Women and Social Affairs	-	2	1	3
Total					**30**

(b). Summary of Study Participants Selected for Community Consultations

Region	Woreda	No. of Participants		Total
		Male	Female	
Amhara	Raya Kobo	19	13	32
	Debrebrehan	18	8	26
Afar	Chifra	17	3	20
Total				**78**

1.5.4. Data Analysis methods

Qualitative data analysis methods were employed to analyze the collected data from secondary and primary sources. The data collected from document review, interviews and consultative meetings are qualitative in nature; and hence, they are analyzed using thematic approach. Through this approach, similar ideas are categorized in themes and the analysis is done accordingly. The data can easily be structured, organized and categorized according to the patterns of responses. Finally, triangulation method is employed to cross-validate the different data sets from the various sources.

1.5.5. Ethical consideration

Ethical consideration is one of the protocols during data collections. It is imperative that ethical issues are considered during field data collection process. The ethical considerations include: informed consent, voluntary participation, do no harm, confidentiality, and anonymity.

(i). Requiring a Free, prior and informed consent (FPIC): The principles of consultation and consent together constitute a special standard that safeguards and functions as a means for the exercise of indigenous peoples' substantive rights. It is a standard that supplements and helps effectuate substantive right including the right to property and other rights that may be implicated in natural resource development. FPIC can have the effect of reversing the historical pattern of exclusion from decision making in order to avoid the future imposition of important decisions on indigenous peoples, allowing them to continue to live as distinct communities on lands to which their cultures remain attached.

Free refers to a consent given voluntarily and absent of "coercion, intimidation or manipulation. Prior means consent is sought sufficiently in advance of any authorization or commencement of activities. Informed refers mainly to the nature of the engagement and type of information that should be provided prior to seeking consent and also as part of the on-going consent process. Consent refers to the collective decision made by the rights-holders and reached through the customary decision-making processes of the affected peoples or communities. Consent must be sought and granted or withheld according to the unique formal or informal political-administrative dynamic of each community.

Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities (SSAHUTLC) may be particularly vulnerable to the loss of, alienation from, or exploitation of their land and access to natural and cultural resources. In recognition of this vulnerability, in addition to the General Requirements of ESS7 and those set out in ESSs 1 and 10, the Borrower will obtain the FPIC of the affected Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities in accordance with paragraphs 25 and 26 in circumstances in which the project will:

a. Have adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation;
b. Cause relocation of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities from land and natural resources subject to traditional ownership or under customary use or occupation; or
c. Have significant impacts on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities' cultural heritage that is material to the identity and/or cultural, ceremonial, or spiritual aspects of the affected Indigenous Peoples lives.

In these circumstances, the Borrower will engage independent specialists to assist in the identification of the project risks and impacts.

(ii). Voluntary participation: Voluntary participation means that people participate in the research free from coercion and reimbursement. Informants and community consultation participants were never made to give response either through the use of force or through the power of money. Participants are free to withdraw their participation at any time in the process of data collection. It is the right of participants to leave their participation any time. Therefore, no pressure should be made on those who choose not to continue.

(iii). Do no harm: Informants and community consultation participants assured that there will be no physical/psychological harms because of their participations in this research. Participants were made to relax in order to avoid their stress, pain, anxiety, and diminishing self-esteem. Participants were informed to decline any time if they discomfort for giving the information.

(iv). Confidentiality: confidentiality means the information provided by the research participants will be made confidential and accessible only to authorized personnel. The information from the informant will not be published in the way that exposes the information providers, informants. Accordingly, the consultant assured them not to disclose the names of the research participants.

(v). Anonymity: if mentioning the names of the information providers is mandatory, anonymous or pseudo names will be used. Anonymity is a stricter form of privacy than confidentiality since the information providers are named with pseudo names. Therefore, in writing the summary of stakeholders and community consultations, the consultant might use pseudo names of the informants if necessary.

2. Project description

The overall approach is that the project will be implemented during a five-year period (2022-2026) and comprises three components: (i) rebuilding and improving access to basic services and climate-resilient community infrastructure; (ii) improving access to GBV response services; and (iii) adaptive project management. In addition, the project will include a zero-dollar Contingent Emergency Response Component (CERC). Activities will address immediate needs of conflict-affected communities, support post conflict recovery of services and infrastructure, and strengthen longer-term institutional measures to increase community resilience and sustainable investments.

The project has a national geographic scope. However, considering the conflict damage and needs estimates at appraisal and the project's financial envelope, it will initially prioritize support to the Amhara, Afar, Benishangul-Gumuz, Oromia, and Tigray regions. These regions have been highly impacted by recent conflicts, and are currently being assessed by the government and a World Bank team via a Conflict Impact Assessment and Recovery and Reconstruction Planning exercise. These regions also host large numbers of IDPs, and are highly vulnerable to the impacts of climate change. During implementation of the project, other regions will be considered based on resource availability and needs. In such a case, this ESMF would potentially need updating to reflect any changes in the scope of the project. The methodology to select Woredas within the regions will be articulated in the Project Operations Manual (POM), taking into account: (i) the results of the conflict damage assessment as relevant, including the availability of basic services and community infrastructure and the severity of damages to infrastructure; (ii) the number of IDPs; (iii) complementarity with other donor-funded activities (aiming to avoid duplications); (iv) security and accessibility; and (v) the potential for conflict mitigation (for example, in areas along borders with increasing tensions). The regional governments will have a key role in the evaluation of these criteria and the final selection of Woredas, which will be validated by the Federal government and require a No Objection by the World Bank. The selection process and its results will be discussed extensively with the project stakeholders and made public.

Selected Woredas will be categorized as high risk of ongoing conflict (HROC) Woredas or non-high risk of ongoing conflict (NROC) Woredas on the basis of rapid Woreda Needs, Conflict, and Capacity Assessments (WNCCA) conducted by a third-party. The categorization will trigger differentiated implementation arrangements with project activities in NROC Woredas expected to be implemented using government systems and institutions and activities in HROC Woredas expected to be

implemented by third-party implementation entities. The POM will be assessed and adjusted periodically to be responsive to the evolving conflict context and lessons learned in implementation.

Component 1: Rebuilding and Improving Access to Basic Services and Climate-resilient Community Infrastructure (Cost: $210.0 million)

Component 1 will support conflict-affected communities' access to basic services and climate-resilient community infrastructure in selected Woredas. The project will finance the provision of rapid response basic services as and when needed to lay foundations for more sustainable support with a focus on health, education, WASH, and other services as feasible. Additional temporary support services, such as psychosocial care and/or support for unaccompanied minors, will be financed under Component 2. This component will also finance longer-term recovery through establishment, restoration, or rehabilitation of basic services and community infrastructure.

The component will aim to address climate and Fragility, Conflict, and Violence (FCV) risks and strengthen drivers of resilience and socioeconomic recovery. The project will support response and recovery activities that advance growth and development in the country, and address key risk factors that may exacerbate conflict, for example, climate change and perceived inequities or tensions between host communities and IDPs or between different socioeconomic groups blamed for the conflict and its impacts. Recovery activities will also focus on communities and the strong integration of different local stakeholders, including traditional leaders, to ensure a more inclusive recovery process, thereby addressing some of the institutional and communication gaps between the government and communities and among communities that have contributed to local conflict lines. Finally, the component will allow for targeted additional interventions that may mitigate local-level conflicts, for example conflict sensitivity trainings for local institutions. The implementation of this component will be led by a Federal Project Coordination Unit (FPCU) in MoF. Financed activities will be grouped into the following three sub-components:

Sub-component 1.1: Community-based Rapid Response Basic Services (Cost: $53.0 million). This sub-component will finance rapid response services to meet the basic needs of selected communities, including vulnerable groups (particularly women). These needs have been preliminary identified by the government and humanitarian organizations and will be further refined and updated by the rapid WNCCAs, including climate assessments. Mobile health response services will include medical assessment, distribution of medicines, and medical services following an approach which builds upon lessons from health interventions recently conducted in the Tigray Region. Education teams will provide informal education support services, for example, through the successfully piloted Read@Home Program and more formal education services focusing on accelerated learning, for example, through speed schools with accelerated curricula and community day care services. WASH interventions may encompass provision of potable water via trucks, basic sanitary facilities, and other interventions. Potential subprojects under this sub-component include:

- Emergency shelters (with basic ground preparation work and erection of tents and other temporary shelters)
- Water trucking
- Emergency water supply facilities such as on-spot boreholes (with standpipes), on-spot spring developments, and rainwater catchments which will involve access roads construction, drilling and construction of wells, installation of electromechanical equipment, construction of spring capping structures, and roof catchments or ponds
- Household water facilities such as water containers
- Emergency water treatments (mainly disinfection)

- Mobile clinics (mobile emergency and surgical units)
- Procurement of medicine
- Emergency sanitation facilities
- Emergency power sources

Given overlapping vulnerabilities in the selected areas, these services will equally respond to compounded climate-related shocks. Activities will be implemented in coordination with the World Bank-financed Health Sustainable Development Goals Program-for-Results (P123531), General Education Quality Improvement Program for Equity and Additional Financing (P163050/P168829), and the Urban Productive Safety Net and Jobs Project (P169943).

Sub-component 1.2: Community-based Recovery Activities (Cost: $151.0 million). This sub-component will finance recovery of local infrastructure and services, informed by conflict and climate needs assessments, and prioritized based on the results of community consultations. Ownership of the recovery process, including joint decision-making power by host communities and IDPs alike, will be facilitated through the establishment of Neighborhood Relations Committees (NRCs), with support from the Woreda administration and Mobile Support Teams from the Federal and regional levels. Communities will prioritize and decide on the recovery and rehabilitation investments/sub-projects, to be outlined in community recovery plans at the Kebele level. Recovery plans could include the reconstruction of existing or construction of new community facilities, such as education, health, and WASH facilities, youth clubs, and training centres, as well as related soft investments, for example, capacity building activities for NRCs, social cohesion interventions to facilitate IDP/host community relations according to allocated financial envelopes. The project may also finance inter-Kebele sub-projects that are prioritized jointly by the relevant communities, within a defined financial envelope. These allocations will be described further in the POM. Potential subproject types under this sub-component include (but not limited to):

- Reconstruction or construction of climate-resilient low carbon education facilities
    - Reconstruction of damaged or non-functional education facilities such as class room blocks, libraries, laboratories, administration buildings, latrines/toilets, menstrual hygiene blocks, septic tanks, soak-away pits, water troughs, water towers, and guard houses. Reconstruction of education facilities involves restoring the structures to their earlier states including reconstruction of structural frames (beams, columns and slabs); reconstruction of damaged external and internal walls; maintenance or replacement of doors and windows; replacement of broken glazing; reconstruction of roofing and ceiling; maintenance or replacement of electrical and sanitary systems and fixtures; repainting of walls, beams, columns, and slab soffits; carpentry work for maintenance and replacement of cupboards, counters, shelves, etc; and reconstruction of site utilities such as water supply system, sewer systems, storm drainage channels, site electrical, and waste collection facilities.
    - The reconstruction subprojects shall consider climate-resilient low carbon approach such as bracing or strengthening existing or new structural elements to withstand climate action; providing runoff protection measures around the facilities; and switching to more resilient construction materials (for instance, metal and PVC doors in place of wooden doors, fire resistant materials).
    - Preparation of climate resilient plans and designs for construction of education facilities (with components indicated under reconstruction above). The designs shall account measures such as raise floor levels as a protection against runoff/flooding;

structural designs that account the most critical load cases (for wind, earthquake, fire, etc); and use of climate resilient construction materials.

- Construction of education facilities involves excavation and earthwork; substructural work (structural fill, footings, strip foundations, hardcore, ground slab, grade beams); super-structural work (columns, beams, and slabs); block work; plastering work; truss and roof work; ceiling installation; doors and windows installation; glazing work; carpentry and joinery work; electrical and sanitary systems and fixtures installation; painting work; and site utilities work for water supply, electrical, wastewater and solid waste.
- Connection to utilities such as water supply source, power source, and wastewater systems, if any.
- Rehabilitation or construction of access roads to the intervention (i.e., education facilities subprojects) sites.
- Supply and installation of education facility furniture and equipment.

- Reconstruction or construction of climate-resilient low carbon health facilities
  - Reconstruction of damaged or non-functional health facilities including emergency, inpatient, outpatient, and delivery wards/blocks; laboratories; registration and administration blocks; ancillary facilities such as incinerators, placenta pits, wash basins, septic tanks, soak-away pits, water towers, and guard houses. Also, health facilities may include drug stores and pharmaceutical warehouses. Reconstruction of health facilities involves restoring the structures to their earlier states including reconstruction of structural frames (beams, columns and slabs); reconstruction of damaged external and internal walls; maintenance or replacement of doors and windows; replacement of broken glazing; reconstruction of roofing and ceiling; maintenance or replacement of electrical and sanitary systems and fixtures; repainting of walls, beams, columns, and slab soffits; carpentry work for maintenance and replacement of cupboards, counters, shelves, etc; maintenance or replacement of ancillary facilities such as placenta pits, incinerators, ash pits, septic tanks, etc; and reconstruction of site utilities such as water supply system, sewer systems, storm drainage channels, site electrical, and waste collection facilities.
  - The reconstruction subprojects shall consider climate-resilient low carbon approach such as bracing or strengthening existing or new structural elements to withstand climate action; providing runoff protection measures around the facilities; and switching to more resilient construction materials (for instance, metal and PVC doors in place of wooden doors, fire resistant materials).
  - Preparation of climate resilient plans and designs for construction of health facilities (with components indicated under reconstruction above). The designs shall account measures such as raise floor levels as a protection against runoff/flooding; structural designs that account the most critical load cases (for wind, earthquake, fire, etc); and use of climate resilient construction materials.
  - Construction of health facilities involves excavation and earthwork; substructural work (structural fill, footings, strip foundations, hardcore, ground slab, grade beams); super-structural work (columns, beams, and slabs); block work; plastering work; truss and roof work; ceiling installation; doors and windows installation; glazing work; carpentry and joinery work; electrical and sanitary systems and fixtures installation; painting work; and site utilities work for water supply, electrical, wastewater and solid waste.

- Connection to utilities such as water supply source, power source, and wastewater systems, if any.
- Rehabilitation or construction of access roads to the intervention (i.e., health facilities subprojects) sites.
- Supply and installation of health facility furniture and equipment.

- Reconstruction or construction of climate-resilient low carbon WASH facilities
  - Reconstruction of WASH facilities include shallow wells fitted with hand pumps; shallow wells with submersible electrical pumps; deep wells/boreholes with electro-mechanical and distribution systems; on-spot springs; springs with distribution systems; power sources such as photovoltaic systems, diesel generators and their housing, and grid connections; transmission and distribution pipe systems; storage facilities; operator blocks; utility offices; pit latrines; public latrines; menstrual hygiene blocks; shower rooms; and wash basins. Subprojects for maintenance ore replacement of various components of the WASH facilities will potentially be selected.
  - Preparation of designs for climate-resilience low carbon WASH facilities which should focus on deep wells and high yield springs (for sustainability) in place of shallow wells and on-spot springs; sanitary facilities with treatment in soak-away pits and sand mounds; WASH protected against runoff/flooding; renewable energy-based systems (PV systems, connection with hydropower grid, wind power systems) in place of diesel generators; and use of climate-resilient materials.
  - Construction of WASH facilities based on the climate-resilient low carbon design prepared.
  - Rehabilitation or construction of access roads, particularly to transport machines (drilling rigs, compressors, pumps, tanks, etc), materials and equipment to borehole drilling sites, to springs, to power sources, and other facilities.
  - Supply installation of electromechanical equipment.

- Reconstruction or construction of youth clubs involving maintenance of existing or construction of new youth center buildings/structures. Main activities include excavation and earthwork, substructure work, superstructure work, roof work, finishing work, doors and windows, glazing, painting, electrical and sanitary installation, and site utilities construction.
- Reconstruction or construction of farmers training centers and other communal livelihood infrastructure involving maintenance of existing or construction of new buildings/structures.
- Reconstruction or construction of DRM infrastructure including rainwater harvesting systems; runoff protection berms, bunds and retention ponds; etc.
- Inter-kebele subprojects may include water supply, farmers training centers, agricultural warehouses, agricultural markets, and veterinary services
- Procurement of medical equipment
- Procurement of ambulances, pickup vehicles, and motorcycles
- Procurement of medicine

Construction and reconstruction of community facilities will take into account current and future climate change risks in the facilities' design, materials, and location, and there will be emphasis on the use of energy and resource efficiency measures. The formal Woreda Appraisal Committees will ensure alignment of the recovery plans with the government's longer-term local development plans.

Procurement and implementation will be facilitated and supervised by the Woreda in areas where they are functional, with community monitoring facilitated by the NRCs. In HROC Woredas, third-party implementation will lead the procurement and implementation functions.

Sub-component 1.3: Strengthening Institutions for Resilience (Cost: $6.0 million). This sub-component will finance capacity strengthening activities to enhance community resilience to the effects of conflict and to current and future climate change impacts. At the Federal level, institutional assessments and technical assistance activities may be financed, while at the Woreda level, capacity enhancement activities will focus on existing local civil servant workforce whose capacity for engaging with communities will be enhanced, and whose standard working procedures and systems for citizen engagement and deployment of rapid resources will be strengthened. At the Kebele level, interventions will focus on strengthening formal and informal community structures, including Women's Groups, traditional burial associations (Iddirs), and other structures. In HROC Woredas, support will be limited to community structures at the Kebele level.

Component 2: Improving Access to GBV Response Services (Cost: $70.0 million)

This component will primarily finance the strengthening of short- and medium-term GBV response services for survivors of GBV within the targeted regions. This will be complemented by piloting GBV prevention programming, both as a mechanism to encourage service seeking behavior by GBV survivors, facilitate their longer-term recovery, and address underlying norms and dynamics that contribute to violence; and strengthening the institutional capacity for policy coordination and delivery for quality, confidential, and survivor-centered care across the country.

The interventions under Component 2 are expected to respond to the multiple needs of GBV survivors to enable short- and medium-term recovery from violence and to strengthen the capacity of vulnerable people to cope with future shocks and stresses that may contribute to GBV incidence, including, among others, those related to conflict and to the impacts of climate variability and change. By targeting prevention and behavior change, this component also will aim to address drivers and risk factors that contribute to acceptance and perpetration of GBV that may be exacerbated by conflict, climate events, or other related shocks. Addressing drivers and impacts of GBV has important implications not only for the physical and psychosocial well-being of survivors, but also for social cohesion and sustainable development of communities more generally. The high prevalence rates of GBV in Ethiopia are linked to underlying social and cultural norms and values that perpetuate power imbalances between men and women, as well as between and across communities, exacerbated by the ongoing conflict, which increases the vulnerability of affected people. Left unaddressed, GBV incidence can contribute to communal instability and result in significant economic costs to families and communities alike, extending from lost productivity, lost earnings, and out of pocket medical expenditures. Prevention activities may unlikely prevent the explicit use of GBV as a targeted weapon of war, but they should support an environment where overall tolerance for GBV is reduced and the communal support for survivors' increases. Component 2 will be implemented by MoWSA in coordination with relevant government agencies, including MoH, Ministry of Justice (MoJ), the Federal Police Commission, and the Ministry of Education, and in partnership with nongovernment partners with technical expertise in GBV prevention and response, particularly UNICEF. This component's activities will be grouped into the following three sub-components:

Sub-component 2.1: Expanding and Strengthening GBV Services in Conflict-affected Communities (Cost: $51.0 million). A mapping exercise will be carried out, looking at existing referral services and providers within the selected Woredas, their capacities and need for training, an assessment of the

quality of care they provide, and vulnerabilities to climate change. This information will inform service strengthening needs and capacity building activities and, more broadly, enable improved coordination across stakeholders. Activities to be financed under this sub-component include (i) strengthening of existing and new One Stop Centers (OSC) facilities as needed, including training of OSCs' critical personnel to perform core services (including medical, case management, psychosocial, police, and legal support), and procurement of essential medical supplies and other materials for the OSCs and (ii) expanding and strengthening community-level response and referral mechanisms for GBV survivors through the delivery of essential GBV response services and training of key personnel, including community-based actors, frontline providers, and health personnel in core services, including social services, Mental Health and Psychosocial Support (MHPSS), emergency response, and referral support for GBV survivors by specialized implementing partners. The project will support capacity building of technical staff, such as health professionals and social workers, to provide medical care (including clinical management of rape), case management support, and MHPSS, and will pilot delivery of mobile GBV services in target Woredas where access to OSCs or health facilities is not available. This sub-component will finance the provision of MHPSS through training and deployment of mental health and psychosocial service providers, as well as through contracting of specialized external providers, to serve GBV survivors, as well as conflict- and displacement-affected people more broadly.

Potential subprojects under this sub-component with environmental and social risks include:

- Improving existing One Stop Center (OSC) facilities and safe houses including rehabilitation/reconstruction of the facilities/buildings, supply and installation of furniture and equipment, and supply of medicine
- Construction of new One Stop Center (OSC) facilities including office/administration blocks, temporary shelters, medical rooms, toilets, and utilities. The construction of new OSC include supply of furniture, equipment and medicine
- Construction of Safe houses which include offices, bedrooms, kitchens, toilets, and utilities.
- Mobile GBV services where OSC are not available
- Livelihood transition trainings
- Mental Health and Psychosocial Support (MHPSS) services
- Procurement of dignity kits
- Procurement of medical equipment
- Procurement of medicine

The project will explore establishment or rehabilitation of safe houses or safe spaces and programming for vulnerable children, such as establishment of Women and Girl Friendly Spaces (WGFS, also referred to as Girl Clubs) to enable multi-layered access to key support activities, including case management, counseling, and other social activities. It will also explore the feasibility to support innovative reporting systems, including hotlines/helplines. Recognizing the importance of survivors' economic independence as a measure to reduce economic dependence on perpetrators and improve resilience to violence, the project will support opportunities to integrate economic empowerment interventions in community-level response programs or, at a minimum, to enable referral to existing livelihoods and income generation programming outside of this project. Activities will be implemented in coordination with the Health Sustainable Development Goals Program-for-Results, the General Education Quality Improvement Program for Equity and Additional Financing, and the forthcoming Strengthening Primary Health Care Services Program-for-Results (P175167). All activities will be informed by and build on relevant international and regional frameworks, as well as global and regional good practice for safe, ethical, and survivor-centered care.

Sub-component 2.2: GBV Prevention and Behavior Change (Cost: $15.0 million). This sub-component will pilot evidence-based GBV-related prevention and behavior change activities at individual, household, and community levels in selected conflict and climate-affected Woredas. Activities may include provision and facilitation of gender transformative dialogue groups and/or couple-based trainings, activism training, community awareness raising and mobilization (including traditional leaders), and behavior change communications campaigns to increase people's awareness of risks and impacts of GBV and of available GBV support services. Opportunities to integrate climate-resilient livelihood support and economic empowerment programming into prevention interventions will be explored by financing, for example, gender transformative training that is integrated into women's entrepreneurship interventions, business or savings groups, village savings and loan associations, or other related economic empowerment interventions.

Sub-component 2.3: Support to Coordination, Policy Development, and Research for GBV Prevention and Response (Cost: $4.0 million). This sub-component will finance relevant capacity building activities to strengthen the coordination mechanisms for GBV programming between relevant ministries and regional bureaus with a mandate for GBV prevention and response; review and strengthening of the policy and legal framework for addressing GBV, which may include the dissemination of recently finalized and launched Standard Operating Procedures for OSCs, development of a National Strategy for GBV Response, a National GBV Policy, or other policy priorities identified by government partners; and technical assistance actions aiming to strengthen the government's capacity to conduct targeted analyses that inform GBV prevention and response programming as needed.

Component 3: Adaptive Project Management (Cost: $20.0 million)

Component 3 will finance the incremental costs of the various project management aspects associated with the implementation of activities under components 1 and 2 (for example, the costs of the FPCU, Federal Project Implementation Unit [FPIU], and other coordination and oversight structures), as well as learning activities that will help improve the effectiveness of project-financed activities and adapt them to changed settings. Component 3 will be implemented by MoF as the lead Implementing Agency for this project, and by MoWSA, which will be responsible for implementation of Component 2. Activities will be grouped into the following two sub-components:

Sub-component 3.1: Project Management (Cost: $15.0 million). The sub-component will finance project management and coordination costs, including the costs of the steering committees at the different levels, the FPCU in MoF, an FPIU in MoWSA, respective regional and Woreda coordination units, the FPCU's Mobile Support Teams, and other project implementation structures as needed. It will also finance operational assessments such as the WNCCAs. This sub-component will also finance project communication costs, making sure that project activities are well known to beneficiaries with details outlined in the Stakeholder Engagement Plan (SEP).

Sub-component 3.2: Learning and Adaptive Implementation (Cost: $5.0 million). This sub-component will finance the contracting of an operations-focused consulting firm to provide quality control and learning services to the project. This will include analyses of the effectiveness of activities under components 1 and 2 and improvement recommendations, and continued evaluation of the project's targeting mechanisms. This sub-component may be completed by World Bank-contracted third-party monitoring (TPM).

Component 4: Contingent Emergency Response Component (Cost: $0.0)

A CERC is included in the project in accordance with Investment Project Financing (IPF) Policy, paragraphs 12 and 13, for Situations of Urgent Need of Assistance and Capacity Constraints. This will allow for rapid reallocation of credit/grant uncommitted funds in the event of an eligible emergency as defined in OP 8.00. An Annex to the POM ('CERC Annex') will be prepared within 6 months of credit effectiveness to guide the activation and implementation of the CERC, and a CERC Environmental and Social Management Framework (ESMF) will also be prepared within 6 months of credit effectiveness with the CERC environmental and social (E&S) assessment and initial requirements. For the CERC to be activated, and financing to be provided, the Government will need (i) to submit a request letter for CERC activation and the evidence required to determine eligibility of the emergency, as defined in the CERC Annex; and (ii) an Emergency Action Plan, including the emergency expenditures to be financed; and (iii) to meet the E&S requirements as agreed in the Emergency Action Plan and the Environmental and Social Commitment Plan (ESCP).

Table 2: Summary of the Proposed Project Costs

Component/Sub-component	Cost ($
Component 1: Rebuilding and Improving Access to Basic Services and Climate-resilient Community Infrastructure	
1.1. Community-based Rapid Response Basic Services	53,000,000
1.2. Community-based Recovery Activities	151,000,000
1.3. Strengthening Institutions for Resilience	6,000,000
Sub-total Component 1	210,000,000
Component 2: Improving Access to GBV Response Services	
2.1. Expanding and Strengthening GBV Services in Conflict-affected Communities	51,000,000
2.2. GBV Prevention and Behavior Change	15,000,000
2.3. Support to Coordination, Policy Development, and Research for GBV Prevention and Response	4,000,000
Sub-total Component 2	70,000,000
Component 3: Adaptive Project Management	
3.1. Project Management	15,000,000
3.2. Learning and Adaptive Implementation	5,000,000
Sub-total Component 3	20,000,000

3. Policy, legal and administrative framework

Article 25 of the FDRE Constitution guarantees all persons' equality before the law, and prohibits any discrimination on grounds of gender, language, religion, race, and political opinion. Similarly, Article 35 of the Constitution provides that women are entitled to equal rights with men. Article 35 (3) states that in recognition of the history of inequality and discrimination suffered by women in Ethiopia, women are entitled to remodel and take affirmative measures. The purpose of such measures shall be to enable women to compete and participate on the basis of equality with men in political, economic and social life, and to gain access to opportunities and positions in public and private institutions

The national constitution has enshrined several articles to protect the fundamental rights of women and their interest of access and control over resource, and about equality among women and men in marriage. It recognizes the history of inequality and discrimination suffered by women in Ethiopia. Ethiopian women are entitled to remedial and affirmative measures to enable them to compete and participate on the basis of equality with men in political, economic and social life. Women have the right to protection by the state from harmful customs and practices that press them or cause bodily or mental harm. With regard to property and land rights, the constitution states that women shall acquire, administer, control, use and transfer of their property. With respect to use, transfer, administration and control of land, women have as equal access as men to benefit this.

On the other hand, article 39 recognizes the rights of groups identified as 'Nations, Nationalities, and Peoples' and defined them as "a group of people who have or share a large measure of common culture or similar customs, mutual intelligibility of language, belief in a common or related identity, a common psychological make-up, and who inhabit an identifiable, predominantly contiguous territory." It also portrays their rights up to self-determination-the right to secession; speak, write, and develop their own languages; express, develop, and promote their cultures; preserve their history; and, self-government, which includes the right to establish institutions of the Government in the territory that they inhabit and equitable representation in state and Federal Governments.

Article 54 (1) further states that "Members of the House [of Peoples Representatives], on the basis of population and special representation of minority Nationalities and Peoples, shall not exceed 550; of these, minority Nationalities and Peoples shall have at least 20 seats." These groups are supposed to have less than 100,000 population size. Due to limited access to socioeconomic development and underserved status over the years, the Ethiopian government has designated Afar, Benishangul-Gumz, Gambella and Ethiopian Somali as 'Developing Regional States' (DRS). Regarding this, the Ethiopian Constitution, Article 89(2) specifies, 'The Government has the obligation to ensure that all Ethiopians get equal opportunity to improve their economic situations and to promote equitable distribution of wealth among them'.

The Ethiopian constitution clearly stipulates in Article 89(3, 4) that, "Nations, Nationalities and Peoples least advantaged in economic and social development shall receive special assistance. Government shall take measures to avert any natural and manmade disasters, and, in the event of disasters, to provide timely assistance to the victims." The constitution further states specifically the rights of Ethiopian pastoralists under article 40 (4), that, "Ethiopian pastoralists have the right to free land for grazing and cultivation as well as the right not to be displaced from their own land". Moreover, the constitution under Article 41(8) states that "Ethiopian pastoralists have the right to receive fair prices for their products, that would lead to improvement in their conditions of life and to enable them to obtain an equitable share of the national wealth commensurate with their contribution. This objective shall guide the State in the formulation of economic, social and development policies." The 1995 Ethiopian Constitution particularly provided for pastoralists the right to free land grazing and not to be displaced from their own lands without their wish. Besides, article 44 in the constitution stated that all persons who have been displaced or whose livelihoods have been adversely affected as a result of State programs have the right to get appropriate monetary compensation or alternative means of reimbursement including relocation with adequate State assistance.

Similarly, by the provision of Article 44 of the constitution, all persons have the right to clean and healthy environment. People who have been displaced or whose livelihoods have been adversely affected because of State programs have the right to commensurate monetary or alternative means of compensation, including relocation with adequate State assistance.

On the other hand, the 1995 FDRE constitution also gives due attentions for environmental protection and management. The concept of sustainable development and environmental rights are enshrined in article 43, 44 and 92 of the Constitution of GOE. By the provision of article 43 of the constitution, citizens have the right to improved living standards and to sustainable development, and to participate in national development, and in particular, to be consulted with respect to polices and projects affecting their community. The environmental objectives of the Ethiopian government have been clearly stated by the provision of Article 92 of the constitution. It states that government shall endeavor to ensure that all Ethiopians live in a clean and healthy environment. The design and implementation of programs shall not damage or destroy the environment. People have the right to

full consultation and to the expression of views in the planning and implementation of environmental policies and projects that affect them directly. Government and citizens shall have the duty to protect the environment.

3.1. Environmental and Social Policies

3.1.1. Environmental Policy of Ethiopia: 1997

In April 1997, the Council of Ministers approved the Environmental Policy of Ethiopia. It has 10 sectoral and 10 cross-sectoral components one of which addresses "Human Settlements, Urban Environment and Environmental Health", and was based on the findings and recommendations of the National Conservation Strategy of Ethiopia. The policy document contains elements that emphasize the importance of mainstreaming socio-ecological dimensions in development programs and projects.

The purpose of the Environmental Policy of Ethiopia is to improve and enhance the health and quality of life of all Ethiopians through promoting sustainable social and economic development. This shall be achieved through sound management and use of resources and the environment as a whole so as to meet the needs of the present generation without compromising the ability of future generations to meet their own needs. With the intention of having sustainable environmental management, the Environmental Policy of Ethiopia encourages the creation of organizational and institutional frameworks from federal to community levels. The Environmental Policy of Ethiopia provides a number of guiding principles that require adherence to principles of sustainable development; in particular, the need to ensure that Environmental Impact Assessment:

- ✓ considers impacts on human and natural environments;
- ✓ provides for early consideration of environmental impacts in projects and programs design;
- ✓ recognizes public consultation;
- ✓ includes mitigation and contingency plans;
- ✓ provides for auditing and monitoring; and
- ✓ is a legally binding requirement.

3.1.2. Ethiopian Water Resources Management Policy: 1999

The overall goal of the Policy is to enhance and promote all national efforts towards the efficient, equitable and optimum utilization of the available Water Resources of Ethiopia for significant socioeconomic development on sustainable basis. The Policy aims to ensure access to water for everyone fairly and in a sustainable manner, protect water resources and sources, and promote cooperation for the management of river basins. The Policy also requires water resources schemes and projects to have Environmental Impact Assessment and Evaluation.

3.1.3. Energy Policy: 1998

The Policy provides general direction wherein, among others, expansion of renewable energy from biomass, hydro, wind and geothermal energy that is needed to accelerate economic development of the country. Other policy areas that are given due attention include energy saving. It is one of the policy areas where improvement of saving mechanisms for energy production, transportation and utilization shall be devised. Following this policy, different programs were designed and are being implemented.

3.1.4. Biodiversity Conservation and Research Policy: 1998

The Policy was approved in 1998 and it provides policy guidance towards the effective conservation, rational development and sustainable utilization of the country's biodiversity. The policy objectives accentuate public participation in biodiversity conservation, development and utilization, and also ensure that communities share from the benefit accrued from the utilization of the genetic resources and their traditional knowledge. The policy consists of comprehensive provisions on the conservation and sustainable utilization of biodiversity, and it underlines the requirements for implementers to adopt during planning and operational phase of projects and for those projects engaged in biological resource utilization to follow ESIA procedures. Besides the Policy, the National Biodiversity Strategy and Action Plan provides guidance towards the effective conservation, rational development and sustainable utilization of the country's biodiversity. It also encourages and supports public participation in the conservation, development and use of biological resources.

3.1.5. Construction industry policy: 2012

The National Construction Industry Policy considers the fact that the realization of the objectives and goals of the development priority sectors such as education, health, water, agriculture, manufacturing, tourism, mining, energy, construction, land and good governance relies on the availability of reliable, strong and competitive local construction industry, which is capable of delivering quality services to its stakeholders. The policy provides guidance and enabling conditions on the increased involvement of the local construction industry in construction activities. Among the many, the policy objectives are aimed at improving the capacity and competitiveness of the local construction enterprises (contractors, consultants and informal sector) and improving the capacity and performance of the public sector and private sector clients so as to ensure efficient, transparent and effective implementation and management of construction projects.

3.1.6. Health policy: 1993

The health sector policy prioritized provision of information, education and communication on health to enhance health awareness and to propagate the important concepts and practices of self-responsibility in health. The policy underlines that emphasis should be given to prevention and control of communicable diseases, epidemics and diseases related to malnutrition and poor living conditions; the promotion of occupational health and safety; the development of environmental health; the rehabilitation of the health infrastructure; and the development of an appropriate health services management system. The policy also prioritizes providing special attention to the health needs of the family, particularly women and children; to those in the forefront of productivity; and to those long underserved regions and segments of populations including the majority of rural populations, pastoralists and the urban poor and national minorities; and victims of man-made and national disasters.

3.1.7. The national HIV/AIDS policy: 1998

Ethiopia has prepared a national HIV/AIDS policy with the primary objective of providing an enabling environment for the prevention and control of HIV/AIDS in the country. The policy objectives are designed in creating enabling conditions for establishing effective preventive and control strategies in order to prevent the spread of HIV/AIDS epidemic; promoting broad multi-sectoral response strategies to the epidemic, coordination of response strategies, mobilization of resources for

different sectors strategies to prevent and control the epidemic; encouraging government sectors, non-government organizations, the private sectors and communities to take measures in order to alleviate the social and economic impacts of the epidemic.

3.1.8. The National Policy on Women: 1993

The policy underlines the need for establishing equitable and gender sensitive public policies that empower women, especially in education and property rights, and engaging them in decision making. Improving healthy working conditions, ensuring access to basic services, protecting woman from harmful traditional practices are among the emphasized key issues.

3.1.9. Regulations to support underserved and vulnerable groups

A range of policies, action plans and strategies aimed at protecting and promoting the wellbeing, life chances and education opportunities of disadvantaged groups and developing regions are in place. Owing to their limited access to socioeconomic development and underserved status over the decades, the Ethiopian government has designated four of the country's regions, namely: Afar, Somali, Benishangul-Gumuz, and Gambella as Developing Regional States (DRS).

There are a number of overarching laws and additional implementation strategies/guidelines adopted by the government to protect vulnerable groups including women, children and people with disabilities, and ensure their rights to quality, access and equity of educational opportunities. Provisions requiring parents and guardians to protect the health, education and social development of children, and respect the legal age of 18 for the marriage as a safeguard against early marriage (Family Code 2000).

Useful proclamations, regulations and plans of actions were formulated to protect people with disability and the elderly. Among others, the most relevant ones include: (i) National Plan of Action of Persons with Disabilities (2012-2021); (ii) Proclamation No. 568/2008, Rights to Employment for Persons with Disabilities; (iii) Building Proclamation, No. 624/2009 and Regulation 243/2011.

3.1.10. The National Social Protection Policy (NSPP) and Strategy (NSPS)

Recently, the GoE has put in place a strong policy foundation for the social protection sector, with the approval of the National Social Protection Policy (NSPP) 2014 and National Social Protection Strategy 2016. This policy envisions "tosee all Ethiopians enjoy social and economic wellbeing, security and social justice "and recognizes the contribution of social protection to the development goals of the country. It further indicates that the Government will commit human and financial resources to reducing poverty and provide social protection to its poorest and most vulnerable citizens. The Social Protection Policy has a broad objective of providing an overall Social Protection system and creating an enabling environment in which Ethiopian citizens have equitable access to SP services that will enhance inclusive growth and development. Overall, the policy commits the government to move beyond the partial, and fragmented, provision of Social Protection to establish a comprehensive Social Protection system (MoLSA 2014).

The policy has five integrated focus areas, which includes 1) Promote Productive safety nets, 2) Promote employment opportunities and improve livelihood, 3) Promote social Insurance, 4) Enhancing equitable access to and use of basic services, 5) Providing legal protection and support services for those vulnerable to violence and abuse. Across these areas, the both policy and strategy seek to bring together a variety of existing programs into a national social protection system for supporting vulnerable Ethiopians. The fourth area of focus that aimed to enhance access to health,

education and other social services introduced specific strategies among others: 'health fee waivers and health insurance subsidies, services for the elderly and labor-constrained, establishing a social work system and school feeding (MoLSA 2014; 2016). The policy serves as a framework for collaboration and coordination system of social protection in order to provide different services by different organization at all level.

3.1.11. National Policy and Strategy on Disaster Risk Management: 2013

The main aim of the Policy is to reduce disaster risks and potential damage caused by a disaster through establishing a comprehensive and coordinated disaster risk management system in the context of sustainable development. The policy enables to reduce and eventually prevent disaster risk and vulnerability that pose challenges to development through enhancing the culture of integrating disaster risk reduction into development plans and programs as well as by focusing on and implementing activities to be carried out before, during, and after the disaster period to address underlying factors of recurrent disasters. In times of disasters, the policy enables to save lives, protect livelihoods, and ensure all disaster affected population is provided with recovery and rehabilitation assistances. Besides, the policy broadly aims to reduce dependency on and expectations for relief aid by bringing attitudinal change and building resilience of vulnerable people, and to ensure that disaster risk management is mainstreamed into development plans and programs across secoral institutions and implemented at all levels.

3.1.12. National occupational safety and health (OSH) policy and strategy

Ethiopia has legal frameworks on OHS. The Constitution (1995) under Article 42/2 stated the Rights of Labor as "workers right for healthy and safe work environment" Proclamation No. 4/1995. There are also different legal frameworks on OHS which include: The National Occupational Health Policy and Strategy, Occupational Health and Safety Directive (2008), Occupational Health and Safety Policy and Procedures Manual, and On Work Occupational Health and Safety Control Manual for Inspectors (2017/18) which will apply to the ADELE project. OHS promotion is also included as a priority in the National Health Policy Statement (1993). Ministry of Labor and Skill development (MOLSD) and its regional counterparts are responsible for OHS at Federal and Regional levels. MOLSD has OHS & Working Environment Department responsible for OHS responsibilities. Each administrative region has an OHS department within the Labor and Skill development Bureau with the responsibilities of inspection service.

3.1.13. National Policy of Women: 1993

With the announcement of the National Policy of Women in 1993 and the promulgation of the new Constitution in 1995, the Ethiopian Government declared its commitment to the equitable socio-economic development of women. The National Policy on Ethiopian Women aims to institutionalize the political, economic and social rights of women by creating appropriate structures in government offices and institutions so that public policies and interventions become gender-responsive in order to ensure equitable development for all Ethiopians. The policy has the following major objectives:

- Laws, regulations, systems, policies and development plans issued by the Government should ensure the equality of men and women, special emphasis should be given to the participation of rural women;
- Economic, social and political policies and programs, as well as cultural and traditional practices and activities should ensure equal access of men and women to the country's resources and to the decision making process;

- The central government and regional administrations should ensure that women participate in and benefit fully from all activities carried out by central and regional institutions; and
- Development institutions, programs and projects should ensure women's access to and involvement in all interventions and activities.

The Labor proclamation no 1156/2019 provided women with a special attention. This proclamation is aware of the fact that women are marginalized historically and hence genuine equality will not be maintained only by the principle of non-discrimination on the basis of sex rather women should also be given with a special treatment, affirmative action.

In 2005, the Women's Affairs Ministry was established to coordinate women's activities and translate the policy objectives. In 2006, the Ministry of Women's Affairs issued the National Plan of Action for Gender Equality (NAPGE) for the period 2006 – 2010. Its goal is "to contribute to the attainment of equality between men and women in social, political and economic development".

3.2. International Conventions relevant to the project

3.2.1. The "Kampala Convention" 2009:

Ethiopia has ratified the African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa or simply the "Kampala Convention" which came into force since 2012 and the GoE singed in March 2020. Particularly, Article V of the convention clearly describes the actions to be taken and the responsibilities of the parties (states) to the convention. Article V describes the following:

- States Parties shall bear the primary duty and responsibility for providing protection of and humanitarian assistance to internally displaced persons within their territory or jurisdiction without discrimination of any kind.
- States Parties shall cooperate with each other upon the request of the concerned State Party or the Conference of State Parties in protecting and assisting internally displaced persons. 3. States Parties shall respect the mandates of the African Union and the United Nations, as well as the roles of international humanitarian organizations in providing protection and assistance to internally displaced persons, in accordance with international law.
- States Parties shall take measures to protect and assist persons who have been internally displaced due to natural or human made disasters, including climate change. 5. States Parties shall assess or facilitate the assessment of the needs and vulnerabilities of internally displaced persons and of host communities, in cooperation with international organizations or agencies.

3.2.2. The ILO's conventions relevant to this project:

Ethiopia has ratified several of the ILO's conventions over the course of the past years. Many of the conventions that are relevant to this project are ratified and signed. These include the conventions on child labor, forced labor, non-discrimination, termination of employment, weekly rest and work hours, equal opportunity, freedom of association, rights to organize, etc… are ratified by Ethiopia.

Ethiopia has also ratified several environmental related international conventions, agreements and protocols, which are to be enforced nationally with appropriate regulations. These include:

- ✓ The Rotterdam Convention on Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade

- ✓ The Bamako Convention on the Ban of the Import into Africa and the Control of Trans-boundary Movement and Management of Hazardous Wastes within Africa
- ✓ Basel Convention on the Control of the Trans-Boundary Movements of Hazardous Wastes and their Disposal
- ✓ Convention on Biological Diversity (CBD) and the Cartagena Protocol on biosafety, and
- ✓ Convention to Combat Desertification

3.3. Proclamations

3.4. Proclamations, regulations and guidelines

Ethiopia has enacted a number of proclamations and supporting regulations for the protection and management of the environment that put into effect the principles of the Constitution and the Environmental Policy. Among others, those relevant to this project include the following:

3.4.1. Environmental Protection Organs Establishment Proclamation No. 295/2002:

The objective of the Proclamation (No. 295/2002) to establish a system that fosters coordinated but differentiated responsibilities among environmental protection agencies at federal and regional levels as well as sector environmental units so as to foster sustainable use of environmental resources, thereby avoiding possible conflicts of interests and duplication of efforts.

3.4.2. Environmental Impact Assessment Proclamation No. 299/2002:

The proclamation contains provisions intended to ensure sustainable development. This Proclamation has made environmental impact assessment mandatory not only for development projects but also for policies, plans and programs.

This Proclamation can be used as a tool to harmonize and integrate environmental, economic, cultural, and social considerations for decision making processes in a manner that promotes sustainable development. By the content of this Proclamation, the need to prepare EIA, how to prepare, and to whom the EIA report is submitted clearly explained. It also clearly explicated:

a. why there is a need to prepare EIAs;
b. what procedure is to be followed by the MSE in order to implement EIA of the project;
c. the depth of environmental impact studies;
d. which projects require full EIA reports;
e. which projects need partial or no EIA report; and
f. to whom the report has to be submitted.

The proclamation promulgates the establishment of environmental protection organs. The proclamation asserted the organizational requirements and the need to establish system that enables coordination but with different responsibilities of environmental protection agencies at federal and regional levels. The Proclamation indicates the duties of different administrative levels which are responsible for applying the federal law.

3.4.3. Environmental Pollution Control Proclamation No. 300/2002:

This proclamation was promulgated following the earlier proclamation (Procla. No. 299/2002) and requires pollution controlling mechanisms of any development projects before they are established and made operational. The Pollution Control Proclamation requires development projects to execute continuous activities that would potentially mitigate the degree of environmental pollution. Thus, by

the provision of this Proclamation, environmental audit or inspection will be made regularly on the activities of development projects to evaluate the compliance of their pollution mitigation strategy with the standards and regulations of the country.

3.4.4. Solid Waste Management Proclamation No. 513/2007:

The Proclamation promotes community participation in order to overcome the adverse effects from the disposal of wastes and to enhance benefits resulting from solid wastes. The provisions in the Proclamation require the preparation of solid waste management action plans by respective urban local governments and project activities that produce solid waste.

3.4.5. Ethiopian Water Resources Management Proclamation, No. 197/2000:

The Proclamation is decreed to ensure that the water resources of the country are protected and utilized for the highest social and economic benefits of the people of Ethiopia, to follow up and supervise that they are duly conserved, ensure that harmful effects of water are prevented, and that the management of water resources is carried out properly. It proclaims that all water resources of the country are the common property of the Ethiopian people and the state.

3.4.6. Hazardous Waste Management and Disposal Control Proclamation Proc No.1090/2018:

The main objectives of the proclamation are to create a system for the environmentally sound management and disposal of hazardous Waste; and to prevent the damage to the human or animal health, the environment, biodiversity and property due to the mismanagement of hazardous waste.

3.4.7. Ratification Proclamation for African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa Proclamation No. 1187/2020:

The proclamation is an instrument to put the convention into practice. The proclamation reiterates the acceptance of the provisions into the national laws and requires its the implementation of the "Kampala convention" in the protection and fulfillment of the rights of internally displaced persons in Ethiopia.

3.4.8. Proclamation No. 209/2000 Research and Conservation of Cultural Heritage

The proclamation was decreed to carry out a scientific registration and supervision of Cultural Heritage so that, Cultural Heritage, as bearing witnesses to history, may be handed down from generation to generation; to protect Cultural Heritage against man-made and natural disasters; to enable the benefits of Cultural Heritage assist in the economic and social development of the country; and to discover and study Cultural Heritage.

3.4.9. Proclamation No. 624/2009 Building Proclamation

This proclamation has the provisions that are necessary to determine the minimum national standard for the construction or modification of buildings or alteration of their use in order to ensure public health and safety.

3.4.10. Public Health Proclamation No.200/2000:

The proclamation forbids the discharge of untreated liquid waste generated from septic tanks, seepage pits and industries into water bodies, or water convergences. It also prohibits the disposal of solid or liquid or any other waste in a way which contaminates the environment or affects public health.

3.4.11. The labor Proclamation No. 1156/2019:

The proclamation was decreed with the intention of creating conducive working environments for the laborers/workers in Ethiopia. The Proclamation bestowed responsibility upon the employer for the creation of good working environment for the employees. By the content of the proclamation, the employer will take all the necessary measures to safeguard the health and safety of the workers. The new Labor Proclamation also intends to form durable industrial peace, sustainable productivity and competitiveness that will contribute to the overall development of the country.

3.4.12. Proclamation No. 1161/2019: Expropriation of Land for Public Purposes, Payments of Compensation and Resettlement of Displaced People:

The FDRE House of People's Representatives has recently rectified Proclamation No.1161/2019 that deals with "Expropriation of Land for Public Purposes, Payments of Compensation and Resettlement of Displaced People", and replaced the previously active legislation on the matter, i.e., Expropriation of Land and Compensation Proclamation No. 455/2005. The new Proclamation gives priority rights to develop Land for the Landholders when the capacity of the Landholders to develop the land as per the approved land use plan; urban structural plan; or development master plan is presented. It states, "Landholders whose holdings are within the area prescribed to be redeveloped shall have priority rights to develop their lands according to the plan either individually or in a group" (Article 7, sub-article 1-2).

The new Land expropriation, compensation payment and resettlement Proclamation, compared with the Proclamation No. 455/2005, has improved a number of issues related to compensation and resettlement, among others, the major improvements are:

- ✓ Number of years for permanent loss of farmland has increased from ten (10) years into fifteen (15) years;
- ✓ The number of consecutive years of productivity of crops and price considered for compensation estimate is reduced from five (5) to three (3) years of which the best productivity and price of the three (3) years is to be considered;
- ✓ Time limit for the landholder to whom compensation is not paid after estimation, can use the land for former purpose is added in the new proclamation (Article 3, sub-article a, b and C);
- ✓ Number of days of notice for illegal holders is set to be thirty (30) days (Article 8);
- ✓ Displaced People shall be compensated for the breakup of their social ties and moral damage they suffer as a result of the expropriation (Article 4e); and
- ✓ Provision on resettlement packages that enable displaced people to sustainably resettle (Article 16, sub-article 2).

3.4.13. Gender Based Violence Proclamation No. 1097/2018:

In relation to **Gender Based Violence,** Proclamation No. 1097/2018, article 28 (f & g), bestow powers and duties to the Ministry of Women, Children and Youth to: "design strategies to effectively prevent and take measures against gender-based violence against women; implement same in collaboration with relevant organs; facilitate the setting up centers for provision of holistic health, psychological, legal and rehabilitation services for women who were victims of violence; and follow up the implementation of same."

3.5. Guidelines and regulations

3.5.1. The EIA guidelines:

The EIA Guideline documents provide essential information about:

- ✓ Environmental Assessment and Management
- ✓ The Environmental Impact Assessment Process
- ✓ Standards and procedures
- ✓ Key Issues for sectoral environmental impact assessment including agriculture, industry, transport, mining, dams and reservoirs, tanneries, textiles, hydropower generation, irrigation projects and resettlement projects.
- ✓ Annexes on procedures of:
    - identifying activities that require a full EIA, partial measure or no action containing sample forms for application, and
    - Standards and procedures for water and air.

3.5.2. Regulation No. 115/2005 Ethiopian Water Resources Management:

The regulation lays out procedures for water resources utilization, water works permit, water quality control, certification of professional competence, and other matters of regulating water resources management and utilization.

3.5.3. Gender mainstreaming strategy and guideline: 2010

It stresses the consideration of gender issues in policies, programs and projects implemented by government and development parteners. This is to ensure that the out comes of development are shared equally between men and women. In addition, it gives right for both men and women to enjoy equal opportunities, status and recognition.

The ratification of the Family Law and amendements made to the criminal code significantly help to fight abuses committted against women and children. Proclamation No, 377/2003 gives special attention to woman and young workers. The proclamation provides protection for women in general and pregenant women in particular from hard work and long hours. The law clearly states that women should not be discriminated against as regards to employment and payment on the basis of their sex.

3.5.4. Action on Health response to Gender Based Violence/Sexual Violence (2020-2025)

This strategic policy action document has been prepared by the Federal Ministry of Health, through the directorate of Women, Child and Youth to promote a supportive environment for survivors of GBV/SV at community level, creating an equitable health system in the health response to GBV/SV survivors, and strengthening multi-sector collaborations and partnership. The action plan aims at:

- ✓ Identifying key strategic priorities of the health response to GBV/SV for investment in the next five years at all levels of health structure
- ✓ Strengthening the health system in the response to GBV/SV to contribute to the goal of the health sector and to the relevant SDGs targets
- ✓ Setting the landscape for effective efforts for financial resource mobilization by costing the strategic plan for efficient use of resources.
- ✓ Staging the monitoring & evaluation of performances for evidence to base decision.

3.5.5. Regulation No. 243/2011 Building Regulation

The regulation provides details of requirements and steps to be followed during construction plan preparation and approval process. The regulation clearly outlines rights and obligations of construction work applicants and the roles of the regulating body.

3.5.6. Regulation No. 472/2020: on Expropriation and Valuation and Compensation and Resettlement

The FDRE Council of Ministers Regulation No. 472/2020 on Expropriation and Valuation and Compensation and Resettlement was issued. The regulation provides the basis for compensation of affected properties. It also assists the displaced or affected persons to restore their livelihood.

3.5.7. Gender mainstreaming strategy and guideline: 2010

It stresses the consideration of gender issues in policies, programs and projects implemented by government and development parteners. This is to ensure that the out comes of development are shared equally between men and women. In addition, it gives right for both men and women to enjoy equal opportunities, status and recognition.

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3.6. The Federal Democratic Republic of Ethiopian Ministry of Health Protocol for COVID-19

This protocols will be used by health care providers, professionals working in isolation unit and treatment center, rumor verification and investigating professionals, laboratory professionals, supportive staff (ambulance drivers, cleaners and laundry personnel) and the public in general and will help in preventing the transmission of infection with in isolation units, treatment centers and the general public. This infection prevention and control (IPC) protocols are based on WHO infection prevention and control during health care SARS CoV-2 infection interim guidance, Ethiopian National Infection Prevention and Control Guideline, WHO guideline on hand hygiene in health care and WHO putting on and taking off PPE.

a. General Precautions

This part of the protocol will be applicable if and only if the infection is confirmed in country. Once the outbreak is declared:

- ✓ Cough hygiene should be implemented by the general public including covering mouth during coughing and sneezing with tissue or flexed elbow.
- ✓ All personnel should wear surgical masks.
- ✓ Do not shake hands, and if you do Apply ABHR or wash hands thoroughly with soap and water
- ✓ Avoid contact with a patient who is suspected or conformed for COVID-19
- ✓ Limit movement to essential purpose only
- ✓ Ensure adequate ventilation at homes

- ✓ Avoid thirst of throat, maintain rehydration

b. List of IPC Materials Required

- ✓ N95 mask
- ✓ Long sleeved disposable gown
- ✓ Disposable glove
- ✓ Temperature monitoring device
- ✓ Alcohol Based Hand Rub (ABHR)/ Sanitizer
- ✓ 70% Alcohol
- ✓ Leak-proof biohazard bag
- ✓ 0.5% Chlorine Solution

c. Hand Hygiene Procedures

Staffs and customers should perform consistent and appropriate hand hygiene procedures:

- ✓ Hand hygiene is the process of removing soil, debris, and microbes by cleansing hands using soap and water, ABHR, antiseptic agents, or antimicrobial soap.
- ✓ Hand washing is the process of mechanically removing soil, debris, and transient flora from hands using soap and clean water.
- ✓ Alcohol-Based Hand Rub (ABHR)is a fast-acting, antiseptic hand rub that does not require water to reduce resident flora, kills transient flora on the hands, and has the potential to protect the skin (depending on the ingredients)

d. Environmental Cleaning

- ✓ All contaminated surfaces should be cleaned with 0.5% chlorine solution, prior to cleaning with water and detergent
- ✓ Or correctly follow the usual procedures to clean the facility environment
- ✓ Clean all linens or the similar supplies using existing laundry or forms of cleaning in Precautionary manner
- ✓ Do not share items among patients before cleaning them properly
- ✓ All disposable wastes should be managed as if they are infectious
- ✓ Clean ambulance and stretchers, wheel chairs with 0.5% chlorine after infected patient transported

e. Waste Management

- ✓ All medical and non-medical wastes should be collected, sealed and secured in leak proof biohazard bag and be transported in a manner that poses minimum risk to heath care provider, patients and community
- ✓ All leftover foods/items from patients should be managed as other medical wastes
- ✓ Wastes should be disposed in an incinerator designed for medical waste disposal

3.7. Protocol on Workplace Response to COVID-19 in Ethiopia

On 27 March 2020, Ethiopia adopted a tripartite protocol that outlines workplace response to coronavirus COVID-19. The Ministry of Labor and Social Affairs (MoWSA), the Ethiopian Employers' Confederation, and Confederation of Ethiopian Trade Unions jointly issued the protocol which aims at prevention of coronavirus COVID-19 in the workplace and mitigating the socio economic impacts of the pandemic on workers, employers and the overall economy of the country. The following is a brief summary of the protocol.

The protocol emphasizes the importance of prevention as the most important tool in the fight against coronavirus COVID-19 and lists precautionary measures specific to the pandemic that have to be taken by employers, employees, and safety officers. The preventive measures to be taken by employers are, for the most part, incorporated in the Legal Guidance for Employers, which can be

accessed our website and the DLA Piper Coronavirus Resource Centre. The protocol requires employers to take the following preventive and protective measures:

- ✓ Providing employees with protective materials such as face masks and gloves and training them on how to use them;
- ✓ Setting up a committee dedicated to the prevention of coronavirus COVID-19 in the workplace led by the manager of the business and made up of trade union and/or employee representatives;
- ✓ Creating a work space that allows employees to practice social distancing while working;
- ✓ Avoiding a congested environment inside employee transportation services and ensuring windows are open during travel;
- ✓ Creating awareness around coronavirus COVID-19 and its prevention among employees using different channels in different languages;
- ✓ Allocating longer meal breaks to avoid crowds in cafeterias and canteens;
- ✓ Avoiding gatherings, meetings as well as work situations exposing employees to contracting the disease;
- ✓ Avoiding meetings and encouraging communication via internet or telephone;
- ✓ Preparing a space where employees displaying coronavirus COVID-19 symptoms can stay until they are transferred to health centers; and
- ✓ Preparing regular reports on coronavirus COVID-19 in collaboration with labor unions and/or employee representatives.

Under the labor proclamation, employers have the overall responsibility of taking the necessary measures to adequately safeguard the health and safety of employees. It follows from this general obligation that employers must comply with the above listed specific precautionary measures. While the above recommended measures might not be legally binding, they certainly provide useful guidance on what should be done in terms of responding to the crisis. It is also important to note that the protocol, a result of a tripartite consultation, calls on all stakeholders but mainly workers and employers to commit to the implementation of these necessary policy measures.

3.8. World Bank Environmental and Social Framework (ESF) Standards

3.8.1. Applicable World Bank ESF Standards

The ESMF document for the Response–Recovery–Resilience for Conflict Affected Communities in Ethiopia (3R-4CACE) project is developed in accordance with the World Bank Environmental and Social Frameworks (ESF). There are ten environmental and social standards (ESS) in use for any project financed by the World Bank. Except for ESS9, all the other Environmental and Social Standards (ESS) are applicable to the project. The very essences of ESSs that can be applicable during the implementation of 34-4CACE Project are briefly described below.

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

ESS 1 requires World Bank funded investment projects by Borrowers to undertake Assessment and Management of Environmental and Social Risks and Impacts. The standard helps to manage the risks and impacts that will arise during the implementation of Response–Recovery–Resilience for Conflict Affected Communities Project, and to improve environmental and social performance, consistent with good international practices and national and international obligations. The ESF places the emphasis of environmental and social risk management on achieving better development outcomes. It allows for adaptive management of project risks and impacts, which utilizes feedback from project monitoring to change project design and/or environmental and social risk management as necessary throughout implementation. The risks and impacts identification process should use accepted social

development methods to identify disadvantaged or vulnerable individuals or groups within the project-affected parties.

Borrowers should also ensure information regarding current potential internal displacement share with the Bank, given that internal displacement may affect the types and effectiveness of risks and mitigation measures the Bank and Borrower identify. The Guidance Note specifies socioeconomic studies that are conducted by the Borrower may be used to:

- Understand the characteristics and dynamics of the project areas;
- Establish the conditions of the people that will be affected by the project;
- Identify events, including potential for conflict that could affect the adequate implementation of the project; and
- Identify opportunities for enhancing project development benefits.

The activities to be implemented under Component 1 and 2 will have to be assessment for potential environmental and social impacts. The activities may involve rehabilitation, construction and maintenance of social infrastructure that cause environmental and social risks. Besides, mobile health services will cause environmental pollution from solid and liquid waste. Disposal of harmful substances may contaminate soils and water bodies. These activities must be screened using ESIA and should be managed with well-prepared ESMP as specified in this ESMF.

ESS 2: Labor and Working Conditions

The ESS2 Labor and Working Conditions recognize the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions. The objectives of the ESS2 are:

- To promote safety and health at work;
- To promote the fair treatment, nondiscrimination 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 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; and
- To provide project workers with accessible means to raise workplace concerns.

The 3R-4-CACE project will employ project workers, contract workers and community workers at different project implementation areas. Besides, projects may engage workers from primary supplies of goods and services, and sub-contract workers for construction and rehabilitation works. Thus, a labor management procedure will have to be prepared, which clearly defines worker-manager or employer relationship including the rights and obligations, provisions in relevant legal instruments and grievance redress mechanisms. The 3R-4-CACE project will employ health professionals, construction workers, temporary workers and community workers. ESS2 applies to all workers of the project.

ESS3 Resource Efficiency and Pollution Prevention and Management

The 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. The current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of current and future generations. At the same time, more efficient and effective resource use, pollution prevention and GHG emission avoidance, and mitigation technologies and practices have become more accessible and achievable. ESS3 has the following objectives:

- 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;
- 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; and
- To minimize and manage the risks and impacts associated with pesticide use.

The 3R-4-CACE project component activities may cause contamination/pollution of soil and water resources due to the use of mobile health clinics, rehabilitation of social service centers and environmental disturbance (dusts, greenhouse gas emissions and/or noise) problems related to small-scale infrastructure, liquid and solid waste from construction and maintenance activities. Where such wastes are likely to be generated, it shall be avoided, or minimized and/or mitigated as per project specific ESMP, by applying relevant measures and procedures including E&S screening proportionate to the nature and characteristics of sub-project activities, by applying ESIA and preparing ESMP.

ESS 4: Community Health and Safety

The ESS4 recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts. In addition, communities that are already subjected to impacts from climate change may also experience an acceleration or intensification of impacts due to project activities. 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. Generally, ESS4 has the following objectives:

- 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 promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure, including dams;
- To avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials;
- To have in place effective measures to address emergency events; and
- 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.

In the 3R-4CACE project, construction and rehabilitation activities and other related sub-activities will have risks and impacts on the health and safety of communities, project workers, contract workers due to unexpected accidents and/ unplanned events resulting from injuries, increase traffic movements, falls, fatal accidents, diseases both communicable and non-communicable, any related incidents both the IDP and host communities. ESS4 is applicable to the project.

ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

The ESS5 recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons. Project-related land acquisition or restrictions on land use may cause physical displacement (relocation, loss of residential land or loss of shelter), economic displacement (loss of land, assets or access to assets, leading to loss of income sources or other means of livelihood), or both. The term “involuntary resettlement” refers to these impacts.

Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in displacement

The 3R-4CACE project may not cause displacement or resettlement. However, the provisions of ESS 5 deal with project-induced displacement and do not apply to "management of refugees from, or persons internally displaced by, natural disasters, conflict, crime or violence.". This is because, having been displaced by "natural disasters, conflict, crime or violence", their displacement was not caused by a project which may require compensation and resettlement planning in accordance with the E&S frameworks. However, if IDPs are already established in an area and a Bank-financed project induces them to move, they would be entitled just like any other group of project-affected persons to compensation in accordance with ESS 5.

ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources

The ESS6 recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. Biodiversity is defined as the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species, and of ecosystems. Biodiversity often underpins ecosystem services valued by humans. Impacts on biodiversity can therefore often adversely affect the delivery of ecosystem services.

ESS6 recognizes the importance of maintaining core ecological functions of habitats, including forests, and the biodiversity they support. Habitat is defined as a terrestrial, freshwater, or marine geographical unit or airway that supports assemblages of living organisms and their interactions with the nonliving environment. All habitats support complexities of living organisms and vary in terms of species diversity, abundance and importance.

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, who's access to, or use of, biodiversity or living natural resources may be affected by a project. The potential, positive role of project affected parties, including Indigenous Peoples, in biodiversity conservation and sustainable management of living natural resources is also considered. The basic objectives of ESS6 include:

- To protect and conserve biodiversity and habitats;
- To apply the mitigation hierarchy and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity;
- To promote the sustainable management of living natural resources; and
- 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.

In the 3R-4CACE project, new construction and/or rehabilitation of social services centers (schools, health centers, mobile clinics, etc…) and other access roads will cause disturbance to natural vegetation, cultivated lands and areas of significant importance for nature and biodiversity conservation. It might affect important flora, fauna and soil micro-organisms affecting ecosystems' functions

ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

The ESS7 ensures that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities. ESS7 is also meant to avoid

adverse impacts of projects on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, or when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts.

The Guidance Note for Borrowers (2018), in the ESF under ESS7 Paragraph 8, states that the term "Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities" (or as they may be referred to in the national context using an alternative terminology) is used in a generic sense to refer exclusively to a distinct social and cultural group possessing the following characteristics in varying degrees:

(a) Self-identification as members of a distinct indigenous social and cultural group and recognition of this identity by others;
(b) Collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas;
(c) Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture; and
(d) A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

Paragraph 9 of the Guidance Note of the ESF, ESS7 applies to communities or groups of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities who, during the lifetime of members of the community or group, have lost collective attachment to distinct habitats or ancestral territories in the project area because of forced severance, conflict, government resettlement programs, dispossession of their land, natural disasters, or incorporation of such territories into an urban area. This standard also applies to forest dwellers, hunter-gatherers, pastoralists, or other nomadic groups subject to satisfaction of the criteria in paragraph 8. However, the loss of collective attachment to a geographically distinct area because of forced severance and conflict does not imply loss as status under ESS7.

In Ethiopia, Indigenous Peoples are referred as Underserved and Vulnerable Groups. Accordingly, and the pastoralist and semi pastoralists of Afar meet the ESS7 definitioni.e., categorized as Underserved and Vulnerable Groups. Social Development Plan (SDP) is the operational equivalent of the World Bank ESS7 - Indigenous Peoples Plan. The SDP for the 3R-4CAE is prepared based on the preliminary rapid social assessment, which will be strengthened by in-depth consultation with affected underserved and vulnerable groups to seek their support for the project. The SDP sets out the measures to ensure that: (a) underserved and vulnerable groups affected by the project receive culturally appropriate social and economic benefits, and (b) any potential adverse effects are avoided, minimized, mitigated, and/or compensated. For those communities' categorized as underserved and vulnerable groups, it is important to conduct meaningful, timely, and appropriate consultations and needs to be conducted throughout project implementation with IDPs and host communities to help them share benefits of the project. IDP-host community integration is a key aspect of the project and can be covered in the comprehensive final social assessment and all other project site-specific risk assessments with the free, prior and informed consent of the underserved peoples and vulnerable groups in the project area.

ESS8: Cultural Heritage

The ESS8 recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. People identify with cultural heritage as a reflection and expression of their constantly evolving values, beliefs, knowledge and traditions. Cultural heritage, in its many manifestations, is important as a source 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. ESS8 sets out measures designed to protect cultural heritage throughout the project life cycle.

This ESS sets out general provisions on risks and impacts to cultural heritage from project activities. ESS7 sets out additional requirements for cultural heritage in the context of Indigenous Peoples. ESS6 recognizes the social and cultural values of biodiversity. Provisions on Stakeholder Engagement and Information Disclosure are set out in ESS10. The main objectives of ESS8 include:

- 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; and
- To promote the equitable sharing of benefits from the use of cultural heritage.

The construction sites or access roads may cross or fall in and around areas that have cultural/religious, historic and heritage values. Thus, construction activities will have serious negative impact on such sites and the project activities need to be relocated to avoid the negative impacts.

ESS 10: Stakeholder Engagement and Information Disclosure

According to the ESS 10 Guidance Note, Paragraph 5, "stakeholders" are defined as "individuals or groups who (a) Are affected or likely to be affected by the project (project-affected parties); and (b) May have an interest in the project (other interested parties)." The term *"other interested parties" refers to individuals, groups, or organizations with an interest in the project, which may be* because of the project location, its characteristics, its impacts, or matters related to public interest. Thus, IDPs are definitely direct stakeholders in the project.

The Guidance Note lays out the process of identifying stakeholders and emphasizes "paying special attention to identifying disadvantaged or vulnerable groups", which plays in favor of treating IDPs as "stakeholders" given their particular vulnerability and disadvantageous position because of their displacement. The "other interested parties" designation may be particularly relevant; the Guidance Note states that *other interested parties are identified by listing relevant interest groups, and considering historical issues, social relations, relationships between local communities and the project implementer, and any other relevant factors related to the sector and location that help anticipate local and external responses to the project.* It is also imperative that ESS 10 requires the establishment of a Grievance Mechanism only for project-affected parties.

The stakeholder engagement processes that are to occur throughout the project life cycle and could help mitigate risks related to IDPs throughout the project cycle. This includes ongoing consultations and provision of timely, relevant understandable and accessible information. It is also worth noting that IDPs who arrive later in the project cycle may still be treated as stakeholders.

3.9. Gap analysis between the World Bank ESF and the National Legislations

The comparison between the World Bank's ESF and the relevant national legislations (policies, proclamations, guidelines and regulations) revealed that there is significant coverage of most of the ESF standard provisions in the national legislation. In one way or the other, the

Table 3. Gap analysis between World Bank ESSs and National legislations, and recommendations

World Bank ESSs	National Legislations	Gaps and recommendations
ESS1	• EIA Proclamation No. 299-2002 and relevant guidelines	ESIA is mandatory in both cases. However, the ESS1 broadly addresses both social and

		environmental impacts while the national legislation and guidelines emphasizes on environmental impacts. Thus, to address the gaps between the two, the ESS1 requirements uphold in the project implementation.
ESS2	• The labor Proclamation No. 1156/2019	The national proclamation was decreed with the intention of creating conducive working environments for the laborers/workers in Ethiopia. The Proclamation bestowed responsibility upon the employer for the creation of good working environment for the employees. By the content of the proclamation, the employer will take all the necessary measures to safeguard the health and safety of the workers. Most of the provisions in the proclamation are consistent with the ESS2. However, the ESS2 broadly and explicitly addresses the conditions of vulnerable, disadvantaged and migrant workers.
ESS3	• Environnemental Pollution Control Proclamation No. 300-2002 • Solid Waste Management Proclamation (Proc.513/2007) • Hazardous Waste Management and Disposal Control Proclamation(Pro.No.1090/2018);	The national legislations profusely address most of the pollution issues covered in the ESS3 requirements. Pollutions from any form of industrial/WASH facility effluents, solid wastes generated from construction and health facilities are covered the national proclamations. Though not directly, the resource use efficiency are addressed as well. However, the issues of e-waste are not well covered in the national proclamations. The ESS3 requirements are broad and include all types of wastes and details of their management requirement. Hence all ESS3 requirements should be uphold.
ESS 4	• Public Heath Proclamation (No 200/2000) • Environnemental Pollution Control Proclamation (No. 300/ 2002) • Gender-based Violence Proclamation No. 1097/2018 • Building Proclamation No. 624/2009 • MoH COVID protocole	Many of the national legislations have provisions in various ways that protect public health and safety. Any unmanaged disposal of wastes (liquid, solid) and pollutants (air, water, noise), construction building safety and standards, violence and security, sexual violence and contagious diseases that risk public health (e.g. COVID-19) are addressed. The community health and safety (CHS) are indirectly protected in different forms. Risks related to security in general and security personnel to be engaged in projects are covered in detail in the ESS4.The ESS4 broadly addresses the community health risks with detailed requirements to be adhered to. Hence, the ESS4 provisions are

		upheld in this project.
ESS 5	• Proclamation No. 1161/2019: Expropriation of Land for Public Purposes, Payments of Compensation and Resettlement of Displaced People • Regulation No. 472/2020: on Expropriation and Valuation and Compensation and Resettlement	The national land related legislation do not specifically require or emphasize the avoidance or minimization of involuntary resettlement. There is so sufficient provision or explicitly mention of prior consultations with affected persons throughout the process. The principles of free and prior consent are not well addressed. Besides, there is no provision for voluntary land donation by the project affected people. In the ESS5, the rights of the project affected or displaced people by development projects to be part of or shareholding of project activities are not fully addressed. The VLD advantage of ESS5 and the national context are complementary and both should be equally upheld in parallel.
ESS6	• Biodiversity Conservation and Research Policy: 1998	The policy consists of comprehensive provisions on the conservation and sustainable utilization of biodiversity, and it underlines the requirements for implementers to adopt during planning and operational phase of projects and for those projects engaged in biological resource utilization to follow ESIA procedures.
ESS7	• The Ethiopian constitution, in its Article 89 and sub-article 4, states that the "Government shall provide special assistance to Nations, Nationalities and Peoples least advantaged in economic and social development"	Although all Ethiopians are considered as Indigenous, Indigenous Peoples are referred to as disadvantaged or Underserved and Vulnerable Groups. In this project, the pastoralist and semi pastoralists of Afar meet the ESS7 description of indigenous people and hence ESS7 provisions upheld.
ESS8	• Proclamation No. 209/2000 Research and Conservation of Cultural Heritage	The national legislation addressed broadly provisions of the ESS8 requirements but chance finds procedure is not considered as an option if no physical cultural site is identified at the early stages. Therefore , all the ESS8 requirements should be upheld
ESS 10	• Environnemental impact assessment proclamation No.299/2002	The stakeholder engagement plan and process is poorly addressed in the national proclamation. The principles of participation, transparency and inclusiveness are not well addressed. The identification and consultation of vulnerable groups of the project affected people and stakeholder engagement plan are unavailable. Disclosure of project information to stakeholder is limited and their views on the risks and impacts are

		not fully captured. The ESS10 provision of the SEP preparation is more inclusive and hence upheld.

3.9.1. World Bank Group Strategy for Fragility, Conflict, and Violence (FCV) 2020-2025

The Response–Recovery–Resilience for Conflict affected communities in Ethiopia project is also aligned with the World Bank Group Strategy for Fragility, Conflict, and Violence (FCV) 2020-2025. The World Bank Group Strategy for Fragility, Conflict, and Violence 2020–2025objective is to support countries to address the drivers and impacts of FCV and strengthening their resilience, especially for the most vulnerable and marginalized populations. The project supports two of the Strategy's four pillars:

Pillar 2: Remaining Engaged during Conflicts and Crisis Situations by building protecting essential institutions and services in areas with high prevalence of IDPs and delivering critical services to IDPs and recipient communities.

Pillar 4: states about mitigating the spillovers of FCV by addressing key issues related to internal displacement, mainly through:

- Expanding and strengthening GBV service delivery in conflict affected communities,
- Investing on targeted capacity building of the health sector,
- Providing transition skills (trainings and coaching, seed grants, establishment of links to other development projects, provision of transitional services) to displaced people who have lost their assets and livelihood opportunities, and
- Setting up or reconstruction of public facilities.

Moreover, the 19th replenishment of IDA (IDA19) scales up resources to countries affected by FCV, including through an FCV Envelope that offers a structure of incentives and accountabilities for countries to reduce FCV risks. The project also reflects the IDA19 Special Themes:

- Conflict and Fragility: by providing the GoE with financing and knowledge needed to enhance the resilience of institutions, services, and economies to displacement,
- Gender: by addressing GBV toward IDPs and recipient communities, and
- Jobs and Economic Transformation: by enhancing the availability of more and better jobs for, and financial inclusion of IDPs and recipient communities.

3.9.2. World Bank Environment, Health and Safety (EHS) Guidelines

(i) General EHS Guidelines

The general EHS guideline is a general technical reference document designed to be used together with the relevant Industry Sector EHS Guidelines which provide guidance to users or project implementers on EHS issues in specific industry sectors. It includes environmental guideline on air emissions and ambient air quality, energy conservation, waste water and water quality, water conservation, noise and contaminated land. The occupational health and safety guideline includes hazards related to chemicals, physical and biological that cause health and safety risks. The community health and safety guideline include traffic safety, structural, life and fire, water quality and diseases. This guideline is applicable to the 3R-4CACE project activities.

(ii) EHS for Health Care Facilities

The EHS Guidelines for Health Care Facilities include information relevant to the management of EHS issues associated with health care facilities (HCF) which includes a diverse range of facilities and activities involving general hospitals and small inpatient primary care hospitals, as well as outpatient, assisted living, and hospice facilities. Ancillary facilities may include medical laboratories and research facilities, mortuary centers, and blood banks and collection services. The Environmental issues associated with HCF include Waste management, Emissions to air and Wastewater discharges. The OHS issues associated with the HCF are Exposure to infections and diseases; Exposure to hazardous materials / waste, Exposure to radiation and Fire safety.

3.9.3. World Bank COVID-19 Responses in Workplace

The COVID-19 pandemic presents governments with unprecedented challenges. Addressing COVID-19 related issues in both existing and new operations starts with recognizing that this is not business as usual and that circumstances require a highly adaptive responsive management design to avoid, minimize and manage what may be a rapidly evolving situation.

The discussion for COVID-19 work place response is based on the **Interim Guidance on COVID-19 version 1** designed for construction or civil work projects, however, it can be adoptable for other projects or subprojects including 3R-4-CACE project. By the very notion of the Interim Guidance, projects/subprojects should identify measures to address the COVID-19 situation. What will be possible will depend on the context of the subproject: the location, existing project resources, availability of supplies, capacity of local emergency/health services, the extent to which the virus already exist in the area. A systematic approach to planning, recognizing the challenges associated with rapidly changing circumstances, will help the subproject put in place the best measures possible to address the situation.

Addressing COVID-19 at a project site goes beyond occupational health and safety, and is a broader project issue which will require the involvement of different members of a project management team. In many cases, the most effective approach will be to establish procedures to address the issues, and then to ensure that these procedures are implemented systematically. The issues set out below include the expected good workplace management but are especially pertinent in preparing the project response to COVID-19.

a. Assessing workforce characteristics

Workers are coming from different parts of the country where the prevalence of COVID-19 cases is high. In some instances, experts will come from abroad particularly in the construction and manufacturing industry sectors. Many construction sites will have a mix of workers e.g. workers from the local communities; workers from a different part of the country; workers from another country. Workers will be employed under different terms and conditions and be accommodated in different ways. Assessing these different aspects of the workforce will help in identifying appropriate mitigation measures:

b. Entry/exit to the work site and checks on commencement of work

Entry/exit to the work site should be controlled and documented for both workers and other parties, including support staff and suppliers. Possible measures may include:

- ✓ Establishing a system for controlling entry/exit to the site, securing the boundaries of the site, and establishing designating entry/exit points (if they do not already exist). Entry/exit to the site should be documented.
- ✓ Training security staff on the (enhanced) system that has been put in place for securing the site and controlling entry and exit, the behaviors required of them in enforcing such system and any COVID -19 specific considerations.

c. General hygiene

Requirements on general hygiene should be communicated and monitored, to include:

- ✓ Training workers and staff on site on the signs and symptoms of COVID-19, how it is spread, how to protect themselves (including regular hand-washing and social distancing) and what to do if they or other people have symptoms (for further information see WHO COVID-19 advice for the public).

d. Cleaning and waste disposal

Conduct regular and thorough cleaning of all facilities, including offices, accommodation, canteens, common spaces. Review cleaning protocols for key construction equipment (particularly if it is being operated by different workers). This should include:

- ✓ Providing cleaning staff with adequate cleaning equipment, materials and disinfectant.
- ✓ Review general cleaning systems, training cleaning staff on appropriate cleaning procedures and appropriate frequency in high use or high-risk areas.
- ✓ If open burning and incineration of medical wastes is necessary, this should be for as limited a duration as possible. Waste should be reduced and segregated, so that only the smallest amount of waste is incinerated (for further information see WHO interim guidance on water, sanitation and waste management for COVID-19).

e. Adjusting work practices

Consider changes to work processes and timings to reduce or minimize contact between workers, recognizing that this is likely to impact the project schedule. Such measures could include:

- ✓ Decreasing the size of work teams.
- ✓ Limiting the number of workers on site at any one time.
- ✓ Changing to a 24-hour work rotation if applicable.
- ✓ Adapting or redesigning work processes for specific work activities and tasks to enable social distancing, and training workers on these processes.
- ✓ Continuing with the usual safety trainings, adding COVID-19 specific considerations. Training should include proper use of normal PPE (for further information WHO interim guidance on rational use of personal protective equipment (PPE) for COVID-19).

f. Local medical and other services

Given the limited scope of project medical services, the project may need to refer sick workers to local medical services. Preparation for this includes:

- ✓ Obtaining information as to the resources and capacity of local medical services (e.g. number of beds, availability of trained staff and essential supplies). Conducting preliminary discussions with specific medical facilities, to agree what should be done in the event of ill workers needing to be referred.
- ✓ Agreeing with the local medical services/specific medical facilities the scope of services to be provided, the procedure for in-take of patients and (where relevant) any costs or payments that may be involved.

g. Instances or spread of the virus

WHO provides detailed advice on what should be done to treat a person who becomes sick or displays symptoms that could be associated with the COVID-19 virus (for further information see WHO interim guidance on infection prevention and control during health care when novel coronavirus (nCoV) infection is suspected). The project should set out risk-based procedures to be followed, with differentiated approaches based on case severity (mild, moderate, severe, critical) and risk factors (such as age, hypertension, diabetes) (for further information see WHO interim

guidance on operational considerations for case management of COVID-19 in health facility and community).

h. Training and communication with workers

Workers need to be provided with regular opportunities to understand their situation, and how they can best protect themselves, their families and the community. They should be made aware of the procedures that have been put in place by the project, and their own responsibilities in implementing them.

i. Communication and contact with the community

Relations with the community should be carefully managed, with a focus on measures that are being implemented to safeguard both workers and the community. The community may be concerned about the presence of non-local workers, or the risks posed to the community by local workers' presence on the project site. The project should set out risk-based procedures to be followed, which may reflect WHO guidance (for further information see WHO Risk Communication and Community Engagement (RCCE) Action Plan Guidance COVID-19 Preparedness and Response).

If project representatives, contractors or workers are interacting with the community, they should practice social distancing and follow other COVID-19 guidance issued by relevant authorities, both national and international (e.g. WHO).

3.10. EHS Regulatory Requirements

EHS regulatory requirements applicable to the project include the following:

- The Ethiopian EIA Guideline (2000) provide guideline values for water and air quality. Most construction activities, WASH facilities, and operation of incinerators under the project are expected to adhere to these guideline values.
- Ethiopia drinking water standard published by the Ethiopian Standard Agency (2013) provides guideline values (limits) on physical, chemical, and bacteriological water quality. The standard also provides sampling frequency for water quality testing of water supply schemes/systems. Reconstruction of existing and construction of new WASH facilities are required to satisfy this standard for potable water supply.
- Ethiopian Building Code and Standard (EBCS 2013) provides structural, plumbing, electrical, fire safety, and other requirements to be applied during the design and construction of buildings and other structures. Reconstruction of existing and construction of new facilities require compliance with EBCS.
- The WBG General EHS Guidelines provide guideline values on air quality, wastewater, and noise emission, which are applicable during most of the subprojects implementation and operation.

The EHS requirements for emissions control are usually addressed through the environmental and social assessment and monitoring process while building designs require permits from the concerned local authorities.

4. Environmental and Social Baseline of the Target Regions

Environment is broadly defined to include the biophysical, cultural, social and economic systems and their interrelations. The term "baseline" refers to the existing conditions before interventions against which subsequent changes can be referenced. "Environmental and Social Baseline Studies" generally include an entire range of pre-project studies and are carried out to:

- ✓ identify key environmental factors, which may influence project design decisions;
- ✓ find out sensitive issues or areas requiring mitigation or compensation;
- ✓ understand the socio-cultural aspects of the community where the project is implemented; and
- ✓ provide baseline data against which the results of future monitoring programs can be compared.

Different documents were reviewed to recapitulate the environmental and social base line of the target regions. Accordingly, the social and environmental baseline assessment review is made based on prior and dependable World Bank researches conducted in collaboration with sector offices such as, Ministry of Agriculture, and the Ethiopian Electric Power [World Bank and Ministry of Agriculture (2015); World Bank and Ministry of Agriculture (2019); and World Bank and the Ethiopian Electric Power (2019)].These researches exhaustively addressed the environmental and social baseline of each region but highly summarized for the consumption of this assignment.

4.1. Afar National Regional State

4.1.1. Bio–Physical Environment

The Afar regional state lies in the arid and semi-arid climatic zone within the Great Rift Valley of East Africa with an irregular drainage systems and depressions. Astronomically, the region is located between 8^0 49' and 14^0 30' north latitude and 39^0 34' to 42^0 28'east longitude. The area of Afar Region is about 94,817 km2, and is divided into five Zones with 32 Woredas and 401 Kebele administrative structures.

Topography: The topography of the Afar region varies from hilly escarpment in the western and southern edges with an altitude of 1,000 – 1,500 masl to low plain areas in the north east and south east. The altitude of the lowlands falls between 0 and 1,000 masl, while there are some areas below sea level. Over 95% of the Afar Region lies in the altitude range below 1,000 masl. About 8% of the total land area lies below sea level. This region is also known for its lowest altitudinal location (depression) in the world, having depths as low as 114 meters below sea level in the Danakil depression in the northern part of the region.

Climate: The region is one of the areas having high temperature and low rainfall. Temperature in the region ranges from a mean maximum temperature of 42.5^0 C in the area of Dubti Woreda and mean minimum temperature of 17.8^0 C in the high-altitude zone at Gewane. The area has moisture index of less than 0.25 and receives mean annual rainfall of 200 mm. Severe dry season occurs in May and June at regional level. The main rainy season occurs between July and September, while short rain stays between March and April. Rainfall ranges from 500 mm on the western edges of the regional state to 200 mm in the lava plains to the eastern part of the region. The air quality in the region is satisfactory with particulate matter from dust emissions and ozone from volcanic activities affecting some areas.

Vegetation Cover and Wildlife: The vegetation covers of Afar in general is sparse and the area is prone to desertification. Over 70% of the land area in Afar region is bare land. The region is rich in wildlife resources. Wildlife of the area is those that are most adaptive creatures to the arid and semi-arid lands of the region.

Protected Areas: Protected areas in the region include Awash national park, Yangudi Rassa national park, Gewane wildlife reserve, Mille-Serdo wildlife reserve, and Afdem-Gewane controlled hunting area.

Water Resources: There are number of rivers in the region including: Awash, Mille, Kessem, Kebena, Awura, Gulina, Dawie, Borkena, Telalk, Woama, Alaa and other streams. The other major water sources of the region are Lakes. There are twelve relatively large lakes and five ponds in the region. Two of the largest lakes are Afdera Lake and Abe Lake which are found in zone 1 and 2 of the Region. The smaller ones include Lake Asahle, Lake Dalol, and Lake Gemeri. Groundwater is also the major source for potable water supply in the region.

4.1.2. Socio-economic Baseline

Population, Religion and Ethnic Group: The population of Afar region was estimated at 1,559,001 in year 2011, with 873,041 males and 685,960 females. The majority of the population (86.6%) resided in rural areas and the remaining 13.4% in urban areas. The regional population growth rate in the same year was estimated at 4.11% in urban areas, and 2.23% in rural areas. The population density is 21.6 persons/square kilometre on an average. The major ethnic groups of the regional state include Afar, Amhara, Tigray and others. The dominant occupation in the Region is pastoralism. Over 90% of the population is pastoralist community. Afar Region is one of the pastoral areas in Ethiopia, where extensive herding is practiced. On the other hand, as per the estimations made by the CSA, for the year 2016 (July), the total population was estimated to be 1,769,002 with a male population of 969,001 and female population of 800,001. In the same period, the rural population and the urban population was estimated to be comprised 81.5% and 18.5% respectively.

Cultural Heritage and Tourism: Afar region is rich in cultural assets. The archaeological findings from the Region have revealed that it is one of the cradles of mankind. The hominid relic of the world renown, “Lucy”, was found in Hadar area of the Region. This site is considered as an attraction area for scientific research to decipher or figure out man’s origin. The research sites such as Hadar and the middle Awash, that consist fossil and handicraft remains of human ancestors, are attractive destinations for tourists all over the world. There are potentials for tourist attraction in the area, including paleo anthropologic and wildlife resources as well as the Afar traditional way of life. Ertele and the Afar depression are sites of scientific research both of natural science as well as human civilization. The Yangu Dirasa National park, and the Awash National Park hosts number of wildlife species for tourism and biodiversity conservation.

Livelihood Context: About 85 percent of the Afar population practice pastoralism (Afar Atlas, 2014). All major species of livestock, including camel, cattle, sheep and goats, are kept. Livestock management practices are tradition based and depend on pastoralists’ indigenous knowledge, but the productivity of livestock is generally poor and hampered by several prevailing factors. These include feed and water shortages, livestock disease prevalence and poor veterinary service delivery systems, poor infrastructure development, weak extension service systems, poor market development and marketing systems organization, lack of awareness, and poor pastoral capacity.

4.2. Tigray National Regional State

4.2.1. Bio-Physical Environment

Topography: Tigray Region is mainly the extension of the central highland and associated western lowlands and is divided into two major blocs; the eastern bloc comprises of highlands while the western bloc is predominantly lowland with altitude Altitudes range from 3,900 to 500 meters above sea level, respectively. The region is situated between 12^0 15' and 14^0 57' north latitude and between 36^0 59’ and 40^0 east longitudes with an estimated area of 53,638 km2.

Climate: Part of the Tigray regional state, that is, the eastern and southern zones, where Mekele is situated receive peak rain in April and August, whereas the western and central part receive single

maximum rainfall between June/July to August/September and for the north western part, the wet period runs from April/ May to October/November. The mean annual rainfall for the region ranges from 600 mm in the north-eastern part to 1,600 mm in the western part. Temperature ranges between 16^0 C and 20^0 C in the eastern and central highland part while in the lowlands of the western zones it is 38^0 C to 40^0 C. Regionwide air quality information is scarce. However, air quality in the region is generally good with particulate matter being the main air pollutant.

Water Resources: There are three major river basins and a valley in the Tigray Region: Tekeze basin, Mereb basin, Afar basin. Some of the surface water sources comprise Tekeze River, Sure River, Mai Tell River and Mai Hitsatsa River. Groundwater source is abundant and is the major water supply source in the area.

Vegetation and Wildlife: Due to human interference and early settlements in this part of the country, the major vegetation has been destroyed. Currently the dominant ones are woodland and savannah, junipers woodlands, acacia woodland and savannah. The region has varied wildlife species including hyena, tiger, monkey and fox.

Protected Areas: The major protected areas in the region include the Kafta Sheraro national park, Girat-Kahsu forest reserve, Higumbirda forest reserve and Dese'a forest reserve.

4.2.2. Socio-economic Base line

Population, Ethnicity and Religious Groups: According to the Statistical Abstract of CSA, 2011, the total population of Tigray Administrative Region was 4,862,998, out of which 2,363,000 are male and 2,439,998 are female, with an annual growth rate of 3% in urban areas. By the same abstract, the population density of Tigray Region was estimated to be 116 persons /square kilometres. There are a number of ethnic groups that inhabit the Region. Tigray being the major ethnic group, there are also Kunama, Saho, Agew, Argoba and others in smaller proportions. According to the population estimates of CSA in July 2016, the total population of Tigray was 5,151,998 out of which 2,539,997 were estimated to be male while the remaining 2,612,001 were female. In terms of this estimate, 74.2% were rural inhabitants while the balance was urban inhabitants.

Cultural and Historical Heritage: Tigray has rich cultural and historical resources and high potential for the tourism industry. In Tigray Region, the colossal obelisks, rock-hewn churches, ruined temples, palaces, mosques, church paintings, stone inscription and manuscripts are some of the ancient Ethiopian properties that have tourist attraction values. The Axum Obelisks, the rock-hewn churches are the major tourist attractions of the Region.

Livelihood Context: In Tigray, Agriculture is the dominant livelihood activities. Farm households engage and pursue diverse off-farm and non-farm livelihood activities to cope with diverse challenges such as drought. Due to the unstable and meagre agricultural context, farm income alone could not feed the ever increasing population. Without adopting context based livelihood diversification strategies; the challenge it presents could neither meet nor attain household food security and improve livelihood security. On the other hand, the livelihood strategies of the urban communities include trade activities and employment. However, like other Ethiopia urban areas, unemployment rate is also high in urban areas of Tigray.

4.3. Amhara National Regional State

4.3.1. Bio-Physical Environment

Topography and Climate: The Amhara National Regional State has diverse topographic features, with rugged mountains, extensive plateau and scattered plain separated by deeply cut gorges, steep

slopes and cliffs. The elevation varies from 600 masl at Matera up to 4,620 masl at Ras Dashen. The region is located between 9^0 and 13^0 45' north latitude and 36^0 to 40^0 30' east longitude. The region has covered a total area of 161,828 km2 (15% of the land area of Ethiopia).

Climate: The climatic condition of the Region is divided into temperate (Dega), subtropical (Woina Dega) and arid (Kola) agro-climatic zones. Mean annual rainfall of the Region varies from 700 mm to over 2,000 mm and the mean temperature ranges between 10^0 C and 26^0 C. There are two rainy seasons, while short rain occurs during March, May, and April, heavy rain is during June, July and August. Regionwide air quality information is scarce. However, air quality in the region is generally good with particulate matter being the main pollutant.

Water Resources: There is an abundant water resource in the Region. The major water resource basins in the region are the Abay River /Blue Nile/, Tekeze River and Awash River basins. There are also several lakes like Lake Tana, Lake Zengena and Haik. Ground water resource is abundant, and it is the major water supply source in the region.

Vegetation and Wildlife: The natural forest in the Region is heavily depleted and degraded by intensive human interference, mainly for agricultural purpose and for energy (firewood) production. Currently less than 10% of the total estimated forest area is considered to be natural forest in the Region. The rest are scattered wood lots (planted by individual farmers on different land use types) and plantation forests (those that have been planted for different purposes).

Wildlife availability among other factors depends on the extent of vegetation cover of a given area. Parks of the Siemen Mountains are preserved for the most endangered species, such as Walia Ibex, Siemen Fox, Gelada Baboons and different species of birds, most of which are endemic to Ethiopia. Endangered bird species in the region include: Harwood, Francolin and Ostrich.

Protected Areas: In the region, there are protected forests and sanctuaries like, Lake Tana, Ankober -DebreSina mountain, Awi Zone, Choke Mountain, Fogera, Guasa/ in Menze/, Jama and Jara valley, Middle Abay valley, and Gofa Forest. Further, other protected areas in the region include Alitash national park and Semien Mountain national park.

4.3.2. Socio-economic Base line

Population, Ethnic and Religious Group: According to the Statistical Abstract of CSA, 2011, the total population of the Amhara Region was 18,528,997, in that 9,292,994 were male and 9,236,003were female. Out of this, only 10.98% were urban residents while the remaining constituted rural population. The population density of the region during this year was 119.8 persons/ square kilometre. As per the population estimates of the CSA, in July 2016 the Region's total population was estimated to be 20,769,985, which constituted 10,401,995 males and 10,367,990 females. In the same estimation, the rural population was estimated to be 83.2% whereas the urban population constituted 16.8%.

Socio-Cultural and Historical Heritage: The Amhara Region is rich in cultural and historical heritages. Very old monasteries, rock-hewn churches, palaces and castles are found in the region. The Lalibella Rock-hewn Churches, and the Gondar Castle that are registered as International Cultural Heritage sites are found in this Region. There are several monasteries in Lake Tana Islands, which is also the origin of Blue Nile (Abay) River. The Blue Nile Falls is found just few kilometres downstream of the Regional Capital, Bahir Dar, which is a tourist attraction site.

Livelihood Context: the main livelihood strategies for the cities and towns in the region are trading and employment. There are also people who are living in urban areas but making their livelihood

from agriculture. However, the rural communities are making their livelihood mainly from agriculture. Cereals, pulses, and oilseeds are the major crops grown in the Amhara. Principal crops include teff, barley, wheat, maize, sorghum and millet. Pulses include horse beans, field peas, haricot beans, chickpeas and lentils. The region also has large livestock resources (MOA & World Bank,2018). To secure households' subsistence, farmers are engaged in off-farm and non-farm activities.

4.4. The Oromia National Regional State

4.4.1. Bio- Physical Environment

Topography: The Oromia National Regional State is located in the central part of the country and extends from south-east, bordering with Kenya in the south part and up to the Sudan border in the western part. It has an area of 353,690 km2 (32 % of the country). Oromia National Regional State lies between 3^0 40' and 10^0 35' north latitude and 34^0 05' and 43^0 11' east longitude. The topographic features of the Region have been characterized by immense geographical diversity consisting of high rugged contoured mountains dissected by the great African Rift Valley. The region has topographic features of mountainous and rolling terrain in the north-western and north-eastern parts, valleys and gorges in the central and eastern, flat and plain land in the south and south-eastern part. Altitude in the Region varies from 500 masl in the south eastern part to 4,300 masl in the central and north western parts.

Climate: The east and southern parts are dominated by arid climate while the central and north western parts are more of temperate climate. The lowlands (500 - 1,500 masl) experience mean annual temperature of 20^0 C to 25^0 C, the midlands with altitude of 1,500 to 2,300 masl have mean annual temperature of 15^0 C – 20^0 C, while the highland areas (2,300 - 3,300 masl) have mean annual temperature range of 10^0 C – 15^0 C. Mean annual rainfall ranges between 200 mm in the south east to 2,000 mm in the north western part of the Region. Regionwide air quality information is scarce. However, air quality in the region is generally good with particulate matter being the main pollutant.

Water Resource of the Region: There is an abundant water resource including surface and ground sources. Oromia possess three major drainage systems: Rivers that drain to the Blue Nile (Abay) and the Mediterranean Sea, Rivers that drain to the Indian Ocean and the Rift Valley Closed drainage system. Major rivers in the country like Blue Nile (Abay), Jemma, Muger, Guder and Anger Didessa, Awash, Gibe, WabeShebele, Dawa, Genale, Weyb, Dabuss, traverse the Oromia Region. Most of the rift valley lakes in Ethiopia, like Lake Langano, Zeway, Abiyata, and Shalla are found in Oromia. The wetland ecosystem of these water bodies has significant environmental and socioeconomic values.

Vegetation Cover and Wildlife: Oromia region possesses most of flora and fauna types found in Africa, and several endemic species. There are about 12 million ha of woodland and bush land covering 32% of the Region. The region has dense forest cover in the central, south western and western areas, while southern and south-eastern areas are covered mainly by sparse vegetation, bushes and scrubs.

Protected Areas: There are parks and protected sites in the region, including Awash National park (partly) Abijatta–Shala National Park, Bale Mountain National Parks, Yabelo mountains, Controlled hunting zone of Borena, wildlife Reserves (Sanctuaries) of Babile, Senkele, and Yabelo. There are also Game Reserves in Arsi, Bale and Borena with over 20 Main Bird Sanctuaries. Those parks and protected areas host variety of wildlife and important bird species

4.4.2. Socio-economic Baseline

Population, Ethnic and Religious Group: As per the 2011 CSA projection, the total population of Oromia Region was estimated to be 30,397,990 (15,309,996 were male and 15,087,994 were female). Ethnic group residing in the region is also varied, the majority being Oromo, followed by Amhara, and several other ethnic groups. The density of the population is 106.8 persons / square kilometre. On the other hand, the 2016 CSA projection estimated the total population of Oromia Region as 34,575,008 that comprised of 17,345,004 males and 17,230,004 females. In this estimation, the urban population and the rural population constituted 85.2% and 14.8% respectively.

Archaeological and Cultural Heritages: The Sof Oumar Cave, and the Aba Jiffar which are the tourist attraction sites are found in the Oromia region. The region is rich in tourist attraction resources that could be categorized in to the following major groups:

- ✓ Natural forests with wide range of wild plant species; Wild animals and birds of various species including endemics;
- ✓ Several rivers with their multiple spectacular waterfalls;
- ✓ Rift valley lakes and highland crater lakes;
- ✓ Magnificent landscape scenery (mountain chains, river gorges;
- ✓ Diversified local cultures with their distinct ethnography, art, traditional practices;
- ✓ Historical heritages; and,
- ✓ Natural wonders of unique forms.

Livelihood Context: Oromia is the largest regional state in Ethiopia both in terms of geographical coverage and population size. The major livelihood strategies practiced in the region include crop production and pastoralism. People living in highland part of the region are practicing crop production, while those living in the lowland areas have engaged in pastoralism. The economy of Oromia Regional State depends on agriculture, which contributes about 66% of the regional GDP and provides an employment opportunity for more than 89% of the regional population. Mixed farming dominates the livelihood of the region. Oromiya accounts for 51.2% of the crop production, 45.1% of the area under temporary crops and 44% of the total livestock population of Ethiopia. Coffee is the main cash crop in the region. The major crops grown in the region are coffee, maize, wheat, barley, teff, sorghum, peas, bean and oil seeds (MOA & World Bank, 2018). Nonetheless, people from urban areas are making their living from trade and employment.

4.5. Benishangul Gumuz National Regional State

4.5.1. Bio-Physical Environmental Conditions

Topography: The Region is stretched along the western escarpment of Ethiopia between Gambela Region in the south, the Sudan to the west and Amhara and Oromia Regions to the northeast and east. Benishangul-Gumuz National Regional State has an altitude ranging from 600 to 2,000 masl and has a topography dominated by river valleys which join the Abay River before it enters the Sudan. The areas around Wonbera are characterized by rugged mountain ranges.

Climate: The climatic condition of the area is varied, like most part of the country. It has climatic condition of 85% Kola (Hot climate), 10% WoinaDega (Semi –Temperate) and 8% has Dega (Temperate) climatic conditions. The annual rainfall in Metekel zone of the Region ranges from 600 mm to 1,450 mm. The rainy season stays from April/May up to October/November. The dry period is between February and April. Annual temperature of Metekel zone ranges between 18^0 c and 40^Oc. Regionwide air quality information is scarce. However, air quality in the region is generally good with particulate matter being the main pollutant.

Vegetation and Wildlife: Benishangul-Gumuz National Regional State is endowed with a variety of natural resources. Over 50% of the land is covered with natural forest. Benishangul-Gumuz region lies in the Abay and Baro drainage basin and is one of the few areas that still have significant part of its landmass covered by natural vegetation. The Region has varied wild life species including Elephant, Giraffe, Rhinoceros, Hippopotamus, Buffalo, Roan antelope and Hartebeest, Lion, Tiger, Patas monkey and Anubis baboon are found in the region. Estimates indicate the availability of about 40 species of larger mammals and estimated bird species of 500-550.

Protected Areas: Game Reserve and main bird Sanctuary of Dabus is found in the Region. Also, the Didessa national park is located in the Kamashi zone of the region.

4.5.2. Socio-economic Base line

Population, Ethnic and Religious Group: According to the 2016 CSA statistical projection, the total population of Benishangul Gumuz was 938,996 (476,999 males and 461,997 females). The annual population growth was about 3.1%. In the same year, the urban population was only 8.5% while the remaining was rural. The density of the population in the Region is 18.5 persons/square kilometre. There are a number of ethnic groups that inhabit the Benishangul Gumuz Region. The major ethnic groups are Berta (26.7%), Gumuz (23.4%), Shinasha (6.9%), Amhara (22.2%), Mao (0.8%) and Oromo (12.8%). On the other hand, by the 2016 CSA projection, the number of population the region was estimated to be 1,033,999 i.e. 524,000 males and 509,999 females. As per this estimation, the rural population constituted 79.2% while the remaining was urban population.

Livelihood Context: in major towns of the region like Assosa trading activities and employment opportunities are the basic livelihood strategies of the community. However, in rural areas crop production is the main economic activities. The region has huge agricultural potentials and hence, several investors are practicing commercial farms in the region. These commercial farms suck large youth labour from both rural and urban areas. The construction of the ongoing GERD has also created job opportunity for hundreds of youth living in the region.

5. Institutional Framework and Implementation Arrangements

At the national level, the Ministry of Finance (MoF) will lead the implementation of components 1 and 3 and overall project coordination and oversight. MoF will host an FPCU, led by a Project Coordinator, and comprising technical support personnel, and monitoring, FM, procurement, contract management, and E&S risk management specialists. It will also comprise technical focal points designated by relevant ministries (MoWE, MoH, MoE, MoP, MoUDI, MoA, MoJ) to ensure coordination with these ministries and provide technical inputs. The FPCU will be responsible for overall project coordination, oversight, conducting project-wide Monitoring and Evaluation (M&E) and reporting, preparing project-wide annual work plans and budgets (AWPBs), conducting procurement for components 1 and 3, and managing learning, communication, and grievance redress activities under Component 3. The FPCU will also be ensure that citizen engagement aspects are implemented by the locally-based units, ensuring compliance with, and monitoring implementation of, E&S-related issues, and making sure that due attention is given to key issues such as gender aspects as per project design. It will establish Mobile Support Teams that are able to support local project structures.

The MoWSA will lead the implementation of activities under Component 2. An FPIU will be set up in the MoWSA, led by an FPIU Coordinator, and comprising specialists in financial management (FM) and administration, GBV, health, M&E, procurement, and E&S risk management (additional staffing

needs, including within MoH and associated partner ministries, will be determined based on discussion and agreement between the MoWSA and the World Bank, and detailed in the POM). The FPIU will be responsible for overall component coordination, consolidation of Component 2 AWPBs, and procurement of component activities. Similar inter-sectoral coordination structures will be established where they do not exist, or strengthened where they exist, within the administration structures of the selected Regional States and Woredas.

A multi-sectoral Federal Steering Committee (FSC) will provide high-level project oversight and guidance, review AWPBs, and ensure inter-ministerial cooperation and resolution of issues. The FSC will be co-chaired by the MoF and MoWSA and comprise representatives from the EDRMC, MoP, MoH, MoJ, Ministry of Water and Energy, Ministry of Urban Development and Infrastructure (MoUDI), Ministry of Agriculture, Ministry of Education, Attorney General Office, and representatives from the selected regional states and Woredas (the latter on a need basis). The FSC will meet on a quarterly basis and receive secretariat services from the FPCU.

At the region level, Regional PCUs that are housed within the Regional DRMCs will coordinate the implementation of activities within their respective regions. The RPCUs will also (i) ensure fiduciary and E&S risk management compliance of activities within their region and prepare periodical regional progress and financial reports for the FPCU with inputs from the Woredas; (ii) supervise and monitor activities' execution at the region level; (iii) provide capacity support to the agencies involved in the implementation of the activities at the regional and Woreda levels; (iv) liaise with stakeholders within the region to ensure continued support to the project; (v) engage in public communications within the regions, including development of adapted communication materials; and (vi) identify and communicate needs for external technical support to the FPCU. An E&S risk management focal persons will be engaged at each RPCU and will coordinate the implementation of the ESMF at the regional level.

At the Woreda level, the Woreda Offices will coordinate the execution of activities through Woreda Project Coordination Teams (WPCTs), which includes experts from sector offices. The WPCTs will also: (i) monitor overall performance of activities in their respective Woreda and provide regular financial and progress reports to the Woreda Administration and RPCU and (ii) liaise with other stakeholders in the Woreda and engage in public communications and consultations at the Woreda level. It will also ensure the integration of respective local sectoral expertise from the Bureaus of Health, Education, Water, Agriculture, and others. The WPCT will include an E&S risk management expert from Woreda EPA, who will be responsible for the implementation and monitoring of the ESMF activities.

At the community level, the Neighborhood Relations Committees (NRCs), in coordination with the Kebele Development committees (KDCs), will coordinate the implementation of activities including the E&S risk identification and management. The NRCs will also establish Community Project Management and Monitoring Sub-Committees (CPMMSC) as well as a separate Community Audit Sub-Committees. Both the KDCs and NRCs will be involved in the GRM implementation. Activities may be divided into further sub-committees as necessary, balancing the need for wide labor division among the community with a manageable complexity.

The implementation arrangements of components 1 and 2 at the local level (including small-scale procurement) will differ between HROC and NROC Woredas:

5.1. NROC Woredas

Under Component 1, the MoF through the FPCU will be responsible for implementation and will coordinate with other agencies and levels of government as required. Activities to support rapid response services under sub-component 1.1 will be led by the FPCU. The FPCU will either (i) contract entities to provide full packages of response services to the local level or (ii) procure goods and equipment for implementation by Woredas in cases where a Woreda has sufficient capacity and a readily available response plan. The technical focal points designated by relevant ministries to the FPCU will support the preparation of contracts' technical aspects and make sure they are aligned with the broader programmatic interventions of the respective sectoral ministries. Recovery activities under sub-component 1.2 will be implemented through community-driven planning and decision processes led by NRCs at the Kebele level. The Woreda will be responsible for sub-projects' procurement, FM, and alignment with the Woreda Development Plan. The Federal Mobile Support Teams will provide technical assistance to communities and Woredas. At the project's mid-term, the World Bank and the government will evaluate of there is sufficient capacity for the NRCs to take on procurement roles, contract management, and FM for these activities. Institutional resilience activities under sub-component 1.3 will be implemented by the FPCU from a Federal perspective in coordination with relevant Federal and local stakeholders.

Component 2 activities will be implemented by MoWSA, in close technical partnership with relevant line ministries, including MoH, MoJ, and the Federal Police Commission. To streamline implementation arrangements, particularly those related to the delivery of GBV services under sub-component 2.1 in OSCs and health facilities, and at the community level, MoWSA will establish as needed Memoranda of Understanding (MoUs) with relevant partner Ministries (for example, MoH and MoJ) and with related Regional Bureaus. MoWSA will contract third-party implementation of GBV-related activities in HROC areas, likely to be conducted by UNICEF. MoWSA will also contract specialized service providers or organizations to implement key activities requiring specialized technical expertise, including as related to: expansion and strengthening of GBV service delivery at the community level in areas where services are limited or do not exist; improving and expanding provision of MHPSS; establishment and functioning of safe spaces, WGFS/Girls Clubs, and provision of care for vulnerable children; and economic empowerment interventions. MoWSA will also contract specialized organizations or actors to lead the implementation of sub-component 2.2 on development and piloting of GBV prevention interventions. Where relevant and feasible, and with approval from the World Bank, a single specialized service provider may be contracted to implement multiple functions, for example, GBV services delivery and development and roll out of trainings for technical staff. Sub-component 2.3 will be implemented by the FPIU within MoWSA.

5.2. HROC Woredas

The Government of Ethiopia will contract third-party implementation entities to implement key project activities in HROC Woredas, such as GIZ, IOM, or UN Office for Project Services for Component 1. For Component 2, UNICEF is expected to be contracted to provide the respective services.

For component 1, adaptive approaches will be applied. The provision of rapid response basic services under sub-component 1.1 will be implemented in a direct and straightforward manner by the contracted third-party entity. Service standards, specifications, and approaches will be harmonized across the different implementation arrangements to ensure consistency and quality. It will organize the NRCs, and after the community recovery plans are established, it will conduct the procurement of sub-projects' goods and services. The role of the NRCs and communities will remain

the same as in NROC Woredas. Community-level institutions will continuingly benefit from the entity's support, strengthening their role in the recovery process. A similar process of local sub-project oversight by a third-party entity has been successfully implemented by the Ethiopia Social Accountability Program (ESAP, part of the Enhancing Shared Prosperity through Equitable Services Program [P176354]). Institutional resilience activities under sub-component 1.3 will be carried by the third-party implementation as feasible for community-level institutions only.

For component 2, key activities will likely be implemented by UNICEF as noted. Such an approach acknowledges capacity constraints for service provision at the community level, as well as the lack of required equipment and ongoing instability in some of the targeted areas.

Procedures for third-party implementation in HROC Woredas: The contracting of third-party entities will be managed by the FPCU in MoF for Component 1 and the FPIU in MoWSA for Component 2. If contracts encompass services under both components, MoF will manage the respective contract, in close coordination with MoWSA. The Direct Payment method will be used for services rendered by the third-party implementation entities, following procedures outlines in the POM. The project's monitoring system will ensure that contracted activities are being implemented efficiently and with high-quality, responding to the identified needs of the selected communities.

Table 4: Summary of Implementation Arrangements

Component/Main Activity	**Lead Implementing Entity**	**Executing Entities**
Component 1: Rebuilding and Improving Access to Basic Services and Climate-resilient Community Infrastructure		
1.1 Community-based Rapid Response Basic Services	MoF/FPCU	*NROC Woredas*: FPCU to contract entities or Woredas to execute directly, depending on capacities and availability of a response plan. *HROC Woredas*: MoF to contract third-party implementation entity, directly paid by the World Bank.
1.2 Community-based Recovery Activities	Woreda/NRCs	*NROC Woredas*: Community-driven approach led by NRCs with support from Federal Mobile Support Teams and fiduciary responsibility of the Woreda. *HROC Woredas*: Community-driven approach led by NRCs with support from, and execution by third-party implementation entity.
1.3 Strengthening Institutions for Resilience	MoF/FPCU	*NROC Woredas*: FPCU in coordination with relevant Federal and local stakeholders. *HROC Woredas*: Third-party implementation, community-level institutions only.
Component 2: Improving Access to GBV Response Services		
2.1 Expanding and Strengthening GBV Services in Conflict-affected Communities	MoWSA/FPIU	*NROC Woredas*: FPIU to execute in partnership with other agencies as relevant, or FPIU to contract specialized service providers to execute, depending on local capacities. *HROC Woredas*: MoWSA to contract third-party implementation entity, directly paid by the World Bank.
2.2 GBV Prevention and Behavior Change	MoWSA/FPIU	*NROC Woredas*: MoWSA to contract specialized organizations. *HROC Woredas*: MoWSA to contract third-party implementation entity.
2.3 Support to Coordination, Policy Development, and	MoWSA/FPIU	MoWSA (nationally)

Research for GBV Prevention and Response		
Component 3: Adaptive Project Management		
3.1 Project management	MoF/FPCU	FPCU for Component 1 management and overall project coordination/M&E/reporting, FPIU for Component 2 management.
3.2 Learning and Adaptive Implementation	MoF/FPCU	FPCU, FPIU, and operations-focused consulting firm.

Institutional arrangements and responsibility ESMF implementation is presented under Section 9.3 and Table 7.

6. Stakeholders and Community Consultations Results

6.1. Introduction

As per ESS7 of the ESF, stakeholders and community consultation is the basic requirements for any planned development intervention financed by the World Bank. A stakeholder and community consultation is a method used to ensure a broad participation of key stakeholders and the local communities during the project implementation. Hence, the stakeholder and community consultations were fundamental to produce essential documents of the 3R-4CACE Project, namely the Social Assessment (SA), Resettlement Framework (RF) and this Environmental and Social Management Framework (ESMF). Accordingly, the research team has conducted consultations sessions with IDPs, host communities, officials, and experts from relevant ministries, regional bureaus and selected Woredas as shown in earlier sections.

6.2. Objective of the consultations

The overall objective of the consultations was to understand stakeholders' and communities' views and concerns over the planned 3R-4CACE project interventions. The consultation meetings were organized mainly to serve two purposes: (1) to share project objectives and proposed project interventions with the target/identified stakeholders and communities, and (2) to consult the stakeholders and communities (IDPs and hosts) about the project and to document their concern, particularly, in reference to social and environmental impacts of the proposed project interventions. Accordingly, stakeholders and communities have been exposed to adequate information about the objectives of the 3R-4CACE Project. The participants during the consultation meetings have forwarded their views, concerns, and suggestions about the project activities.

6.3. Findings of the consultations

As indicated above in the methodology section, community consultations were made in three woredas, namely, Raya Kobo and Debereberehan from Amhara region and Chifra from Afar region. A total of 78 individuals participated in the community consultations from both the host communities and the IDPs. Of these, 54 of them were male and the remaining were females. The ages of participants ranged from 18 to 75 (see Annex 2).

During the consultations, participants expressed that the 3R-4CACE Project might affect the vulnerable or disadvantaged groups within IDPs and host communities who have had relatively less access to opportunities than other social groups in the country. The research team tried to capture all uncertainties about the project raised by the participants. For ease of understanding and presentation simplicity, the issues and concerns raised by participants during the community

consultation sessions are summarized in the subsequent paragraphs discussed under the respective major themes of the project components.

1. Rebuilding and Improving Access to Basic Services and Climate-resilient Community Infrastructure: The regional and local stakeholders, including the host communities and the IDPs those who were consulted in the selected Woredas, stressed the significance and importance of rebuilding and improving access to basic services and climate-resilient community infrastructure for effective recovery and rehabilitation of the displaced communities. After grasping the purposes of the project, the participants of the community consultations explained their views and concerns on the 3R-4-CACE Project in the following manner.

- ***Historically disadvantaged and vulnerable groups***: from the consultations with stakeholders and community groups from the host communities and IDPs, it was found that historically disadvantaged and vulnerable groups such as women, elders and people with disabilities are disproportionately vulnerable. This would be mainly due to their low level of education, low participation in the community awareness sessions and due to social norms, and, more importantly, the tragic damages they experienced during the conflicts. As a result, these communities are less likely to get information about the project's objectives, benefits, risks, and impacts. This necessitates the need to take precautionary measures by integrating them in the rapid response basic service to meet the project's basic demands. Moreover, the participants highlighted the need for all-inclusive discussion in the target Woredas of project beneficiaries.
- ***Elite capture and influence from different interest groups***: stakeholders reflected their concerns on risk of elite capture and control by interest groups. Both the host communities and IDPs are concerned of the traditional authority structures in influencing community's prioritization and risk of manipulation of support provided as well as lack of transparency during selection of the beneficiaries for the financial and technical assistance. Such factors may worsen the situation for majority of the population. Benefits may be channeled to the few who are authoritative, influential, better off and well connected. Besides, there might be discrimination in consultation and participation of the beneficiaries of the conflict-affected communities including the IDPs and host communities. This could lead to an oversight of the real needs, priorities and gaps reflecting the local context.
- ***Significance of the 3Rs (response, recovery and resilience):*** the IDPs and host communities appreciated the project's numerous benefits for the IDPs and the hosting communities alike in terms of response, recovery, and resilience according to the participants from the selected Woredas. One of the project's positive outcomes is the provision of basic services and economic opportunities for conflict-affected communities, including rapid response services to help communities transition from humanitarian aid recipients to long-term development centered on community-based health, education, and sanitation services. On top of the emergency response, the initiative will provide recovery solutions at the household level, such as support for skills and resources to re-establish livelihoods. It also strengthens institutions for resilience, particularly the local civil workforce, by increasing their capacities through varieties of methods including proper training, access to social infrastructure and facilities.
- ***Insufficiency of mobile heath services to satisfy the needs***: the stakeholdrs, the IDPs and host communities alike expressed the benefits and convenience of receiving the project's mobile health response services at accessible locations. This includes medical assessment, medicine distribution, and medical services based on lessons learned from recent health interventions in the Tigray Region, from which the approach has received highest priority. Due to the insufficiency, the approach however can lead to a high level of mobility among displaced persons

in search of better services. This is because there may be a large mobility of displaced persons within the same project target locality to kebeles or Woredas that provide better project benefit packages services. Displaced persons seek to take advantage of whatever services and benefits are available because they are among society's most vulnerable groups, struggling to meet their fundamental needs. The majority lacks a sustainable source of livelihood, income sources, and wants to maximize their life saving opportunities moving to project locations where they believe that good benefits will be available. Participants of the discussion from Afar region stated that mobile health teams are trying to give health services for the IDPs, but they did not satisfy the need. This is because the need and supply are not compatible, as teams do not come with sufficient resources to address the needs of IDPs. Although there are attempts to meet IDP needs, but the services are too minimal. At the same time, women did not get proper health services and some of them were forced to deliver their babies on the run-away, and some in the IDP centers without getting any medical care as there were limited health services for women and girls. Hence, health provisions should be improved through increased supply to mobile health clinics. The experts participated from Amhara, Oromia and Benishangul Gumuz also supported this idea.

- ***Destruction of social service facilities, interruption of basic services, and its impact on IDP women and children, resource constraint on the host communities***: as stated by stakeholders and community consultations in the selected Woredas of Amhara and Afar, the conflict had an enormous impact on multiple infrastructures. The destruction of schools, health centers, and WASH services are among others. In addition to the physical damage incurred upon the facilities, the ones saved from destruction have been turned into IDP centers. For instance, there are still an increasing number of IDPs in Kobo town of the Amhara region who are settled in various government institutions including schools. Accordingly, students have not yet started schooling since classrooms and compounds are serving as temporary shelters of IDPs. Often times, IDP centers are located either in towns or on the outskirts towns and thus, IDPs are competing over limited resources with the host communities. In this regard, the IDPs are competing with the host communities for water and other basic needs. Therefore, there is a serious scarcity of water in most towns where IDPs are settled. The influx of new IDPs because of the on-going conflicts worsens the scarcity of basic resources like water, electricity, food, etc. In the long run, the scarcity of basic resources may trigger conflict between the IDPs and the local communities even though the host has been supportive enough. The participants expressed their hope that the project will have activities that can alleviate the critical problems of IDPs and host communities like schooling, health facilities, and access to WASH.
- ***Neighborhood Relations Committees (NRCs):*** stakeholders strongly emphasized the positive role of NRCs in facilitating adequate delivery of services to meet the needs of communities. The involvement of NRCs (representing the host community and IDPs) in prioritizing societal needs and in making decision on recovery and rehabilitation investments or sub-projects is vital. Mobile health teams are attempting to provide health care to IDPs though they are unable to meet the demand. They do not have adequate resources to meet demands of IDPs. Hence, women and girls have restricted access to health care. Therefore, health-care services should be improved. NRCs will be part in the formulation of recovery plans at the Kebele level, which may include the reconstruction of existing community facilities or the construction of new ones. Education, health, and WASH facilities, as well as youth clubs and training centers, are among others. They also recommend the need for soft investments, such as capacity-building activities for NRCs and social cohesion measures to improve IDP or host community interactions.
- ***Occupational health and workplace safety risks:*** Stakeholders and community consultation participants at various levels pointed out occupational health and workplace safety, which

include the safety, health, and welfare of persons at work, should be considered while repairing or building new community facilities. Participants explained their concern that occupational health and safety might have been over sighted during 3R-4CACE Project implementation. As a result, workers may be exposed to health and safety risks when working on construction or reconstruction of new and damaged facilities, and the development of new settlement areas. Mobile clinics, the provision of WASH services for IDPs, and construction or reconstruction of infrastructures might have posed small-scale environmental, health, and safety worries. COVID-19-related restrictions may limit implementing partners travel so that their ability to conduct mandatory stakeholder and community consultations can be challenged. On the other hand, labor influx for construction and reconstruction activities may provide potential GBV/SEA/SH, and COVID-19 concerns. Participants in the stakeholder and community meetings proposed that labor aspects such as worker safety and training, as well as contractor inductions are necessary to alleviate the aforementioned public health and safety risks. They agree that a Labor Management Procedures (LMP) should be prepared in accordance with the ESS2 standard. Also, they indicated that procedures must be adequately implemented in accordance with protocols prior to the implementation of construction activities. All staff will be provided with the essential protective equipment for all project activities, including construction.

- ***Land acquisition:*** the construction and reconstruction activities of basic service giving infrastructures will be done either on the existing or new lands. Hence, land acquisition is a likely condition. Stakeholders and community consultation participants expressed the risk of unconsented land acquisition because the project is supporting the reconstruction efforts in the existing damaged facilities and the development of new facilities in new settlement areas. This may be have an effect on the project affected people, if they are not effectively and quickly compensated for the land they lost for the implementation of 3R-4CACE Project. Hence, those individuals who will lose their land should be properly treated, consulted, compensated, and their livelihood should be restored. However, when compensation is required, there may be disagreements about the amount of reparation and delays in payment, causing the project to be delayed.
- ***Conflicts and grievance redress mechanisms***: Participants pointed out that there might be conflicts associated with land and property among IDPs when returned back to their localities. Land ownership can be a source of conflict since documents related with land ownership right have been lost because of the conflict. Thus, claiming and reclaiming of lands can be potential sources of conflict. Hence, there must be a mechanism to address grievances and complaints. There is also a possibility of conflict between the IDPs and host communities. For instance, access to road, communal lands, and basic infrastructures might have been blocked or restricted because of IDP camps. Sometimes conflict will be ignited between the host communities and IDPs when the land owners claim their lands for different activities. The IDPs may refuse to leave the land where they settled despite demand from the land owners. For example, in Debre Birehan, there is an IDP center called China Camp that belongs to a certain Chinese investor. The investor agreed with the authorities and allowed the land or the compound for temporary settlement of IDPs. However, when the investors demanded the IDPs to leave from the shades in the camp, they refused to do so. This kind of disagreement should be resolved through grievance redress mechanism.
- ***Resettlements:*** Conflicts or disputes related to land necessitates the preparation of resettlement framework (RF) document for 3R-4CACE Project. Therefore, any land related disputes induced because of the Project will be discussed alongside the possible ways of handling in the RF document. Before the commencement of subproject activities, Project Implementing Agencies need to deal the matter project-affected persons with due concern and ahead of time in

coordination with institutions responsible for land acquisition (Woreda and city level land administration offices). The minutes of the consultation meeting on land related issues should be well documented. The project should avoid any operation, which leads to displacement of a broad scale. The new Proclamation No. 1161/2019 and the regulation No. 472/2020 can be used to limit and mitigate complaints and other negative consequences or hazards associated to land in circumstances where the project contains operations that necessitate land acquisition. By the provisions of the proclamations, if there will be a broad scale displacement because of the planned project, the Resettlement Plan should be done in accordance with the law before take hold of the required land.

- ***Environmental and social risks:*** The details of environmental and social risks of 3R-4CACE Project, is discussed in the A-ESRS and the PAD. In reference to this issue, participants were asked to forward their reflection. Accordingly, in Tigray, Oromia, and in some parts of Amhara and Afar regions, the 3R-4-CACE project will be implemented in high-risk on-going conflict (HROC) Woredas. Thus, existing government structures may encounter problem of implementation. As it is stated in the PAD, the role of implementation will be given for capable third parties, such as international organizations which have access for HROC woredas. . Thus, similarly like that of government implementing agencies, the third party implementers in HROC woredas will be responsible for environmental and social risk managements associated with 3R-4CACE Project implementation. . Stakeholders during the discussion expressed that capacity enhancement activities are vital to make the project serves its intended purposes. This include training and awareness creation and strengthening formal and informal community structures, including Women's Groups, traditional burial associations (Iddirs) and other structures. In HROC Woredas, support will be limited to community structures at the Kebele level. Training and awareness creation, as well as the hiring of E&S specialists, should be used to address the capacity gaps in the E&S management system. The trainings should include a variety of themes, including capacity building for technical teams that implement the project at the federal, regional, and Woreda levels, such as MoWSA, MoF, and MOF, among others. The training should also include information on occupational health and safety for project workers.

2. Improving Access to GBV Response Services: During stakeholders and community consultation sessions, participants from Amhara and Afar regions were asked to explain the extent of GBV among the IDPs.

- ***GBV in IDP centers and conflict areas***: stakeholders and consultation participants explained that although there is a possibility, there is no as such visible GBV at IDP centres. However, since many people are living in common in small shelter or tent, there might be a possibility of rape or other forms of GBV. On the other hand, Participants described that there were lots of rapes and other forms of GBVs in Amhara and Afar regions in the areas where TPLF militias controlled. For instance, in Amhara region, around 800 cases of rape were reported by women and girls. Participants also argued that there are many more unreported cases of rape. For fear of stigma, there are many who did not report rape cases. Cases of GBV from IDP centres are not properly assessed. Attempts were made to give health services for the victims of rape but due the demolition of healthcare services, victims are not getting the right treatment. Victims of rape need rehabilitation services since its physical and psychological impacts are immense.
- ***Challenges/risks of identifying and providing services to GBV survivors***: gaps related to GBV survivors are mention by participants of community consultation as a major risk of 3R-4CACE Project. Limited institutional capacity and lack of skilled human power are among the major obstacles to give the required services for GBV survivors. For instance, One Stop Centers (OSCs) should play pivotal role in delivering quality services for the GBV victims. However, in most

instances, OSCs are weak in terms of facilities and human resources to execute their duties. The gaps related to service delivery for GBV survivors also include lack of enough resources, training, and guidance to deliver quality care and services to the victims. Knowledge gaps among clients and healthcare workers, and weak multi-sectorial referral links create disjoint and incomplete pathways of care for GBV survivors. Moreover, the sociocultural norms that foster stigma for survivors and normalize violence within partnerships inhibit women, men, boys, and girls to seek access to comprehensive GBV care and treatment. This coupled with dissatisfaction of service or being unaware of the availability of services, the victims are not adequately reached. Thus, it is vital to pave ways in making health facilities friendly for GBV survivors by ensuring confidentiality or service provision.

- ***Strengthen OSCs for GBV survivors:*** for the smooth implementation of the project, the gaps identified to give quality services for GBV survivors should be addressed. It is necessary to strengthen OSCs in terms of facilities and human power. Frequent training should be given for OSCs including updating of gender action plan and make sure it has a protocol on how to carry out referrals of GBV to response services. This is because there are capacity gaps of the implementing bodies including those working in safeguards. There may be gaps of grievances redress mechanism related to GBV to respective service providers based on the demands of survivors and without forgetting confidentiality and lack of knowledge and skill to provide basic referrals. It is imperative to strengthening the existing and new OSC facilities as needed, including training of OSCs' critical personnel to perform core services (including medical, case management, psychosocial, police, and legal support), and procurement of essential medical supplies and other materials for the OSCs.
- ***GBV case reporting:*** Stakeholders and communities were asked of their reflection on the general responses and supports given to GBV survivors. They acknowledged that victims, parents/households, and the community at large are not emphatic enough in reporting rape and other forms of violence on girls and women. This is mainly because victims and parents fear of social exclusion if they report GBV cases particularly of rape. However, some of the participants explained that there are no friendly reporting mechanisms for the GBV survivors or other individuals to report any forms of violence. Therefore, 3R-4CACE project should work both on community awareness creation activities and in forging friendly GVB reporting mechanisms to the victims and to anybody else.
- ***Capacity building for effective GBV support service provision:*** expanding and strengthening community-level response and referral mechanisms for GBV survivors through the delivery of essential response services and training of key personnel, including community-based actors, frontline providers, and health personnel are vital for 3R-4CACE Project to meet its basic objectives on GBV and related issues. These key personnel should play key roles in core activities such as, social services, MHPSS, emergency response, and referral support for GBV survivors. Capacity building for the project staffs, federal, regional, Woreda and kebele level implementers, Woreda and kebele officials was mentioned by participants of stakeholders and community consultations. The capacity building should include technical staffs, such as health professionals and social workers, to provide medical care (including clinical management of rape), case management support, and MHPSS. The technical staffs will also pilot delivery of mobile GBV services in target Woredas where access to OSCs or health facilities is not available. In case where there will be lack of health and psychological professionals, MHPSS services should be given through training and deployment of mental health and psychosocial service providers, as well as through contracting of specialized external providers, to serve GBV survivors, as well as conflict- and displacement-affected people more broadly.

- ***Safe houses and spaces for GBV survivors***: in the discussion with gender experts, they explained the need for the establishment of rehabilitation safe houses or safe spaces for GBV survivors for vulnerable children. The establishment of Women and Girl Friendly Spaces will enable multi-layered access to key support activities, including case management, counseling, and other social activities. It will also explore the feasibility to support innovative reporting systems, including hotlines/helplines. Recognizing the importance of survivors' economic independence as a measure to reduce economic dependence on perpetrators and improve resilience to violence, the project will support opportunities to integrate economic empowerment interventions in community-level response programs or, at a minimum, to enable referral to existing livelihoods and income generation programming outside of this project.

3. Project Management: the stakeholder consultations revealed concerns about the capacity of the 3R-4CACE project coordinators and implementers. As raised by officials from sector government offices in the sample Woreda, they have reservation about the capacity of MoF and MoWSA in coordinating and implementing the project.

- ***Capacity limitation at lower administrative hierarchy***: stakeholders argued that the two ministerial offices will face capacity limitation at various levels in coordinating and managing the required Environmental and Social Risk Management (ESRM) and in coordinating project implementers at different levels. So far, the linkages and coordination among institutions, sectors, programs and projects at all levels are weak. Therefore, the capacity gaps of the project implementers coupled with their limited experiences in coordinating and implementing the World Bank supported projects including lack of experience in environmental and social risk management with ESF requirements can be the potential risks of the 3R-4CACE Project at its implementation stage. For instance, MoWSA is a new institution to implement and coordinate the World Bank financed project, while MoF has limited experience from only recent engagement with the Bank.
- ***Urgency of the need to fill capacity gap:*** For the effective implantation of the Project, capacity gaps of the implementing and coordinating institutions should be addressed adequately. Some of the gaps should be filled before the commencement of project implementation but other gaps can be addressed side by side during implementation of the project. MoF and MoWSA should employ social and environmental specialists if they do not have any and should enhance their capacity through training before the implementation of 3R-4CACE Project. This is due to the fact that the project components have several activities including basic services and economic opportunities, GBV service delivery and prevention program that require social and environmental specialists. For instance, social safeguard specialists are important to screen, evaluate, monitor, supervise and overall manage the adverse social impacts and risks. Hence, hiring or assigning social experts at federal and project implementation regions is essential. Various project relevant training should also be given for FPCU and FPIU alongside their technical staffs at federal, regional, Woreda, and kebele levels. Capacity building training for all relevant stakeholders such as MoWSA, MoF, MoE, MoH, MoJ, etc. at federal, regional, and Woreda levels should be delivered. Besides technical skills, project workers should be trained about occupational health and safety to enhance their overall capacity in implementing and coordinating the Project.

7. Potential Environmental and Social risks and Impacts

The overall Environmental and Social risks are rated High. The Social risks include implementation of the project in areas with ongoing conflict and IDP hosting regions, which could lead to the halt of some activities or implementation delays; land acquisition involving displacement for the re/construction of facilities that could be time-consuming, causing delays to infrastructure re/construction; high mobility of displaced people to the project target Woredas looking for project benefit packages, which could challenge the inclusion of beneficiaries in project-financed activities and consultations; and SEA/SH risks are high due to the vulnerability of the target population, ongoing risks of insecurity and conflict, and project-specific risks related to supervision, rehabilitation, or construction.

From an environmental perspective, the risk pertains to low capacities for environmental screening of sub-projects and the preparation of relevant risk mitigation instruments. These risks will be mitigated by the hiring of specialists at the Federal level and provision of training by the World Bank at the regional and local levels. If deemed appropriate and necessary, a dedicated SEA/SH GRM may be established to accept and address project-related SEA/SH complaints. Reporting and response protocols will be developed as well to ensure confidentiality, safety, and survivor-centered care for GBV survivors.

The environmental risk of the project is Substantial. Project activities are not anticipated to cause conversion of natural habitats or generation of large-scale pollutants given the community-driven nature of the activities. However, there are potential small-scale environmental, health, and safety risks that may result from mobile clinics; WASH facilities for IDPs; and reconstruction or construction of public facilities under Component 1. Mobile clinics and WASH facilities could result in generation of sanitary wastewater, and if suitable facilities for handling and management of the waste are not available, it may be indiscriminately discharged into the environment or used in an unhygienic manner. Wastewater discharge onto open ground can contribute to spread of disease, odors, contamination of wells, and other adverse impacts. Mobile clinics could also have various environment, health, and safety risks if an appropriate mechanism for collection, handling, transportation, treatment, and final disposal of medical wastes is not put in place. The construction of public facilities may involve site clearance/removal of vegetation though at a small scale. Soil erosion may be caused by exposure of soil surfaces to rain and wind during site clearing and excavation activities. Construction or rehabilitation of public facilities could also cause noise and fugitive dust. Environmental pollution such as air, waste, and water pollution could also result from renovation/construction of public facilities.

The social risk of the project is High. Social risks emanate from the implementation of the project in conflict impact areas and IDP hosting regions, which are volatile and highly prone to instability and conflict situations. There is a potential risk of exclusion of the most vulnerable groups form sharing the benefit packages of the project, particularly those related to recovery packages such as transition skill trainings, as well as GBV and MHPSS referral services and mobile community-based services on health, education, and WASH. Under Component 1, the project will finance support in transitioning to sustainable solutions with broad community consultations and transition planning involving financing of either reconstruction of exiting damaged facilities, or construction of new facilities in conflict affected communities, depending on community recovery plans. Land acquisition impacts are not expected to be high as the project targets, on a phase-based approach, reconstruction of exiting damaged facilities or the construction of new facilities, which may pose minor risk of land acquisition and small scall displacement. There may be high mobility of displaced people to the project target Kebeles looking for project benefit packages to meet their basic needs and maximize their life saving opportunities.

7.1. Potential positive environmental and social impacts

The project has wide range of positive environmental and social benefits to the host and IDP communities. Some of these benefits include the following.

Improved Efficiency:

Most of the planned project services in the 3R-4CACE are to be provided with the support of available technologies that minimize physical presence and direct use of consumable materials. For instance, online and internal network systems will significantly reduce physical movement, consumption of materials such as stationary, hence, reduced pollution and waste generation. Designs of infrastructures will be energy and material efficient, which will reduce consumption of materials and energy loss. The project will also promote environmental hygiene, resource efficiency and conservation. The indirect environmental benefits that may potentially enhance the environmental include

Landscape restoration and environmental rehabilitation:

- ✓ The 3R-4CACE sub-projects activities promote landscape restoration and environmental rehabilitation from tree planting, physical structure restoration during re-establishment and reintegration of displaced persons in and around newly established and restored settlement areas

- ✓ **Improved capacity in environmental and social risk management**: Implementing partners and project beneficiaries will receive relevant trainings on solid and liquid waste management, which will benefit the environment;
- ✓ Regional and Woreda level implementing partners will be receiving capacity building training on E&S risk and impacts analysis and management, GBV/SH/SEA risk analysis and management, on GRM implementation and complaints handling
- ✓ Residues and solid wastes from construction activities of subprojects can be used as fuel as mitigation actions and this reduces environmental pollution;

Job/Employment Creation:

The positive social impacts are multiple. The first benefit is the number of jobs it creates for the implementing partners, the beneficiaries and host communities. The project primarily creates job opportunities for the communities living in the target or adjacent areas. Particularly, the vulnerable groups (youth and women) will have the chance to be employed during the implementation of the project. This will reduce the chances of social conflicts that might have been caused due high number of unemployed youth. Besides, during project implementation, women and girls will have access to income through petty trades such as selling of food, water, coffee, tea, etc. to the contract employees involved in the construction and other activities.

Improvements in local livelihoods:

The project will create market opportunity for local communities to supply inputs/raw materials to contractors during construction and rehabilitation of social services centres. Such activities will create additional opportunities to local communities to generate income and diversify sources of livelihoods.

Improved access to social benefits:

On top of the livelihood and indirect social benefits, the project has greater social benefits to IDPs and host communities. These benefits include:

- ✓ Conflict-affected communities will get improved access to basic services and climate-resilient community infrastructure
- ✓ Project activities address climate change and FCV (fragility, conflict and violence) risks and strengthen drivers of resilience and socioeconomic recovery
- ✓ Facilitates the strong integration of different local stakeholders, including traditional leaders, to ensure a more inclusive recovery process, thereby addressing some of the institutional and communication gaps between the government and communities and among communities that have contributed to local conflict lines

Improved access to health services

- ✓ Communities and IDPs will benefit from temporary support health services, such as psychosocial care and/or support for unaccompanied minors,
- ✓ Communities get the opportunity for longer-term recovery through establishment, restoration, or rehabilitation of basic services and community infrastructure
- ✓ Young girls and women who have been exposed to GBV and survived, will benefit from the project by getting the required support that enables them to recover in the short-term and medium-terms from violence and its effects
- ✓ Strengthen capacity of vulnerable people to cope with future shocks and stresses that may contribute to GBV incidence, including, among others, those related to conflict and to the impacts of climate variability and change.
- ✓ Supports to address drivers and risk factors that contribute to acceptance and perpetrations of GBV that may by conflict, climate events, or other related shocks
- ✓ Benefits GBV survivors to endure not only the physical and psychosocial effects but also to create social cohesion and sustainable development of communities

7.2. Potential negative environmental and social impacts and mitigation measures

Due to the nature of subprojects under 3R-4CACE, the anticipated environmental risks and impacts are not likely to be high and they are considerate moderate. The project does not involve activities that have a high potential for harming the environment and the people. However, this does not mean 3R-4CACE subprojects are free from any environmental and social impacts. Rather, the potential impacts that could be generated from the proposed project activities are expected to be temporary, reversible, low in magnitude, and site specific.

The anticipated environmental and social impacts of subprojects are mainly emanated from the activities of constructing and reconstructing of new and damaged infrastructures in the target areas. Hence, environmental and social impacts which will occur during the project implementation are direct consequence of human presence and construction machines, as well as the execution of civil works, cut-and-fill, earth moving and construction works at a specific location. Pollutions that occur in the phase of construction, reconstruction, rehabilitation, and repair are temporary in their scope and limited in intensity although they can cause serious consequences in some cases.

The identified environmental and social impacts are provided with mitigation measures to avoid, reduce, mitigate and compensate their effects. The list of mitigation measures provided in this ESMF is general and is not complete. Detailed and complete mitigation measures shall be developed with

each subproject ESMP and associated C-ESMP. Further, the complete mitigation measures shall be included as terms and conditions in the WB standard procurement and contract documents to be used during subprojects procurement and award process.

The anticipated environmental and social risks of the 3R-4CACE subprojects and the proposed mitigation measures are described as follows:

Risk of Disturbance to Natural Habitats, Vegetation Clearing and Biodiversity Loss: Activities under Component 1 and 2 such as new construction and/or rehabilitation of social services centres (schools, health centres, WASH facilities, mobile clinics, one stop centers, safe houses, GBV mobile services, etc…) and access roads will require site/vegetation clearing and such an actions will cause disturbance to natural vegetation, cultivated lands and areas of significant importance for nature and biodiversity conservation. It might affect important flora, fauna and soil micro-organisms affecting ecosystems' functions.

Mitigation measures:

- ✓ Avoid locating construction sites around nature reserves or species conservation areas during planning
- ✓ Conduct careful and suitable site selection/survey through a participatory process for component 1 and 2 infrastructures
- ✓ Planning and design phase of subprojects should take into account unavoidable potential damages to natural habitats or vegetation covers and plan practical mitigation measures with operational details
- ✓ Ensure environmental and social assessment process has been conducted and proper procedures have been followed
- ✓ Ensure that negative impacts identified and mitigation measures proposed are incorporated in an appropriate ESMP
- ✓ Ensure there are no threatened or endangered fauna and flora species within and around the construction area
- ✓ Conduct planting and re-vegetation of sites to compensate for loss of trees and vegetation
- ✓ Prioritize and minimize impacts or avoid damage to indigenous trees of significant importance, avoid or minimize cutting of big trees (mother trees), particularly indigenous species

Risk of Soil Erosion: Disturbance of soil through excavation, leveling, clearance of surface vegetation in construction sites will expose soil for water and wind erosion. Besides, transport of goods, equipment and materials, clearing of access roads, transporting of gravel and sand from material sources will make the top soil vulnerable to water and wind erosion.

Mitigation measures:

- ✓ To the extent possible, make sure that construction sites are not selected on degraded land, near gullies, or steep slopes
- ✓ Design of the infrastructure should provide sufficient drainage management options so that erosion cannot take place (through use of runoff protection structures and energy dissipators) or will not leave the site (through use of sediment traps)
- ✓ As much as possible, construction activities such as excavation and earthwork should be done in dry seasons
- ✓ Minimize disturbed area/ground in the construction site including area to be excavated, area used for materials storage, access roads for construction machines and equipment transport
- ✓ Protect slopes in the construction area through covering with vegetation (such as grass), ripraps, and benching

- ✓ Periodically water exposed soils to avoid erosion through wind action
- ✓ Avoid or minimize vegetation clearance, excavation and inappropriate disposal of soil
- ✓ Disposal sites or cart-away sites should be prepared with approval from the local authorities (such as woreda administrations or environmental offices)
- ✓ Conduct reshaping and rehabilitation of excavated sites

Solid non-hazardous Waste Contamination: Solid wastes of different sorts from construction materials leftover (cement bags, wrappings and packaging cardboards, wood pieces, concrete, paints, etc…) and rehabilitation of social service centers will be generated and improperly disposed on public spaces, agricultural soils and water bodies will result in community health risks. Further, solid waste will be generated during operation of education, healthcare and WASH facilities as well as training and youth centers, one stope centers, and safe houses. Domestic solid waste generated include stationery materials, packaging materials (paper, cardboard, plastic), food waste, cleaning waste, cloths, and broken furniture.

Mitigation measures

- ✓ Comply with environmental standards and national guidelines on handling and disposal of solid waste
- ✓ To the extent possible, avoid or reduce solid waste generation
- ✓ As much as possible, reuse or recycle solid waste
- ✓ Use recommended waste collection, handling, transport and disposal methods
- ✓ Collect and dispose solid waste in designated and approved (by local authorities) disposal sites, landfills
- ✓ .
- ✓
- ✓ All contractors will be required to develop a waste management plan as per national guidelines, standards and as per the World Bank's Environmental, Health, and Safety Guidelines.

Risk from Hazardous Materials: Hazardous materials will be used during construction and operation activities. These include petroleum-based products (such as lubricants, hydraulic fluids, or fuels), adhesives, admixtures (such as concrete admixtures), paints, epoxy resin, solvents, sealants, caulk, , cleaning chemicals, lighting fixtures (fluorescent and mercury lamps), thermostat probs, and thermometers. Hazardous materials may cause environmental pollution on soil, water, and air. Further, these materials can be flammable, poisonous, irritant, and corrosive.

Mitigation measures

- ✓ Always read the label on hazardous material containers and make sure you understand the information, if there is no label, do not use the contents
- ✓ Ensure that all reused tanks, drums, containers and barrels are labelled with their contents
- ✓ Do not leave hazardous material containers in areas adjacent to water sources
- ✓ Care must be taken when moving or using containers containing hazardous materials
- ✓ When opening containers, hold a rag over the cap as some volatile liquids tend to spurt up when the cap is released
- ✓ Never use fire near flammable material and know what action to take in the case of fire
- ✓ Providing adequate secondary containment for fuel storage tanks and for temporary storage of other fluids such as lubricating oils and hydraulic fluids
- ✓ Using impervious surfaces for refueling areas and other fluid transfer areas
- ✓ Providing portable spill containment and cleanup equipment on site

- ✓ Always us ethe right PPE when handling hazardous materials
- ✓ Provide good ventilation or work in open air when using some of the hazardous materials such as petroleum products, solvents, paints, and cleaning chemicals
- ✓ Use the smallest quantity of hazardous materials that are necessary for the particular job
- ✓ Dispose of empty containers in correct waste disposal facilities as they always retain some liquid which is a potential contaminant
- ✓ Training workers on the correct handling, transport, and storage of hazardous materials and the response to spills

Risk from Hazardous Wastes: Construction and operation of most of the subproject will generate hazardous waste such as used oil; empty hazardous material containers; waste paints, varnish, solvents, sealants, resins, adhesives, caulk; asbestos containing construction and demolishing wastes; and mercury containing wastes (fluorescent lamps, thermostat probes, emergency lighting systems). Infectious/pathogenic waste are treated separately below.

Mitigation measures:

- ✓ Hazardous waste must be properly accumulated in containers or tanks
- ✓ Hazardous waste containers must be closed, marked as "Hazardous Waste," and marked with the date accumulation began
- ✓ Hazardous wastes must be stored in secure location
- ✓ Hazardous wastes must be inspected periodically
- ✓ Secondary containment tank should be provided in hazardous wastes storage areas
- ✓ Hazardous waste storage areas should have fire arrest equipment
- ✓ Hazardous waste storage sites should have emergency response planning in case of spill and fire
- ✓ Workers handling hazardous waste should be given specific trainings
- ✓ When transporting hazardous wastes, use professional hauler service
- ✓ Hazardous waste shall be disposed of or treated at sites designed for the purpose

Risk from Disposal of Infectious/Pathogenic Wastes: Solid wastes from use of medical materials (used chemical items, disposables), infectious and pathogenic wastes (dressings, used tissue papers, disposables bottles, sanitizers, ect…), and pharmaceutical wastes (expired and unused medicine, contaminated products and drugs), may be disposed in open spaces, residential and commercial areas and may expose communities, especially children, to harmful incidences of injuries, infectious diseases, and may contaminate soil and surrounding water bodies, causing contamination, bad odor and unpleasant environment.

Mitigation measures:

- ✓ Comply with environmental standards and national guidelines on handling and disposal of harmful waste substances from health facilities
- ✓ Use recommended waste collection, handling, transport and disposal methods
- ✓ Collect and dispose at designated and approved (by local authorities) disposal sites, landfills
- ✓ Incinerate those harmful substances and materials from mobile clinics and health facilities in a chamber prepared for this purpose.

Risks from Healthcare Facilities: The project activities include operation of healthcare facilities. Environmental, health, and safety risks associated with operation of healthcare facilities include (i) risk from solid waste generated during administrative, housekeeping, and maintenance functions (this is treated as solid non-hazardous waste above); (ii) risk from infectious/pathogenic waste (also treated separately above); (iii) risk due to emissions to air, particularly from medical incinerators and

power generation; (iv) risk due to wastewater (separately threated below); and (v) risk from pharmaceutical and medicinal products including ecotoxicological effects from anti-parasiticidal and antibiotics.

Mitigation measures:

- ✓ Segregation waste and remove the following items from waste destined for incineration: halogenated plastics (e.g. PVC), pressurized gas containers, large amounts of active chemical waste, silver salts and photographic/radiographic waste, waste with high heavy metal content (e.g. broken thermometers, batteries), and sealed ampoules or ampoules containing heavy metals
- ✓ Properly consume and manage pharmaceutical products including implementing measures provided in medicine labels
- ✓ Physicians shall consider potential environmental impacts of medicines they are prescribing and to the extent possible physicians shall consider alternative medicines with less environmental impacts
- ✓ Separate medical waste from others to allow targeted handling and treatment
- ✓ Appropriately disposed pharmaceutical products based on the recommendations of the manufacturer or good international industrial practice

Contamination of Soil: Potentially incidences of chemical spills from health facilities, WASH facilities, education facilities, solid and liquid waste release from mobile clinics and infrastructure construction sites may cause contamination and pollution of soils. Further, during construction and operation periods petroleum products, used oil, paints, solvents, and other chemicals could end up in the soil and contaminate it.

Mitigation measures:

- ✓ Avoid disposal of solid, liquid, and hazardous wastes on the ground/soil
- ✓ Locate construction sites away from cultivated fields and prevent flow and disposal of liquid and solid wastes on agricultural fields
- ✓ Follow appropriate waste handling practices for harmful chemicals
- ✓ Provide secondary containment tanks for petroleum products and other chemicals
- ✓ Refueling shall be undertaken on a designated area, with impervious ground
- ✓ Regularly inspect equipment and machines to identify and maintain leaks
- ✓ Avoid construction activities with potential for leaks during rainfall events to avoid exacerbation of potential leaks
- ✓ Develop emergency shutdown and spill response plan for hazardous chemicals
- ✓ Wastewater from WSH facilities should be treated by soak-away pits
- ✓ Select waste collection sites away from agricultural fields and avoid contaminations
- ✓ Excess soil and debris from construction site should be disposed of at areas permitted by local authorities
- ✓ Avoid informal routes by dump trucks during disposal
- ✓ Undertake soil remediation to remove spills and contaminants from the soil, including bioremediation, stabilization, soil washing, and disposal (taking care that downstream contamination of soil and water bodies will not occur during the remedial process).

Water Pollution: Surface and ground water pollution may be caused by effluents and untreated waste water released from mobile clinics and WASH facilities. Such facilities may generate and indiscriminately discharge sanitary wastewater into the environment. Wastewater discharged to surface water bodies (rivers) and open fields contribute to diseases, bad odor; contaminate water

wells and other public water supply infrastructure. Wastewater may also be released from construction sites, which could be contaminated with petroleum products, paints, solvents, chemicals and debris, can possibly cause water pollution.

Mitigation measures:

- ✓ As much as possible avoid or reduce generation of waste from the source
- ✓ If conditions allow, reuse or recycle waste
- ✓ Ensure complete collection and proper treatment of waste prior to disposal in compliance with all regulatory and WB requirements
- ✓ Adopt and adhere to guidelines for pollution control such as the WBG Wastewater and Ambient Water Quality Guideline with indicative values for wastewater discharge
- ✓ Use the recommended methods of waste containment (collection, storage and transportation) and equipment
- ✓ Provide secondary containment tanks for hazardous chemicals
- ✓ Construction wastes should not be dumped in rivers and other surface water bodies
- ✓ Waste products (liquids, particles and solid waste) should be dumped at an area where the local authorities designated it for this purpose
- ✓ If pit latrines are considered as WASH facility, the latrine should be located considerably away from potable water sources, from surface water systems, and the bottom of the pit should not be in the groundwater table or saturated zone
- ✓ Use appropriate wastewater drainage and treatment systems leading to septic tanks and soak-away pits
- ✓ Proper handling, utilization, storage, transport and disposal of both solid and liquid wastes
- ✓ Abide by recommended waste disposal practices

Risk due to Wastewater Release: Wastewater may be generated during subprojects implementation and operation including wastewater from water supply systems operation, storm water, sanitary sewage, used oils and lubricants from the pump stations and from vehicles engaged during project construction. Wastewater can pose pollution risk to water resources thereby harming the environment and water users. Borehole drilling operations apply drilling foams and bentonites to enhance the drilling efficiency; drilling discharge or sludge contaminated with chemicals are released from the drilling operations. Disposal of drilling water and sludge into the rivers and/or on the soil will pollute surface and groundwater resources, and it will also increase sedimentation. As a result, the quality of surface and groundwater will be compromised.

Mitigation measures:

- ✓ Identify the quality, quantity, frequency, and sources of wastewater or liquid effluents released from subproject activities and operations; this includes knowledge about the locations, routes and integrity of internal drainage systems and discharge points
- ✓ Identify opportunities to prevent or reduce wastewater generation and pollution through measures such as recycle/reuse, input substitution, or process modification
- ✓ Assess compliance of wastewater released with applicable (i) discharge standard (if the wastewater is discharged to a surface water or sewer), and (ii) water quality standard for a specific reuse (for instance, if the wastewater is reused for irrigation)
- ✓ Water use efficiency shall be improved to reduce the amount of wastewater generation
- ✓ Consider application of wastewater treatment techniques (such as soak-away pits) to further reduce the load of contaminants prior to discharge

Water Supply Facilities Risks: Potential project activities include reconstruction of existing and construction of new water supply facilities such as shallow wells, deep boreholes, and spring

developments with transmission, storage and distribution systems. Major risks associated with construction and operation of water supply facilities include (i) Groundwater used for water supply could lead to resource depletion. If the rate of groundwater abstraction is higher than the rate of recharge, it will result in groundwater level drop or reduction in safe yield. If extraction continues for long period, groundwater levels will continue to decline to the level where one cannot extract water easily, which will render some water schemes non-functional or it will steadily increase pumping costs. (ii) Abstraction of the groundwater resources may affect the surface water flow regime. (iii) Water treatment operations use hazardous chemicals (mostly disinfectant for groundwater-based systems), result in air emission, and ecological impacts. (iv) Unhygienic environment could be created around water supply points. (v) In areas where water is scarce, use of communities' water sources for drinking and construction purposes could create pressure on the communities' source and could lead to water use rights and associated conflicts.

Mitigation measures:

- ✓ Conduct well pump testing to characterize the capacity of recharge and discharge (to determine the safe yield and recovery rate)
- ✓ Determine sustainable amount of groundwater to be extracted without causing appreciable reduction in groundwater level
- ✓ Assess/model groundwater recharge and discharge rates for the specific catchment or sub-basin
- ✓ Monitor the groundwater characteristics such as static water level, dynamic water level, drawdown, and safe yield periodically, particularly during dry periods (some of the existing or proposed boreholes in a specific well field or catchment can be used as monitoring wells)
- ✓ Modify or control the groundwater abstraction rate depending on the outcome of groundwater monitoring
- ✓ Assess/model groundwater level changes and resulting impacts to surface water flows and its socio-economic impacts on the population depending on those surface water resources
- ✓ Modify groundwater extraction rate depending on impact on current and future surface water flows
- ✓ Avoid construction of water supply wells in sensitive ecosystems
- ✓ Store chemical disinfectants at a cool and dry conditions. Do not store disinfectants for long periods
- ✓ Develop and implement plan for accidental release of disinfectant chemicals
- ✓ Consider soak-away pits in the design and construction of water points; especially where the soil around the trough is free-draining
- ✓ Periodically clean and maintain a dry environment around animal troughs
- ✓ Improve water use efficiency and reduce water wastage so that more water is available for use by the various modes or groups
- ✓ Engage all water users, communities, and other stakeholders in the management of the water resources including development, operation, and maintenance
- ✓ Avoid using the local communities' water sources and, as much as possible, try to develop own source during the construction period.

Risk due to Inefficient Water Use and Management: During subprojects implementation and operation, inefficient water use and management will result in wastage of the resource that would have been available for other uses and beneficiaries. Water could be wasted while fetching, through pipe systems, valves, and other appurtenant equipment. Water wastage is expected to be more in multi-village water supply systems with transmission, storage, distribution, and delivery points.

Mitigation measures:

- ✓ Estimate water balance at sub-project level during operation period to identify water management issue
- ✓ Implement effective water management system
- ✓ Implement water conservation measures
- ✓ Install water meters to monitor and control consumption, particularly for multi-village water supply systems
- ✓ Ensure the proper sealing of all pipelines, valves and storage structures to avoid water loss.

Risk from Disaster Risk Management (DRM) Facilities: DRM infrastructure including rainwater harvesting systems; runoff protection berms, bunds, and retention ponds; etc. The DRM structures are aimed to ensure the climate-resilience of subproject intervention areas. Major risks associated with construction and operation of DRM infrastructure include (i) impact on surface water regimes; (ii) impact due deteriorated water quality in harvesters and retention ponds; and (iii) risk from runoff protection structures concentrating flow downstream.

Mitigation measures:

- ✓ As much as possible avoid modification of surface water courses/systems by rainwater harvesting and runoff protection systems
- ✓ Monitor quality of water in harvesters and retention ponds and provide treatment (such as disinfection) where necessary
- ✓ Consider runoff speed control or energy dissipation measures downstream of the structures

Air Pollution: Pollutants, fine particles and bad odor may be released from construction sites and operation of facilities such as incineration of sanitary and/or chemical waste in health facilities. This will affect the air quality and may cause air pollution. In addition, generation of dust from construction sites and vehicular emissions affects community settlements and causes deterioration in air quality. Open burning of waste also leads to deterioration of air quality.

Mitigation measures:

- ✓ To reduce dust, use appropriate construction site management guidelines (e.g., sprinkling the surface with water to minimize dust blow during construction and rehabilitation)
- ✓ Reduce movement of vehicles during rush hours, public events, school hours
- ✓ Use manual labour to avoid use of machines for minor activities that can be done with human power
- ✓ Dust control and suppression measures including regular application of water on or near construction sites, settlement areas too
- ✓ Reduce dust generation by practicing traffic speed limits
- ✓ Use water spray trucks regularly in areas near construction sites and settlement areas especially in windy and dry weather to reduce dust generation,
- ✓ Avoid open burning of debris, cut vegetation (trees, undergrowth) or construction waste materials;
- ✓ Ensure regular maintenance of vehicles, machinery and equipment used at subproject sites
- ✓ Locate incinerators in healthcare facilities away from other health facility blocks and the neighboring community
- ✓ Incinerators shall be designed in such a way that complete combustion of waste is achieved

Noise Pollution: Noise pollution may be caused by increased vehicular movements and traffic, power generators and other motorized devices from construction activities such as excavation, and movement of machinery. The noise levels are expected to be much higher than the permissible decibel level in and around the subproject areas and construction sites affecting people living in close proximity to access roads and construction sites.

Mitigation Measures:

- ✓ Adhere to the environmental standards set by the relevant authority and regulatory and WB requirements
- ✓ Reduce or avoid noise around residential areas and around clinics
- ✓ Reduce or avoid usage of machines for minor activities that can be done with human labour
- ✓ Apply or adhere to work place code of conduct for construction workers to reduce unwanted noise
- ✓ Minimized the movement of vehicles around residential and commercial areas
- ✓ Unavoidable noise causing activities should be restricted to the day-time and working hours
- ✓ Machine or equipment producing high levels of noise should be avoided or screened when working within close proximity to any sensitive noise receptors;
- ✓ Apply installation of portable barriers and fence off the construction site to isolate the sources of noise
- ✓ Switching off engines of machines and equipment when not in use to avoid noise emission

Risk due to Inefficient Energy Use and Management: Some of the water supply schemes to be reconstructed or constructed will entail use of electromechanical equipment during operation period which require energy from fossil fuels, photovoltaic systems, or from the national electric grid. Further, energy is required for various subprojects construction, particularly by machines such as drilling rig, compressors, mixers, vibrators, trucks, etc. Unless an efficient energy use and management is practiced, it will result in wastage of energy that could have been used for other purposes and resource exploitation.

Mitigation measures:

- ✓ Implement effective energy management system
- ✓ Operate energy intensive machines and plants at the lowest level possible
- ✓ Ensure efficient operation of machines and systems so that energy loss from leaks and other failures can be avoided
- ✓ Install energy meters to monitor and control energy consumption by electro-mechanical equipment
- ✓ Periodically check and evaluate the efficiency of energy systems and where necessary replace problem components so that energy loss due to ageing of components can be avoided
- ✓ Encourage use of electrical energy from the national grid since it is mostly produced from hydropower plants, which are environmentally friendly
- ✓ Reduce the overall carbon footprint of the construction work and operation of systems

Construction Site Traffic and Road Safety Risks: In areas where social service structures rehabilitation and construction activities take place, traffic flow will likely increase in and around those areas and hence, increased traffic accident risks and hazards to people and livestock. This needs to be managed properly so that risks of accidents can be reduced.

Mitigation Measures:

- ✓ Apply all required road safety measures including installing appropriate signs, signals and warnings
- ✓ Install traffic controllers in place during work hours
- ✓ Prepare and apply a traffic management plan detailing traffic control procedures,
- ✓ Train staff and personnel on traffic management procedures, travel speed limits and control measures;
- ✓ Impose and enforce compliance with company speed limits for other uses of the roads in construction sites;
- ✓ Minimize or avoid safety hazards and inconvenience to other road users, the may result from hauling vehicles,
- ✓ All drivers should be trained on road safety and checked for discipline and adherence to rules

Risks/Impacts on Cultural and Heritage Sites: Construction sites or access roads may cross or fall in and around areas that have cultural/religious, historic and heritage values. Further, chance finds could occur during excavation of construction sites. Construction activities will have serious negative impact on such sites.

Mitigation Measures:

- ✓ Comply with the national laws, guidelines and standards on the protection of sacred sites, cultural and heritage sites and areas of historical significance
- ✓ Avoid or exclude sites/areas that have historical, cultural and heritage values from construction activities
- ✓ Conduct environmental and social assessment, depending on the subprojects screening result and identify areas of historical significance to avoid damage to such resources
- ✓ In cases where construction or rehabilitation should take place in proximity to such sites, use more of human labour instead of machines
- ✓ Reduce the movement of vehicles in and around cultural heritage sites
- ✓ Develop a chance finds procedure to address cultural heritages identified during subprojects construction

Risks related to Occupational Health and Safety: Various types of risks, which may arise from construction activities include collapse of excavated sides, collapse of existing damaged structures while rehabilitating, falling into excavation pits, plant and materials falling into excavations, weakening adjacent structures, collapse of masonry wall or stacks of blocks, slips, trips, falls, collapse of form work, hits from falling debris, electrification, fire risk, ignition of flammable material during hot works, struck by moving objectives during borehole drilling, etc…. Physical hazards include inhalation of dust, exposure to high pitch noise from machines, eye injury to flying debris, striking existing service providing infrastructure lines such as power, water supply & data lines. Chemical hazards include fuel, oil, drilling foams, drilling bentonite, paints, solvents , manual handling of chemicals, exposure to asphyxiating gases in confined spaces, inhalation of Volatile Organic Carbons (VOCs), eye irritation due to Volatile Organic Carbons (VOCs), and due to exposure to biological agents such as bacteria, fungi, viruses, parasites, etc… from contaminated surfaces and contagious illnesses. Further, during operation of healthcare, education, WASH, and other facilities there are occupational health and safety risks such as exposure to infections and diseases, exposure to hazardous materials, risk of fire, risk of electrocution, ergonomics hazards, slips, trips, and falls.

Mitigation Measures

- ✓ Ensure installation of required safety facilities (chemical fume hood, fume cupboard, emergency eyewash stations; safety shower, etc.) as necessary recommended by Manufacturer Safety Data Sheet of all chemicals used in the laboratory;
- ✓ Use appropriate personal protective equipment (such as safety googles, respirator, safety boots and shoes, chemical-resistant gloves and apron, face masks as necessary and make first aid kits available at construction sites and work places
- ✓ Conduct awareness trainings including PPE usage for the safety of construction workers.
- ✓ Provide protective clothing and firefighting equipment
- ✓ Provide appropriate warning signs for staff and public.
- ✓ Provide first aid boxes
- ✓ Prepare and use occupational health and safety guideline;
- ✓ Use and apply EHS guidelines, standards and procedures for WB EHSG General and for Health Care Facilities
- ✓ Ensuring that the developed guidelines and standards are properly implemented

xx

Risk to Community Health and Safety: In addition to OHS, the health and safety of communities during planning, implementation, and operation of the subproject shall be considered. The main risks to community health and safety include (i) risks from insufficient structural integrity or strength of buildings, WASH and other facilities; (ii) risks from faulty equipment; (iii) risk from inadequate services by education, health, and WASH facilities; (iv) risk from loss of ecosystem services such as protection against flooding, wind, and extreme temperatures by natural habitats which could be affected or eliminated by the subprojects; (v) community exposure to health risks such as waterborne diseases, vector diseases, communicable diseases, and non-communicable diseases resulting from subproject implementation and operation (such as poor quality water from the WASH facilities, wastewater released into the environment, standing water at WASH facilities creating breeding place for vectors, construction sites, education and health facilities creating media for spread of communicable diseases such as COVID-19); (vi) risk from lack of emergency preparedness and response plan, and (vii) risk from security personnel on the subproject users and the general public.

Mitigation measures:

- ✓ Structural designs of buildings and other facilities should satisfy national and international requirements and should be designed in such a way to withstand extreme events such as earthquake, floods, and winds;
- ✓ Structural designs of buildings and other structures should obtain approval from the concerned local authorities (typically structural designs are submitted to the authorities for check and approval)
- ✓ Buildings and other structures shall be constructed satisfying standard requirements and good international industrial practices; major components of the buildings (such as concrete, reinforcement steel, hollow concrete blocks, and bricks) shall be tested in-situ for compliance with design requirements
- ✓ All structures shall be constructed by licensed and competent contractors; construction using local artisans is strictly forbidden, particularly for load-bearing structures
- ✓ All equipment used during construction and operation periods (such as electro-mechanical equipment, water supply and power related equipment) shall satisfy safety requirements and shall be properly operating with all the design safety components intact

- ✓ Services provided by subprojects during operation period should be in such a away that the health and safety of communities are ensured, quality management systems shall be developed to avoid, reduce and mitigate risks from services provided
- ✓ The subprojects shall identify and mitigate impacts due to loss or damage to ecosystem services on the community health and safety; mitigation measures proposed for impact on natural habitats can be considered
- ✓ Avoid or drain standing water in subproject areas, both during construction and operation periods
- ✓ Maintain the physical, chemical, and bacteriological quality of potable water from the WASH facilities
- ✓ Conduct operations in education and health facilities to avoid spread of communicable diseases (for instance, maintain social distancing to control spread of COVID-19; monitor the health of students and if communicable diseases are identified, practice quarantine and other measures; avoid releasing wastewater into the environment and in case of unintentional release, immediately clean the affected environment)
- ✓ Develop emergency response plan for manage natural and manmade emergencies at the subproject sites/areas with details on emergency preparedness and response once the emergencies happen
- ✓ Develop protocol for hiring, training, equipping, and monitoring of facilities security personnel and develop code of conduct

Risks from Potential EHS Liabilities at Existing Facilities: Some of the subprojects entail use of existing facilities to achieve the overall objectives of the project. This could be strengthening and use of existing education facilities, health facilities, WASH facilities, training centers, One Stop Centers, etc. EHS liabilities at existing facilities could be as a result of (i) historical activities at the facilities resulting in pollution of water resources and the soil/ground which will create health hazard on workers and the general public; (ii) existing water supply systems with poor water quality and power sources (such as old generators) with emissions; (iii) hazardous materials used (such as asbestos, lead and mercury containing items) during construction and operation of the existing facilities; (iv) the structural integrity of existing buildings and other structures; (v) hazardous waste accumulated or stored at existing facilities from historical practices.

Mitigation measures:

- ✓ Stop operation of existing facilities resulting in pollution of water resources and the soil
- ✓ Avoid using existing water supply systems with poor water quality and power sources affect the environment, health, and safety of users
- ✓ Provide alternative facilities (such as new latrines, water supply systems, power sources, or waste storage and disposal sites) to enable the facilities to operate
- ✓ If possible, try to reclaim or clean historical pollutions and contaminations
- ✓ Replace existing hazardous construction materials used by other materials
- ✓ Contain historical contaminations and pollutions from existing facilities so that it will not spread further
- ✓ Handle and treat existing hazardous wastes using mitigation measures provided for hazardous waste above
- ✓ Check the structural integrity of existing buildings and other facilities

Impacts on Disadvantaged and Vulnerable Groups: some social groups including women headed households, children, the elderly, disabled and chronically ill persons are limited in their capacity to

take advantage of development benefits. Thus, they are disadvantaged and more vulnerable in conflict areas, IDP centers, and would be impacted disproportionately.

Mitigation Measures:

- ✓ Promote fair treatment, non-discrimination, and equal opportunity in development activities
- ✓ Provide equal opportunity and strictly observe non-discrimination of vulnerable groups from any benefits
- ✓ Facilitate affirmative actions for vulnerable group in employment opportunity;
- ✓ Provide training and capacitate vulnerable groups to enable them develop livelihood strategies (organizing in small and medium enterprises)
- ✓ Due attention should be observed on the protection of vulnerable groups during implementation

Risk of Land Acquisition: Land acquisition impacts are not expected to be high as the project targets, on a phase-based approach, reconstruction of exiting damaged facilities or the construction of new facilities, which may pose minor risk of land acquisition and small scale displacement. In such instances, project affected people may have to be resettled and properly compensated for the loss of land or loss of access to resources.

Mitigation Measures:

- ✓ Where possible, avoid or minimize involuntary land acquisition during sub-project implementation
- ✓ In cases where access restrictions and economic losses occur, adopt and implement procedures outlined in the PF of the 3R-4CACE project. Appropriate compensations have to be made to PAPs in accordance with the ESS5
- ✓ In cases of minor land acquisition, avoid involuntary resettlements when possible to do so
- ✓ If involuntary resettlements are unavoidable, the principles outlined in the RF of the 3R-4CACE project should be implemented.
- ✓ Based on the ESIA results, specific resettlement action plan (RAP) should be prepared and implemented in accordance with ESS5, consistent with the RF

Risk of Social Exclusion: the main beneficiaries of the 3R-4CACE Project are the IDPs and communities in the target areas. Communities leaving in the least or no IDPs are not the direct beneficiaries of the project. Accordingly, communities with little or no IDPs will be excluded from the project.

Mitigation Measures:

- ✓ The 3R-4CACE should engage in recovery and resilience activities that also support the non-beneficiary peoples
- ✓ The constructed infrastructures should give services not only for IDP Woredas but also to the adjacent non-IDP Woredas.

Risk of Social Conflict: The field assessment suggested that it is less likely for social conflict to happen because of the 3R-4CACE project. However, there might be conflict during the project implementation phase, particularly with issues related to land ownership rights. In a war affected

Woredas, land right documents have been destroyed. Hence, when the rehabilitation and reconstruction work starts, it is likely that conflicts arise over land right claims in the projects sites

Mitigation Measures:

- ✓ All sub-projects should employ ESIA procedures and prepare ESMP for land related activities before implementation
- ✓ The FPCU, FPIU, and other implementing agencies should critically examine subprojects social and environmental impacts before loan approval
- ✓ Subproject contractors should not operate on land that has contentious claims and without having legally recognized evidences

Risk of Gender-based Violence; Sexual Exploitation and Abuse, Sexual Harassment: displaced communities are vulnerable to high risk of various forms of GBV, SEA/SH including risks emanating from project including in connection with emergency/humanitarian context (with loose supervision), risks from rehabilitation, from presence of construction workers and due to the potential for labor influx; IDPs and communities affected by displacement from conflict areas are vulnerable to SEA/SH; High mobility of displaced people to the project target Kebeles is expected in search of jobs and project benefits for their livelihoods. Hence, they will be exposed to GBV and SEA/SH

Mitigation Measures:

- ✓ MoF and MoWSA shall ensure that site specific assessment of GBV/SEA/SH risks is conducted as part of the ESIA/ESMP and GBV action plan is prepared for prevention and response measures to be taken.
- ✓ A policy of zero-tolerance should be stated in worker engagements terms for sexual harassment, exploitation, and abuse within the workplace
- ✓ Apply a strict code of conduct to manage and administer measures to avoid or minimize GBV
- ✓ Assign a GBV specialist to manage the risks and to closely work with relevant institutions such as Woreda Women and Social Affairs Offices
- ✓ The 3R-4CACE should provide training for project implementers and beneficiaries on SEA, SH and GBV and its prevention
- ✓ Put in place accessible GRM and adopt a systematic monitoring and reporting system to ensure safe and ethical reporting to alert cases of GBV with adequate response.
- ✓ Provide qualified treatment to survivors and referral to a qualified GBV service provider

Risk of Using Child Labor: in construction works or other project activities, the risk of engaging child labor by contractors and other parties may be higher because of lack of awareness on the laws and proclamations of labor about child labor

Mitigation measures:

- ✓ Adhere to the LMP of the 3R-4CACE for procedures
- ✓ Comply with the national labor law and ESS2 of the World Bank ESF
- ✓ Work in consultation with local authorities on engagement of young labour (15 years as a minimum age) if children are to be engaged in construction works;

Risk of Elite Capture: The host communities and IDPs explained their concern about the manipulation of the support provided from the project by the elite. Traditional authority structures may influence community's prioritization. There might be also lack of transparency during selection

of the beneficiaries for the financial and technical assistance. Such factors may worsen the situation for majority of the population. Benefits may be channeled to the few who are authoritative, influential, better off and well connected. Besides, there might be discrimination in consultation and participation of the beneficiaries of the conflict-affected communities including the IDPs and host communities. This could lead to an oversight of the real needs, priorities and gaps reflecting the local context.

Mitigation Measures:

- ✓ Special consultation should be arranged to the disadvantages and vulnerable groups
- ✓ Set clear and unambiguous selection criteria for beneficiaries
- ✓ Neighborhood Relations Committees (NRCs) should include the disadvantaged and vulnerable groups
- ✓ Awareness should be made for the target communities about GRM

Risk of Influx of Migrant Workers and Associated Impacts: Migrant Laborers form displaced communities in conflict areas may be attracted by construction works and may interact with local communities, increasing the chances of spreading communicable diseases, (HIV/AIDS and other STDs) and COVID-19. Migrant workers could be exposed to such diseases.

Mitigation Measures:

- ✓ Procedures of LMP should be followed in managing the risk for the influx of migrant workers and associated impacts (see annex 14)
- ✓ Contractors should provide organizational code of conduct to contract workers
- ✓ Contract workers and local communities should be provided with training on awareness creation about HIV/AIDS and other STDs, communicable diseases;
- ✓ Cultural sensitization training should be given to workers on how to engage with local community;
- ✓ Provide guidelines on local culture, behavior and social life to workers

Risk from Technical Assistance (TA) Subprojects: Sub-components 1.3 and 2.3 may involve technical assistances to strengthen the implementing institutions and to develop strategies and policies. No TA that will have downstream environmental social risks such as feasibility studies, design, preparation of strategic studies, etc is anticipated in this project. However, any capacity building activities as well as trainings shall be undertaken in compliance with the requirements of the Bank's TA Guidance note. The main risks associated with TA include (i) risk from preparation of feasibility studies, designs, safeguard instruments and bid documents for future infrastructure projects or other activities (if these documents are not prepared in compliance with environmental and social requirements, their implementation could lead to significant impacts); (ii) risk from strategies, policies, programs and plans prepared through TA could lead to direct or indirect environmental and social impacts; and (iii) capacity building activities may involve providing support to institutions in carrying out or overseeing activities that do have potentially significant social and environmental implications.

Mitigation measures:

- ✓ Include environmental and social objectives and requirements into the TA process
- ✓ Promote transparency through stakeholders' engagement and information disclosure

- ✓ Promote appropriate environmental and social assessment tools (such as strategic environmental and social assessment for strategies and policies)
- ✓ Promote environmental and social capacity building and institutional strengthening

Risk due to Lack of Capacity of Implementing Agencies to Manage Environmental and Social Risks: One of the major risks in environmental and social management is lack of capacity of the implementing agencies and their safeguards staff to implement environmental and social requirements. Environmental and social management cannot be effective if the implementing agencies capacity is inadequate. Institutional capacity is defined in terms of relevant staff availability, skills and experience of staff, and resources allocated for environmental and social management.

Mitigation measures:

- ✓ Timely assign all project environmental and social staff (experts, focal persons) at all levels
- ✓ As much as possible maintain or reduce turnover or re-assignment of environmental and social staff
- ✓ Consistently provide capacity building trainings for the environmental and social staff to enhance their implementation capacities
- ✓ Create awareness of the general project staff, implementing agencies' staff, other stakeholders and the community so that they could contribute to the effective management of environmental and social issues
- ✓ Provide the necessary resources (budget, logistics, consumables, laboratory facilities, etc) for management and monitoring of environmental and social issues

8. Environmental and Social Management and Monitoring Plan

The 3R-4CACE project is required to meet the ESS1 and any of the sub-project activities will have to be screened for eligibility/exclusion and for adverse environmental and social impacts. For those project activities with adverse negative impacts, ESIA/ESMP will have to be prepared to prevent, minimize, mitigate or compensate for and maximize the beneficial impacts on a sustainable basis.

The Environmental and Social Management Plan provides the guidelines to implement technically and economically feasible subprojects alongside with the required measures that could reduce or avoid their possible negative environmental and social impacts. The environmental and social management planning and implementation under 3R-4CACE will be guided by the following principles:

- ✓ The project planning process will be made in consultation with communities to minimize social and environmental hazards of sub-projects;
- ✓ The Project Implementation Unit (PIU) under MoWSA and Project Coordination Unit (PCU) under MoF will follow the implementation of the ESMF;
- ✓ Awareness creation training on social and environmental safeguard should be given to the implementing agencies (MoF, MoWSA, EDRMC, and other regional, Woreda and Kebele level government structures), and other stakeholders in the immediate commencement of the upcoming 3R-4CACE Project. Depending on the availability of budget, the training can be delivered two times for the duration of the project: at the beginning and in the midterm. However, the training at the commencement of the project should be made mandatory. 3R-4CACE head office is in charge of coordinating and organizing this training.

- ✓ Project planning and implementation should integrate appropriate Environmental and Social Management Principles;
- ✓ The FPIU under MoWSA and FPCU under MoF are responsible for the social and environmental safeguard assessment and approval of sub-projects. However, if FPIU and FPCU are unsure of the environmental risk of a certain subproject, they will consult Environment Protection Authority (EPA) regional or Woreda level structure;
- ✓ Sub-projects with little or no significant social and environmental risks should be selected for 3R-4CACE; and
- ✓ Project implementation will be supervised and monitored at the Woreda and Kebele levels. FPCU and FPIU in collaboration with other government structures will ensure that the specified mitigation measures are implemented.

An Environmental and Social Management Plan (ESMP) is focused on identification of impacts and the respective mitigation and monitoring measures to be implemented over the project implementation phase including both construction and operation (Table 5). The listed mitigation measures in Table 5 is a general list and should not be considered complete. A final complete list shall be developed (1) with each subproject ESMP and associated C-ESMP and (2) the EHS terms and conditions in WB standard procurement documents (bids and contracts) that will be used for this project. The ESMP ensures the project impacts are minimized to an acceptable level during the implementation of the subprojects under 3R-4CACE. The ESMP includes the following elements:

- ✓ Screening mechanism, which provides the basis for screening eligible activities for funding,
- ✓ Management system, which reflects the implementation mechanism of ESMP and the mitigation plan,
- ✓ Roles and responsibilities, which assigns for the realization of measures on impact reduction and monitoring,
- ✓ Environmental and social management plan that includes the list of actions on impact decrease and monitoring, and
- ✓ Monitoring mechanism which stipulates parameters subject to measurement, monitoring methods to be applied, places of supervision, frequency of measurements, if required.

The screening process will lead to review, approval or exclusion of activities to be financed under the 3R-4CACE project. The screening process provides appropriate tools to the implementing agencies in screening activities for potential environmental and social impacts. The purpose of the screening process is to:

- ✓ determine potential impacts of activities and their likelihood to cause negative environmental and social impacts;
- ✓ propose appropriate mitigation measures for activities with adverse impacts;
- ✓ incorporate mitigation measures into project design;
- ✓ review and approve subprojects proposals; and
- ✓ monitor environmental and social parameters during project implementation

Table 5a. Environmental and Social Management Plan (ESMP) Mitigation Matrix

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
Risk of Disturbance to Natural Habitats, Vegetation Clearing and Biodiversity Loss	• Avoid locating construction sites around nature reserves or species conservation areas during planning • Conduct careful and suitable site selection/survey through a participatory process for component 1 and 2 infrastructures • Planning and design phase of subprojects should take into account unavoidable potential damages to natural habitats or vegetation covers and plan practical mitigation measures with operational details • Ensure environmental and social assessment process has been conducted and proper procedures have been followed • Ensure that negative impacts identified and mitigation measures proposed are incorporated in an appropriate ESMP • Ensure there are no threatened or endangered fauna and flora species within and around the construction area • Conduct planting and re-vegetation of sites to compensate for loss of trees and vegetation • Prioritize and minimize impacts or avoid damage to indigenous trees of significant importance, avoid or minimize cutting of big trees (mother trees), particularly indigenous species	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), Woreda PCTs, subproject contractors, third party implementers, design consultants	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, regional agricultural bureau, woreda agricultural office	Planning and implementation periods	Part of implementation cost
Risk of Soil Erosion	• To the extent possible, make sure that construction sites are not selected on degraded land, near gullies, or steep slopes • Design of the infrastructure should provide sufficient drainage management options so that erosion cannot take place (through use of runoff protection structures	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), Woreda PCTs, subproject contractors, third	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs,	Planning and implementation periods	Part of construction cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	and energy dissipators) or will not leave the site (through use of sediment traps) • As much as possible, construction activities such as excavation and earthwork should be done in dry seasons • Minimize disturbed area/ground in the construction site including area to be excavated, area used for materials storage, access roads for construction machines and equipment transport • Protect slopes in the construction area through covering with vegetation (such as grass), ripraps, and benching • Periodically water exposed soils to avoid erosion through wind action • Avoid or minimize vegetation clearance, excavation and inappropriate disposal of soil • Disposal sites or cart-away sites should be prepared with approval from the local authorities (such as woreda administrations or environmental offices) • Conduct reshaping and rehabilitation of excavated sites	party implementers	third party monitor, FEPA, REPA, woreda environment office		
Solid non-hazardous Waste Contamination	• Comply with environmental standards and national guidelines on handling and disposal of solid waste • To the extent possible, avoid or reduce solid waste generation • As much as possible, reuse or recycle solid waste • Use recommended waste collection, handling, transport and disposal methods • Collect and dispose solid waste in designated and approved (by local authorities) disposal sites, landfills • All contractors will be required to develop a waste management plan as per national guidelines, standards and as per the World Bank's Environmental, Health, and Safety Guidelines	Subproject contractors, third party implementers, woreda sector offices	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of construction and operation cost
Risk from Hazardous Materials	• Always read the label on hazardous material containers and make sure you understand the information, if there	Subproject contractors, third	MoF (FPCU), MoWSA (FPIU),	During implementation	Part of construction and

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	is no label, do not use the contents • Ensure that all reused tanks, drums, containers and barrels are labelled with their contents • Do not leave hazardous material containers in areas adjacent to water sources • Care must be taken when moving or using containers containing hazardous materials • When opening containers, hold a rag over the cap as some volatile liquids tend to spurt up when the cap is released • Never use fire near flammable material and know what action to take in the case of fire • Providing adequate secondary containment for fuel storage tanks and for temporary storage of other fluids such as lubricating oils and hydraulic fluids • Using impervious surfaces for refueling areas and other fluid transfer areas • Providing portable spill containment and cleanup equipment on site • Always us ethe right PPE when handling hazardous materials • Provide good ventilation or work in open air when using some of the hazardous materials such as petroleum products, solvents, paints, and cleaning chemicals • Use the smallest quantity of hazardous materials that are necessary for the particular job • Dispose of empty containers in correct waste disposal facilities as they always retain some liquid which is a potential contaminant • Training workers on the correct handling, transport, and storage of hazardous materials and the response to spills	party implementers; healthcare, education, WASH, and other facilities	RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	and operation periods	operation cost
Risk from Hazardous Wastes	• Hazardous waste must be properly accumulated in containers or tanks	Subproject contractors, third	MoF (FPCU), MoWSA (FPIU),	During implementation	Part of construction and

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	• Hazardous waste containers must be closed, marked as "Hazardous Waste," and marked with the date accumulation began • Hazardous wastes must be stored in secure location • Hazardous wastes must be inspected periodically • Secondary containment tank should be provided in hazardous wastes storage areas • Hazardous waste storage areas should have fire arrest equipment • Hazardous waste storage sites should have emergency response planning in case of spill and fire • Workers handling hazardous waste should be given specific trainings • When transporting hazardous wastes, use professional hauler service • Hazardous waste shall be disposed of or treated at sites designed for the purpose	party implementers; healthcare, education, WASH, and other facilities	RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	and operation periods	operation cost
Risk from Disposal of Infectious/Pathogenic Wastes	• Comply with environmental standards and national guidelines on handling and disposal of harmful waste substances from health facilities • Use recommended waste collection, handling, transport and disposal methods • Collect and dispose at designated and approved (by local authorities) disposal sites, landfills • Incinerate those harmful substances and materials from mobile clinics and health facilities in a chamber prepared for this purpose	Healthcare, education, WASH, and other facilities	FEPA, REPA, woreda environment office, regional health bureau, woreda health office	During operation period	Part of operation cost
Risks from Healthcare Facilities	• Segregation waste and remove the following items from waste destined for incineration: halogenated plastics (e.g. PVC), pressurized gas containers, large amounts of active chemical waste, silver salts and photographic/radiographic waste, waste with high heavy metal content (e.g. broken thermometers, batteries), and	Healthcare, education, WASH, and other facilities	FEPA, REPA, woreda environment office, regional health bureau, woreda health	During operation period	Part of operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	sealed ampoules or ampoules containing heavy metals • Properly consume and manage pharmaceutical waste including implementing measures provided in medicine labels • Physicians shall consider potential environmental impacts of medicines they are prescribing and to the extent possible physicians shall consider alternative medicines with less environmental impacts • Separate medical waste from others to allow targeted handling and treatment • Appropriately disposed pharmaceutical products based on the recommendations of the manufacturer or good international industrial practice		office		
Contamination of Soil	• Avoid disposal of solid, liquid, and hazardous wastes on the ground/soil • Locate construction sites away from cultivated fields and prevent flow and disposal of liquid and solid wastes on agricultural fields • Follow appropriate waste handling practices for harmful chemicals • Provide secondary containment tanks for petroleum products and other chemicals • Refuelling shall be undertaken on a designated area, with impervious ground • Regularly inspect equipment and machines to identify and maintain leaks • Avoid construction activities with potential for leaks during rainfall events to avoid exacerbation of potential leaks • Develop emergency shutdown and spill response plan for hazardous chemicals • Wastewater from WSH facilities should be treated by soak-away pits	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	• Select waste collection sites away from agricultural fields and avoid contaminations • Excess soil and debris from construction site should be disposed of at areas permitted by local authorities • Avoid informal routes by dump trucks during disposal • Undertake soil remediation to remove spills and contaminants from the soil, including bioremediation, stabilization, soil washing, and disposal (taking care that downstream contamination of soil and water bodies will not occur during the remedial process)				
Water Pollution	• As much as possible avoid or reduce generation of waste from the source • If conditions allow, reuse or recycle waste • Ensure complete collection and proper treatment of waste prior to disposal in compliance with all regulatory and WB requirements • Adopt and adhere to guidelines for pollution control such as the WBG Wastewater and Ambient Water Quality Guideline with indicative values for wastewater discharge • Use the recommended methods of waste containment (collection, storage and transportation) and equipment • Provide secondary containment tanks for hazardous chemicals • Construction wastes should not be dumped in rivers and other surface water bodies • Waste products (liquids, particles and solid waste) should be dumped at an area where the local authorities designated it for this purpose • If pit latrines are considered as WASH facility, the latrine should be located considerably away from potable water sources, from surface water systems, and the bottom of the pit should not be in the groundwater table or saturated zone	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional water bureau, woreda water office	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	• Use appropriate wastewater drainage and treatment systems leading to septic tanks and soak-away pits • Proper handling, utilization, storage, transport and disposal of both solid and liquid wastes • Abide by recommended waste disposal practices				
Risk due to Wastewater Release	• Identify the quality, quantity, frequency, and sources of wastewater or liquid effluents released from subproject activities and operations; this includes knowledge about the locations, routes and integrity of internal drainage systems and discharge points • Identify opportunities to prevent or reduce wastewater generation and pollution through measures such as recycle/reuse, input substitution, or process modification • Assess compliance of wastewater released with applicable (i) discharge standard (if the wastewater is discharged to a surface water or sewer), and (ii) water quality standard for a specific reuse (for instance, if the wastewater is reused for irrigation) • Water use efficiency shall be improved to reduce the amount of wastewater generation • Consider application of wastewater treatment techniques (such as soak-away pits) to further reduce the load of contaminants prior to discharge	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of construction and operation cost
Water Supply Facilities Risks	• Conduct well pump testing to characterize the capacity of recharge and discharge (to determine the safe yield and recovery rate) • Determine sustainable amount of groundwater to be extracted without causing appreciable reduction in groundwater level • Assess/model groundwater recharge and discharge rates for the specific catchment or sub-basin • Monitor the groundwater characteristics such as static water level, dynamic water level, drawdown, and safe	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	yield periodically, particularly during dry periods (some of the existing or proposed boreholes in a specific well field or catchment can be used as monitoring wells) • Modify or control the groundwater abstraction rate depending on the outcome of groundwater monitoring • Assess/model groundwater level changes and resulting impacts to surface water flows and its socio-economic impacts on the population depending on those surface water resources • Modify groundwater extraction rate depending on impact on current and future surface water flows • Avoid construction of water supply wells in sensitive ecosystems • Store chemical disinfectants at a cool and dry conditions. Do not store disinfectants for long periods • Develop and implement plan for accidental release of disinfectant chemicals • Consider soak-away pits in the design and construction of water points; especially where the soil around the trough is free-draining • Periodically clean and maintain a dry environment around animal troughs • Improve water use efficiency and reduce water wastage so that more water is available for use by the various modes or groups • Engage all water users, communities, and other stakeholders in the management of the water resources including development, operation, and maintenance • Avoid using the local communities' water sources and, as much as possible, try to develop own source during the construction period		office, regional water bureau, woreda water office		
Risk due to Inefficient Water Use and	• Estimate water balance at sub-project level during operation period to identify water management issue	Subproject contractors, third	MoF (FPCU), MoWSA (FPIU),	During implementation	Part of construction and

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
Management	• Implement effective water management system • Implement water conservation measures • Install water meters to monitor and control consumption, particularly for multi-village water supply systems • Ensure the proper sealing of all pipelines, valves and storage structures to avoid water loss	party implementers; healthcare, education, WASH, and other facilities	RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional water bureau, woreda water office	and operation periods	operation cost
Risk from Disaster Risk Management (DRM) Facilities	• As much as possible avoid modification of surface water courses/systems by rainwater harvesting and runoff protection systems • Monitor quality of water in harvesters and retention ponds and provide treatment (such as disinfection) where necessary • Consider runoff speed control or energy dissipation measures downstream of the structures	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional water bureau, woreda water office	During implementation and operation periods	Part of construction and operation cost
Air Pollution	• To reduce dust, use appropriate construction site management guidelines (e.g., sprinkling the surface with water to minimize dust blow during construction and rehabilitation) • Reduce movement of vehicles during rush hours, public events, school hours • Use manual labor to avoid use of machines for minor	Subproject contractors, third party implementers; healthcare, education, WASH, and other	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	activities that can be done with human power • Dust control and suppression measures including regular application of water on or near construction sites, settlement areas too • Reduce dust generation by practicing traffic speed limits • Use water spray trucks regularly in areas near construction sites and settlement areas especially in windy and dry weather to reduce dust generation, • Avoid open burning of debris, cut vegetation (trees, undergrowth) or construction waste materials • Ensure regular maintenance of vehicles, machinery and equipment used at subproject sites • Locate incinerators in healthcare facilities away from other health facility blocks and the neighboring community • Incinerators shall be designed in such a way that complete combustion of waste is achieved	facilities	monitor, FEPA, REPA, woreda environment office		
Noise Pollution	• Adhere to the environmental standards set by the relevant authority and regulatory and WB requirements • Reduce or avoid noise around residential areas and around clinics • Reduce or avoid usage of machines for minor activities that can be done with human labor • Apply or adhere to work place code of conduct for construction workers to reduce unwanted noise • Minimized the movement of vehicles around residential and commercial areas • Unavoidable noise causing activities should be restricted to the day-time and working hours • Machine or equipment producing high levels of noise should be avoided or screened when working within close proximity to any sensitive noise receptors; • Apply installation of portable barriers and fence off the	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	construction site to isolate the sources of noise • Switching off engines of machines and equipment when not in use to avoid noise emission				
Risk due to Inefficient Energy Use and Management	• Implement effective energy management system • Operate energy intensive machines and plants at the lowest level possible • Ensure efficient operation of machines and systems so that energy loss from leaks and other failures can be avoided • Install energy meters to monitor and control energy consumption by electro-mechanical equipment • Periodically check and evaluate the efficiency of energy systems and where necessary replace problem components so that energy loss due to ageing of components can be avoided • Encourage use of electrical energy from the national grid since it is mostly produced from hydropower plants, which are environmentally friendly • Reduce the overall carbon footprint of the construction work and operation of systems	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of construction and operation cost
Construction Site Traffic and Road Safety Risks	• Apply all required road safety measures including installing appropriate signs, signals and warnings • Install traffic controllers in place during work hours • Prepare and apply a traffic management plan detailing traffic control procedure • Train staff and personnel on traffic management procedures, travel speed limits and control measures • Impose and enforce compliance with company speed limits for other uses of the roads in construction sites • Minimize or avoid safety hazards and inconvenience to other road users, they may result from hauling vehicles • All drivers should be trained on road safety and checked for discipline and adherence to rules	Subproject contractors, third party implementers	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation period	Part of construction cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
Risks/Impacts on Cultural and Heritage Sites	• Comply with the national laws, guidelines and standards on the protection of sacred sites, cultural and heritage sites and areas of historical significance • Avoid or exclude sites/areas that have historical, cultural and heritage values from construction activities • Conduct environmental and social assessment, depending on the subprojects screening result and identify areas of historical significance to avoid damage to such resources • In cases where construction or rehabilitation should take place in proximity to such sites, use more of human labor instead of machines • Reduce the movement of vehicles in and around cultural heritage sites • Develop a chance finds procedure to address cultural heritages identified during subprojects construction	Subproject contractors, third party implementers	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation period	Part of construction cost
Risks related to Occupational Health and Safety	• Ensure installation of required safety facilities (chemical fume hood, fume cupboard, emergency eyewash stations; safety shower, etc.) as necessary recommended by Manufacturer Safety Data Sheet of all chemicals used in the laboratory • Use appropriate personal protective equipment (such as safety googles, respirator, safety boots and shoes, chemical-resistant gloves and apron, face masks as necessary and make first aid kits available at construction sites and work places • Conduct awareness trainings including PPE usage for the safety of construction workers. • Provide protective clothing and firefighting equipment • Provide appropriate warning signs for staff and public. • Provide first aid boxes • Prepare and use occupational health and safety guideline;	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional labor bureau, woreda labor office	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	• Use and apply EHS guidelines, standards and procedures for WB EHSG General and for Health Care Facilities • Ensuring that the developed guidelines and standards are properly implemented				
Risk to Community Health and Safety	• Structural designs of buildings and other facilities should satisfy national and international requirements and should be designed in such a way to withstand extreme events such as earthquake, floods, and winds; • Structural designs of buildings and other structures should obtain approval from the concerned local authorities (typically structural designs are submitted to the authorities for check and approval) • Buildings and other structures shall be constructed satisfying standard requirements and good international industrial practices; major components of the buildings (such as concrete, reinforcement steel, hollow concrete blocks, and bricks) shall be tested in-situ for compliance with design requirements • All structures shall be constructed by licensed and competent contractors; construction using local artisans is strictly forbidden, particularly for load-bearing structures • All equipment used during construction and operation periods (such as electro-mechanical equipment, water supply and power related equipment) shall satisfy safety requirements and shall be properly operating with all the design safety components intact • Services provided by subprojects during operation period should be in such a way that the health and safety of communities are ensured, quality management systems shall be developed to avoid, reduce and mitigate risks from services provided • The subprojects shall identify and mitigate impacts due to	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional health bureau, woreda health office	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	loss or damage to ecosystem services on the community health and safety; mitigation measures proposed for impact on natural habitats can be considered • Avoid or drain standing water in subproject areas, both during construction and operation periods • Maintain the physical, chemical, and bacteriological quality of potable water from the WASH facilities • Conduct operations in education and health facilities to avoid spread of communicable diseases (for instance, maintain social distancing to control spread of COVID-19; monitor the health of students and if communicable diseases are identified, practice quarantine and other measures; avoid releasing wastewater into the environment and in case of unintentional release, immediately clean the affected environment) • Develop emergency response plan for manage natural and manmade emergencies at the subproject sites/areas with details on emergency preparedness and response once the emergencies happen • Develop protocol for hiring, training, equipping, and monitoring of facilities security personnel and develop code of conduct				
Risks from Potential EHS Liabilities at Existing Facilities	• Stop operation of existing facilities resulting in pollution of water resources and the soil • Avoid using existing water supply systems with poor water quality and power sources affect the environment, health, and safety of users • Provide alternative facilities (such as new latrines, water supply systems, power sources, or waste storage and disposal sites) to enable the facilities to operate • If possible, try to reclaim or clean historical pollutions and contaminations • Replace existing hazardous construction materials used	MoF (FPCU), MoWSA (FPIU), Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	by other materials • Contain historical contaminations and pollutions from existing facilities so that it will not spread further • Handle and treat existing hazardous wastes using mitigation measures provided for hazardous waste above • Check the structural integrity of existing buildings and other facilities				
Impacts on Disadvantaged and Vulnerable Groups	• Promote fair treatment, non-discrimination, and equal opportunity in development activities • Provide equal opportunity and strictly observe non-discrimination of vulnerable groups from any benefits • Facilitate affirmative actions for vulnerable group in employment opportunity; • Provide training and capacitate vulnerable groups to enable them develop livelihood strategies (organizing in small and medium enterprises) • Due attention should be observed on the protection of vulnerable groups during implementation	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional social affairs bureau, woreda social affairs office, woreda administration	During implementation and operation periods	Part of implementation and operation cost
Risk of Land Acquisition	• Where possible, avoid or minimize involuntary land acquisition during sub-project implementation • In cases where access restrictions and economic losses occur, adopt and implement procedures outlined in the PF of the 3R-4CACE project. Appropriate compensations have to be made to PAPs in accordance with the ESS5 • In cases of minor land acquisition, avoid involuntary resettlements when possible to do so • If involuntary resettlements are unavoidable, the principles outlined in the RF of the 3R-4CACE project should be implemented. • Based on the ESIA results, specific resettlement action plan (RAP) should be prepared and implemented in	Woreda administration, woreda land management office, third party implementers	MoF (FPCU), MoWSA (FPIU) RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor	During implementation period	Part of implementation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	accordance with ESS5, consistent with the RF				
Risk of Social Exclusion	• The 3R-4CACE should engage in recovery and resilience activities that also support the non-beneficiary peoples • The constructed infrastructures should give services not only for IDP Woredas but also to the adjacent non-IDP Woredas	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	Woreda PCTs, third party monitor, FEPA, Regional social affairs bureau, woreda social affairs office, woreda administration	During implementation and operation periods	Part of construction and operation cost
Risk of Social Conflict	• All sub-projects should employ ESIA procedures and prepare ESMP for land related activities before implementation • The FPCU, FPIU, and other implementing agencies should critically examine subprojects social and environmental impacts before loan approval • Subproject contractors should not operate on land that has contentious claims and without having legally recognized evidences	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	Woreda PCTs, third party monitor, FEPA, Regional social affairs bureau, woreda social affairs office, woreda administration	During implementation and operation periods	35,000
Risk of Gender-based Violence; Sexual Exploitation and Abuse, Sexual Harassment	• MoF and MoWSA shall ensure that site specific assessment of GBV/SEA/SH risks is conducted as part of the ESIA/ESMP and GBV action plan is prepared for prevention and response measures to be taken. • A policy of zero-tolerance should be stated in worker engagements terms for sexual harassment, exploitation, and abuse within the workplace • Apply a strict code of conduct to manage and administer measures to avoid or minimize GBV • Assign a GBV specialist to manage the risks and to closely	Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional women bureau, woreda women	During implementation and operation periods	55,000

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	work with relevant institutions such as Woreda Women and Social Affairs Offices • The 3R-4CACE should provide training for project implementers and beneficiaries on SEA, SH and GBV and its prevention • Put in place accessible GRM and adopt a systematic monitoring and reporting system to ensure safe and ethical reporting to alert cases of GBV with adequate response • Provide qualified treatment to survivors and referral to a qualified GBV service provider		office, woreda administration		
Risk of Using Child Labor	• Adhere to the LMP of the 3R-4CACE for procedures • Comply with the national labor law and ESS2 of the World Bank ESF • Work in consultation with local authorities on engagement of young labor (15 years as a minimum age) if children are to be engaged in construction works	Subproject contractors, third party implementers	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional labor bureau, woreda labor office, woreda administration	During implementation period	25,000
Risk of Influx of Migrant Workers and Associated Impacts	• Contractors should provide organizational code of conduct to contract workers • Contract workers and local communities should be provided with training on awareness creation about HIV/AIDS and other STDs, communicable diseases • Cultural sensitization training should be given to workers on how to engage with local community • Provide guidelines on local culture, behavior and social life to workers	Subproject contractors, third party implementers	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional labor bureau, woreda labor	During implementation period	30,000

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
			office, woreda administration		
Risk of Elite Capture	• Special consultation should be arranged to the disadvantages and vulnerable groups • Set clear and unambiguous selection criteria for beneficiaries • Neighborhood Relations Committees (NRCs) should include the disadvantaged and vulnerable groups • Awareness should be made for the target communities about GRM	Subproject contractors, third party implementers	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional labor bureau, woreda labor office, woreda	During implementation period	Part of construction and operation cost
Risk from Technical Assistance (TA) Subprojects	• Include environmental and social objectives and requirements into the TA process • Promote transparency through stakeholders' engagement and information disclosure • Promote appropriate environmental and social assessment tools (such as strategic environmental and social assessment for strategies and policies) • Promote environmental and social capacity building and institutional strengthening	MoF (FPCU), MoWSA (FPIU)	MoF, MoWSA	During implementation and operation periods	Part of construction and operation cost
Risk due to Lack of Capacity of Implementing Agencies to Manage Environmental and Social Risks	• Timely assign all project environmental and social staff (experts, focal persons) at all levels • As much as possible maintain or reduce turnover or re-assignment of environmental and social staff • Consistently provide capacity building trainings for the environmental and social staff to enhance their implementation capacities • Create awareness of the general project staff, implementing agencies' staff, other stakeholders and the community so that they could contribute to the effective management of environmental and social issues	MoF (FPCU), MoWSA (FPIU), Subproject contractors, third party implementers; healthcare, education, WASH, and other facilities	MoF, MoWSA, FEPA, REPA, woreda environmental office	During implementation and operation periods	Part of construction and operation cost

Environmental and Social Impact	Proposed Mitigation Measures	Institutional Responsibility for Implementation	Institution Responsible for Monitoring	Implementation Timeframe	Implementation Budget (USD)
	• Provide the necessary resources (budget, logistics, consumables, laboratory facilities, etc) for management and monitoring of environmental and social issues				
Note – *The ESMP is an indicative and final complete list shall be developed for each subproject based on (1) each subproject ESMP and associated C-ESMP and (2) the EHS terms and conditions in WB standard procurement documents (bids and contracts) that will be used for this project.*					

Table 6b. Environmental and Social Monitoring Plan

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
Risk of Disturbance to Natural Habitats, Vegetation Clearing and Biodiversity Loss	• Avoid locating construction sites around nature reserves or species conservation areas during planning • Conduct careful and suitable site selection/survey through a participatory process for component 1 and 2 infrastructures • Planning and design phase of subprojects should take into account unavoidable potential damages to natural habitats or vegetation covers and plan practical mitigation measures with operational details • Ensure environmental and social assessment process has been conducted and proper procedures have been followed • Ensure that negative impacts identified and	Vegetation cleared (ha); habitats affected (no.); indigenous trees cut (no.); revegetation done (ha)	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, regional agricultural bureau, woreda agricultural office	Planning and implementation periods	Part of implementation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	mitigation measures proposed are incorporated in an appropriate ESMP • Ensure there are no threatened or endangered fauna and flora species within and around the construction area • Conduct planting and re-vegetation of sites to compensate for loss of trees and vegetation • Prioritize and minimize impacts or avoid damage to indigenous trees of significant importance, avoid or minimize cutting of big trees (mother trees), particularly indigenous species					
Risk of Soil Erosion	• To the extent possible, make sure that construction sites are not selected on degraded land, near gullies, or steep slopes • Design of the infrastructure should provide sufficient drainage management options so that erosion cannot take place (through use of runoff protection structures and energy dissipators) or will not leave the site (through use of sediment traps) • As much as possible, construction activities such as excavation and earthwork should be done in dry seasons • Minimize disturbed area/ground in the construction site including area to be excavated, area used for materials storage, access roads for construction machines and equipment transport • Protect slopes in the construction area through covering with vegetation (such as grass),	Area of land rehabilitated and revegetated (ha); number or length of flood protection structures constructed; designated waste/spoil disposal sites used	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	Planning and implementation periods	Part of implementation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	ripraps, and benching • Periodically water exposed soils to avoid erosion through wind action • Avoid or minimize vegetation clearance, excavation and inappropriate disposal of soil • Disposal sites or cart-away sites should be prepared with approval from the local authorities (such as woreda administrations or environmental offices) • Conduct reshaping and rehabilitation of excavated sites					
Solid non-hazardous Waste Contamination	• Comply with environmental standards and national guidelines on handling and disposal of solid waste • To the extent possible, avoid or reduce solid waste generation • As much as possible, reuse or recycle solid waste • Use recommended waste collection, handling, transport and disposal methods • Collect and dispose solid waste in designated and approved (by local authorities) disposal sites, landfills • All contractors will be required to develop a waste management plan as per national guidelines, standards and as per the World Bank's Environmental, Health, and Safety Guidelines	Amount of solid waste generated, collected, recycled, and disposed; waste management plan prepared	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of implementation and operation budget
Risk from Hazardous Materials	• Always read the label on hazardous material containers and make sure you understand the information, if there is no label, do not use the	Hazardous materials management	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs),	During implementation and operation	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	contents • Ensure that all reused tanks, drums, containers and barrels are labelled with their contents • Do not leave hazardous material containers in areas adjacent to water sources • Care must be taken when moving or using containers containing hazardous materials • When opening containers, hold a rag over the cap as some volatile liquids tend to spurt up when the cap is released • Never use fire near flammable material and know what action to take in the case of fire • Providing adequate secondary containment for fuel storage tanks and for temporary storage of other fluids such as lubricating oils and hydraulic fluids • Using impervious surfaces for refuelling areas and other fluid transfer areas • Providing portable spill containment and clean up equipment on site • Always us ethe right PPE when handling hazardous materials • Provide good ventilation or work in open air when using some of the hazardous materials such as petroleum products, solvents, paints, and cleaning chemicals • Use the smallest quantity of hazardous materials that are necessary for the particular job • Dispose of empty containers in correct waste disposal facilities as they always retain some	procedure prepared; absence of hazardous materials spill; no. of hazardous materials spill and incidents; secondary containment tanks provided; no. of empty containers disposed; no. of awareness training held		supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	periods	

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	liquid which is a potential contaminant • Training workers on the correct handling, transport, and storage of hazardous materials and the response to spills					
Risk from Hazardous Wastes	• Hazardous waste must be properly accumulated in containers or tanks • Hazardous waste containers must be closed, marked as "Hazardous Waste," and marked with the date accumulation began • Hazardous wastes must be stored in secure location • Hazardous wastes must be inspected periodically • Secondary containment tank should be provided in hazardous wastes storage areas • Hazardous waste storage areas should have fire arrest equipment • Hazardous waste storage sites should have emergency response planning in case of spill and fire • Workers handling hazardous waste should be given specific trainings • When transporting hazardous wastes, use professional hauler service • Hazardous waste shall be disposed of or treated at sites designed for the purpose	Amount of hazardous waste generated, collected, and disposed; hazardous waste management plan prepared	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of implementation and operation budget
Risk from Disposal of Infectious/Pathogenic Wastes	• Comply with environmental standards and national guidelines on handling and disposal of harmful waste substances from health facilities • Use recommended waste collection, handling, transport and disposal methods	Amount of infectious waste generated, collected, and disposed	Quarterly	FEPA, REPA, woreda environment office, regional health bureau,	During operation period	Part of operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• Collect and dispose at designated and approved (by local authorities) disposal sites, landfills • Incinerate those harmful substances and materials from mobile clinics and health facilities in a chamber prepared for this purpose			woreda health office		
Risks from Healthcare Facilities	• Segregation waste and remove the following items from waste destined for incineration: halogenated plastics (e.g. PVC), pressurized gas containers, large amounts of active chemical waste, silver salts and photographic/radiographic waste, waste with high heavy metal content (e.g. broken thermometers, batteries), and sealed ampoules or ampoules containing heavy metals • Properly consume and manage pharmaceutical products including implementing measures provided in medicine labels • Physicians shall consider potential environmental impacts of medicines they are prescribing and to the extent possible physicians shall consider alternative medicines with less environmental impacts • Separate medical waste from others to allow targeted handling and treatment • Appropriately disposed pharmaceutical products based on the recommendations of the manufacturer or good international industrial practice	Amount of waste collected, segregated, and disposed; types of medicines prescribed	Quarterly	FEPA, REPA, woreda environment office, regional health bureau, woreda health office	During operation period	Part of operation budget
Contamination of Soil	• Avoid disposal of solid, liquid, and hazardous	Area of land	Quarterly	MoF (FPCU),	During	Part of

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	wastes on the ground/soil • Locate construction sites away from cultivated fields and prevent flow and disposal of liquid and solid wastes on agricultural fields • Follow appropriate waste handling practices for harmful chemicals • Provide secondary containment tanks for petroleum products and other chemicals • Refuelling shall be undertaken on a designated area, with impervious ground • Regularly inspect equipment and machines to identify and maintain leaks • Avoid construction activities with potential for leaks during rainfall events to avoid exacerbation of potential leaks • Develop emergency shutdown and spill response plan for hazardous chemicals • Wastewater from WSH facilities should be treated by soak-away pits • Select waste collection sites away from agricultural fields and avoid contaminations • Excess soil and debris from construction site should be disposed of at areas permitted by local authorities • Avoid informal routes by dump trucks during disposal • Undertake soil remediation to remove spills and contaminants from the soil, including bioremediation, stabilization, soil washing, and disposal (taking care that downstream contamination of soil and water bodies will not	contaminated; area of contaminated land remedied; emergency response plan prepared		MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	implementation and operation periods	implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	occur during the remedial process)					
Water Pollution	• As much as possible avoid or reduce generation of waste from the source • If conditions allow, reuse or recycle waste • Ensure complete collection and proper treatment of waste prior to disposal in compliance with all regulatory and WB requirements • Adopt and adhere to guidelines for pollution control such as the WBG Wastewater and Ambient Water Quality Guideline with indicative values for wastewater discharge • Use the recommended methods of waste containment (collection, storage and transportation) and equipment • Provide secondary containment tanks for hazardous chemicals • Construction wastes should not be dumped in rivers and other surface water bodies • Waste products (liquids, particles and solid waste) should be dumped at an area where the local authorities designated it for this purpose • If pit latrines are considered as WASH facility, the latrine should be located considerably away from potable water sources, from surface water systems, and the bottom of the pit should not be in the groundwater table or saturated zone • Use appropriate wastewater drainage and treatment systems leading to septic tanks and soak-away pits	Water quality tests conducted; percent compliance of water quality tests with guideline values; percent compliance of wastewater with guideline values; amount of waste properly collected and disposed; groundwater level against pit latrine bottom; number of systems with septic tanks and soak-away pits	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional water bureau, woreda water office	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• Proper handling, utilization, storage, transport and disposal of both solid and liquid wastes • Abide by recommended waste disposal practices					
Risk due to Wastewater Release	• Identify the quality, quantity, frequency, and sources of wastewater or liquid effluents released from subproject activities and operations; this includes knowledge about the locations, routes and integrity of internal drainage systems and discharge points • Identify opportunities to prevent or reduce wastewater generation and pollution through measures such as recycle/reuse, input substitution, or process modification • Assess compliance of wastewater released with applicable (i) discharge standard (if the wastewater is discharged to a surface water or sewer), and (ii) water quality standard for a specific reuse (for instance, if the wastewater is reused for irrigation) • Water use efficiency shall be improved to reduce the amount of wastewater generation • Consider application of wastewater treatment techniques (such as soak-away pits) to further reduce the load of contaminants prior to discharge	Amount of wastewater generated, collected, recycled, and disposed; Percent compliance of wastewater with guideline values; number of systems with septic tanks and soak-away pits	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of implementation and operation budget
Water Supply Facilities Risks	• Conduct well pump testing to characterize the capacity of recharge and discharge (to determine the safe yield and recovery rate) • Determine sustainable amount of groundwater to be extracted without causing appreciable	Well pumping tests conducted; well water level measured; volume of water	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant,	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	reduction in groundwater level • Assess/model groundwater recharge and discharge rates for the specific catchment or sub-basin • Monitor the groundwater characteristics such as static water level, dynamic water level, drawdown, and safe yield periodically, particularly during dry periods (some of the existing or proposed boreholes in a specific well field or catchment can be used as monitoring wells) • Modify or control the groundwater abstraction rate depending on the outcome of groundwater monitoring • Assess/model groundwater level changes and resulting impacts to surface water flows and its socio-economic impacts on the population depending on those surface water resources • Modify groundwater extraction rate depending on impact on current and future surface water flows • Avoid construction of water supply wells in sensitive ecosystems • Store chemical disinfectants at a cool and dry conditions. Do not store disinfectants for long periods • Develop and implement plan for accidental release of disinfectant chemicals • Consider soak-away pits in the design and construction of water points; especially where the soil around the trough is free-draining	pumped from wells; volume of water wasted through systems; amount of disinfectants used; number of water points with soak-away pits		Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional water bureau, woreda water office		

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• Periodically clean and maintain a dry environment around animal troughs • Improve water use efficiency and reduce water wastage so that more water is available for use by the various modes or groups • Engage all water users, communities, and other stakeholders in the management of the water resources including development, operation, and maintenance • Avoid using the local communities' water sources and, as much as possible, try to develop own source during the construction period					
Risk due to Inefficient Water Use and Management	• Estimate water balance at sub-project level during operation period to identify water management issue • Implement effective water management system • Implement water conservation measures • Install water meters to monitor and control consumption, particularly for multi-village water supply systems • Ensure the proper sealing of all pipelines, valves and storage structures to avoid water loss	Water volume consumed vs. produced (m^3), unaccounted for water (percentage) in the system (m^3)	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional water bureau, woreda water office	During implementation and operation periods	Part of implementation and operation budget
Risk from Disaster Risk Management (DRM) Facilities	• As much as possible avoid modification of surface water courses/systems by rainwater harvesting and runoff protection systems • Monitor quality of water in harvesters and	Number of rainwater harvesters constructed;	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	retention ponds and provide treatment (such as disinfection) where necessary • Consider runoff speed control or energy dissipation measures downstream of the structures	number of energy dissipators constructed; percent compliance of water quality with guideline values;		consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional water bureau, woreda water office		
Air Pollution	• To reduce dust, use appropriate construction site management guidelines (e.g., sprinkling the surface with water to minimize dust blow during construction and rehabilitation) • Reduce movement of vehicles during rush hours, public events, school hours • Use manual labor to avoid use of machines for minor activities that can be done with human power • Dust control and suppression measures including regular application of water on or near construction sites, settlement areas too • Reduce dust generation by practicing traffic speed limits • Use water spray trucks regularly in areas near construction sites and settlement areas especially in windy and dry weather to reduce dust generation, • Avoid open burning of debris, cut vegetation (trees, undergrowth) or construction waste materials;	Availability of equipment and machinery maintenance plan; frequency of watering of surfaces to reduce dust related impacts (no./day); percent compliance of air quality with guideline values; amount of waste disposed using incinerators	Daily	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• Ensure regular maintenance of vehicles, machinery and equipment used at subproject sites • Locate incinerators in healthcare facilities away from other health facility blocks and the neighboring community • Incinerators shall be designed in such a way that complete combustion of waste is achieved					
Noise Pollution	• Adhere to the environmental standards set by the relevant authority and regulatory and WB requirements • Reduce or avoid noise around residential areas and around clinics • Reduce or avoid usage of machines for minor activities that can be done with human labor • Apply or adhere to work place code of conduct for construction workers to reduce unwanted noise • Minimized the movement of vehicles around residential and commercial areas • Unavoidable noise causing activities should be restricted to the day-time and working hours • Machine or equipment producing high levels of noise should be avoided or screened when working within close proximity to any sensitive noise receptors; • Apply installation of portable barriers and fence off the construction site to isolate the sources of noise • Switching off engines of machines and equipment when not in use to avoid noise	Percent compliance of noise levels with guideline values; hours noise making machines and activities operated / performed	Daily	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	emission					
Risk due to Inefficient Energy Use and Management	• Implement effective energy management system • Operate energy intensive machines and plants at the lowest level possible • Ensure efficient operation of machines and systems so that energy loss from leaks and other failures can be avoided • Install energy meters to monitor and control energy consumption by electro-mechanical equipment • Periodically check and evaluate the efficiency of energy systems and where necessary replace problem components so that energy loss due to ageing of components can be avoided • Encourage use of electrical energy from the national grid since it is mostly produced from hydropower plants, which are environmentally friendly • Reduce the overall carbon footprint of the construction work and operation of systems	Energy consumed vs. produced (kwhr.), energy loss in the system (kwhr.), amount of fossil fuel used to generate power (lt.)	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation and operation periods	Part of implementation and operation budget
Construction Site Traffic and Road Safety Risks	• Apply all required road safety measures including installing appropriate signs, signals and warnings • Install traffic controllers in place during work hours • Prepare and apply a traffic management plan detailing traffic control procedure • Train staff and personnel on traffic management procedures, travel speed limits and control measures	Number of traffic signs installed; percent compliance of vehicle speeds with guideline limits; number of traffic accidents, incidents, and	Daily	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment	During implementation period	Part of implementation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• Impose and enforce compliance with company speed limits for other uses of the roads in construction sites • Minimize or avoid safety hazards and inconvenience to other road users, they may result from hauling vehicles • All drivers should be trained on road safety and checked for discipline and adherence to rules	near misses; number of trainings provided and number of participants		office		
Risks/Impacts on Cultural and Heritage Sites	• Comply with the national laws, guidelines and standards on the protection of sacred sites, cultural and heritage sites and areas of historical significance • Avoid or exclude sites/areas that have historical, cultural and heritage values from construction activities • Conduct environmental and social assessment, depending on the subprojects screening result and identify areas of historical significance to avoid damage to such resources • In cases where construction or rehabilitation should take place in proximity to such sites, use more of human labor instead of machines • Reduce the movement of vehicles in and around cultural heritage sites • Develop a chance finds procedure to address cultural heritages identified during subprojects construction	Number of cultural heritages protected; Number of chance finds procedures implemented	Quarterly, as needed	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office	During implementation period	Part of implementation budget
Risks related to Occupational Health and Safety	• Ensure installation of required safety facilities (chemical fume hood, fume cupboard, emergency eyewash stations; safety shower, etc.) as necessary recommended by	Presence of functional site safety procedures and	Daily	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	Manufacturer Safety Data Sheet of all chemicals used in the laboratory • Use appropriate personal protective equipment (such as safety googles, respirator, safety boots and shoes, chemical-resistant gloves and apron, face masks as necessary and make first aid kits available at construction sites and work places • Conduct awareness trainings including PPE usage for the safety of construction workers. • Provide protective clothing and firefighting equipment • Provide appropriate warning signs for staff and public. • Provide first aid boxes • Prepare and use occupational health and safety guideline; • Use and apply EHS guidelines, standards and procedures for WB EHSG General and for Health Care Facilities • Ensuring that the developed guidelines and standards are properly implemented	first aid support facilities, provision of safety equipment and tools such as scaffolds, barriers, traffic cones, safety tapes, etc, provision of safety signs, provision of first-aid kits, provision of fire extinguishers, provision of PPE, OHS incidents, accidents, and near misses, incident reporting including Lost Time Accident (LTA) and Lost Time Injury (LTI)		consultant, Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional labor bureau, woreda labor office		
Risk to Community Health and Safety	• Structural designs of buildings and other facilities should satisfy national and international requirements and should be designed in such a way to withstand extreme events such as earthquake, floods, and winds;	No. of structural designs prepared, no. of safe equipment installed, no. of	Daily	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant,	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• Structural designs of buildings and other structures should obtain approval from the concerned local authorities (typically structural designs are submitted to the authorities for check and approval) • Buildings and other structures shall be constructed satisfying standard requirements and good international industrial practices; major components of the buildings (such as concrete, reinforcement steel, hollow concrete blocks, and bricks) shall be tested in-situ for compliance with design requirements • All structures shall be constructed by licensed and competent contractors; construction using local artisans is strictly forbidden, particularly for load-bearing structures • All equipment used during construction and operation periods (such as electro-mechanical equipment, water supply and power related equipment) shall satisfy safety requirements and shall be properly operating with all the design safety components intact • Services provided by subprojects during operation period should be in such a way that the health and safety of communities are ensured, quality management systems shall be developed to avoid, reduce and mitigate risks from services provided • The subprojects shall identify and mitigate impacts due to loss or damage to ecosystem services on the community health and safety;	water quality tests done, no. of non-compliance water quality tests, no. of patients, emergency response plan prepared		Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office, regional health bureau, woreda health office		

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	mitigation measures proposed for impact on natural habitats can be considered • Avoid or drain standing water in subproject areas, both during construction and operation periods • Maintain the physical, chemical, and bacteriological quality of potable water from the WASH facilities • Conduct operations in education and health facilities to avoid spread of communicable diseases (for instance, maintain social distancing to control spread of COVID-19; monitor the health of students and if communicable diseases are identified, practice quarantine and other measures; avoid releasing wastewater into the environment and in case of unintentional release, immediately clean the affected environment) • Develop emergency response plan for manage natural and manmade emergencies at the subproject sites/areas with details on emergency preparedness and response once the emergencies happen • Develop protocol for hiring, training, equipping, and monitoring of facilities security personnel and develop code of conduct					
Risks from Potential EHS Liabilities at Existing Facilities	• Stop operation of existing facilities resulting in pollution of water resources and the soil • Avoid using existing water supply systems with poor water quality and power sources affect the environment, health, and safety of users	Percent compliance of wastewater treated with guideline limits;	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant,	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• Provide alternative facilities (such as new latrines, water supply systems, power sources, or waste storage and disposal sites) to enable the facilities to operate • If possible, try to reclaim or clean historical pollutions and contaminations • Replace existing hazardous construction materials used by other materials • Contain historical contaminations and pollutions from existing facilities so that it will not spread further • Handle and treat existing hazardous wastes using mitigation measures provided for hazardous waste above • Check the structural integrity of existing buildings and other facilities	area of contaminated land reclaimed; amount of hazardous construction materials replaced; amount of hazardous waste collected and properly disposed; number of structured checked for their integrity		Woreda PCTs, third party monitor, FEPA, REPA, woreda environment office		
Impacts on Disadvantaged and Vulnerable Groups	• Promote fair treatment, non-discrimination, and equal opportunity in development activities • Provide equal opportunity and strictly observe non-discrimination of vulnerable groups from any benefits • Facilitate affirmative actions for vulnerable group in employment opportunity; • Provide training and capacitate vulnerable groups to enable them develop livelihood strategies (organizing in small and medium enterprises) • Due attention should be observed on the protection of vulnerable groups during	Occurrence of discrimination cases	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional social affairs bureau, woreda social affairs office, woreda administration	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	implementation					
Risk of Land Acquisition	• Where possible, avoid or minimize involuntary land acquisition during sub-project implementation • In cases where access restrictions and economic losses occur, adopt and implement procedures outlined in the PF of the 3R-4CACE project. Appropriate compensations have to be made to PAPs in accordance with the ESS5 • In cases of minor land acquisition, avoid involuntary resettlements when possible to do so • If involuntary resettlements are unavoidable, the principles outlined in the RF of the 3R-4CACE project should be implemented • Based on the ESIA results, specific resettlement action plan (RAP) should be prepared and implemented in accordance with ESS5, consistent with the RF	Area of land acquired, no. of people displaced and resettled, no. of RPs prepared	As needed	MoF (FPCU), MoWSA (FPIU) RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor	During implementation period	Part of implementation budget
Risk of Social Exclusion	• The 3R-4CACE should engage in recovery and resilience activities that also support the non-beneficiary peoples • The constructed infrastructures should give services not only for IDP Woredas but also to the adjacent non-IDP Woredas	Social group exclusion cases observed and complained	Quarterly	Woreda PCTs, third party monitor, FEPA, Regional social affairs bureau, woreda social affairs office, woreda administration	During implementation and operation periods	Part of implementation and operation budget
Risk of Social Conflict	• All sub-projects should employ ESIA procedures and prepare ESMP for land related activities before implementation	Occurrence of social conflict cases	Quarterly	Woreda PCTs, third party monitor, FEPA,	During implementation and operation	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• The FPCU, FPIU, and other implementing agencies should critically examine subprojects social and environmental impacts before loan approval • Subproject contractors should not operate on land that has contentious claims and without having legally recognized evidences			Regional social affairs bureau, woreda social affairs office, woreda administration	periods	
Risk of Gender-based Violence; Sexual Exploitation and Abuse, Sexual Harassment	• MoF and MoWSA shall ensure that site specific assessment of GBV/SEA/SH risks is conducted as part of the ESIA/ESMP and GBV action plan is prepared for prevention and response measures to be taken. • A policy of zero-tolerance should be stated in worker engagements terms for sexual harassment, exploitation, and abuse within the workplace • Apply a strict code of conduct to manage and administer measures to avoid or minimize GBV • Assign a GBV specialist to manage the risks and to closely work with relevant institutions such as Woreda Women and Social Affairs Offices • The 3R-4CACE should provide training for project implementers and beneficiaries on SEA, SH and GBV and its prevention • Put in place accessible GRM and adopt a systematic monitoring and reporting system to ensure safe and ethical reporting to alert cases of GBV with adequate response • Provide qualified treatment to survivors and referral to a qualified GBV service provider	Occurrence and magnitude of GBV cases	Daily	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional women bureau, woreda women office, woreda administration	During implementation and operation periods	Part of implementation and operation budget
Risk of Using Child	• Adhere to the LMP of the 3R-4CACE for	Occurrence and	Quarterly	MoF (FPCU),	During	Part of

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
Labor	procedures • Comply with the national labor law and ESS2 of the World Bank ESF • Work in consultation with local authorities on engagement of young labor (15 years as a minimum age) if children are to be engaged in construction works;	magnitude of child labor cases		MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional labor bureau, woreda labor office, woreda administration	implementation period	implementation budget
Risk of Influx of Migrant Workers and Associated Impacts	• Contractors should provide organizational code of conduct to contract workers • Contract workers and local communities should be provided with training on awareness creation about HIV/AIDS and other STDs, communicable diseases; • Cultural sensitization training should be given to workers on how to engage with local community • Provide guidelines on local culture, behavior and social life to workers	Percent of total labor employment opportunities offered to migrant workers	Quarterly	MoF (FPCU), MoWSA (FPIU), RDRMCs (RPCUs), supervision consultant, Woreda PCTs, third party monitor, regional labor bureau, woreda labor office, woreda administration	During implementation period	Part of implementation budget
Risk from Technical Assistance (TA) Subprojects	• Include environmental and social objectives and requirements into the TA process • Promote transparency through stakeholders' engagement and information disclosure • Promote appropriate environmental and social assessment tools (such as strategic environmental and social assessment for strategies and policies)	Number of Tas with E&S compliance	As needed	MoF, MoWSA	During implementation and operation periods	Part of implementation and operation budget

Environmental and Social Impact	Proposed Mitigation Measures	Monitoring Parameters / Indicators	Frequency of Monitoring	Institution Responsible for Monitoring	Implementation Timeframe	Annual Estimate Budget for Monitoring per Year per Sub-project (USD)
	• Promote environmental and social capacity building and institutional strengthening					
Risk due to Lack of Capacity of Implementing Agencies to Manage Environmental and Social Risks	• Timely assign all project environmental and social staff (experts, focal persons) at all levels • As much as possible maintain or reduce turnover or re-assignment of environmental and social staff • Consistently provide capacity building trainings for the environmental and social staff to enhance their implementation capacities • Create awareness of the general project staff, implementing agencies' staff, other stakeholders and the community so that they could contribute to the effective management of environmental and social issues • Provide the necessary resources (budget, logistics, consumables, laboratory facilities, etc) for management and monitoring of environmental and social issues	E&S staff positions filled/vacant; capacity building trainings given; awareness creation campaign conducted	Quarterly	MoF, MoWSA, FEPA, REPA, woreda environmental office	During implementation and operation periods	Part of implementation and operation budget
Note – *The monitoring plan presented here is indicated and it shall be further developed prior to subproject implementation.*						

9. ESMF Processes and Procedures

The environmental and social screening of subprojects will be made by the FPCU at MoF and RPCUs at regional DRMCs for Component 1 subprojects while the FPIU at MoWSA and RPCU at regional DRMCs for Component 2 subproject. The woreda PCTs will participate in the screening process. The E&S screening forms will be updated prior to project implementation by the FPCU and FPIU. As lead implementing agencies, the FPCU at MoF and FPIU at MoWSA will support the RDRMCs through the screening process. The steps of the environmental and social screening process will lead towards the review and approval of screening reports by the Federal Environmental Protection Agency (FEPA) or the regional environment protection agencies for every sub-project activity under components 1 and 2. The environmental and social impact assessment will be examined according the environmental policy of Ethiopia and World Bank environmental and social standards. The assessment and identification of environmental and social impacts associated to the specific sub-project activities is important during the project studies to avoid sensitive areas and take steps to ensure that subprojects stay environmentally and socially sustainable and sound. In this regard, every sub-project to be financed by the 3R-4CACE project will be subject to E&S screening.

The screening process will use the checklist shown in Annex 1 (the screening form shall be updated and further developed prior project implementation). This will guide in identifying key environmental and social issues and impacts, prior to the project design in connection with implementations of sub-project activities. The Environmental and social screening checklist asks key questions on matters that are of environmental and social importance to the project and will be completed by filling out responses to the questions. Adverse impacts of the sub-project activities on the local environment or to the community can be minimized through changes in the project design and/or the use of mitigation measures to avert and reduce or mitigate the negative effects.

(i) Step 1: Sub-project identification: the implementing agencies, the FPIU, FPCU, and RDRMCs through the institutional structures will identify the sub-projects in consultation with beneficiary communities, local administration and Woreda level experts involving in the project implementation

(ii) Step 2: Sub-project preparation: the studies of the identified projects and preparation of the designs can be conducted by independent consultants, experts from the implementing partner sector offices in consultation and coordination with the FPIU, FPCU, and RDRMCs.

(iii) Step 3: E&S Screening of sub-projects and risk classification: this is a critical step in the ESMF implementation. Screening is done to determine whether a sub-project requires Full ESIA, Preliminary ESIA, an ESMP, or environmental and social audit, and the level of assessment of the E&S risks. The result of the screening will also inform if a sub-project requires preparation of RP in case of land acquisition. Those proposed sub-projects prepared in the annual operational plan will have to be specified by locations and provided with sufficient descriptions.

The E&S specialists of the 3R-4CACE project at the FPIU, FPCU, and RDRMCs together with the experts from the sector offices will conduct E&S screening. Conducting field visits to the subproject sites and developing an understanding of the biophysical and social environments including existence of sensitive environment around the subproject sites is essential to appraise how the subproject activities will affect the environment and communities.

The screening technique focuses on those subprojects with potentially adverse environmental impacts or whose impacts that are not fully known. Thus, appraisal of the subproject site and having adequate level of information about future subproject activities is essential to anticipate, identify

and examine the magnitude of potential environmental impacts which is necessary for conducting the screening exercise.

Project implementers and the E&S staff at Woreda level will be supported by the experts from the FPIU, FPCU, RDRMCs and the federal, regional, and woreda Environment protection offices to conduct E&S screening. The E&S screening process will be done in accordance with the principles and requirements of the WB ESSs and the relevant E&S categorization provisions given in the ESIA guideline of the country.

The overall risk of the 3R-4CACE project is rated "**High**" because of the multiple and complex nature of the project with respect to political governance, macro-economic, technical design, fiduciary and the E&S risks. Risk related with the institutional capacity and stakeholder engagement are rated as "**Substantial**". The overall E&S risk of the project is "**High**".

According to the WB ESF, for projects involving multiple subprojects, that are identified during the course of the project, appropriate environmental and social assessment of subproject shall be done as follows:

- ✓ High Risk Subprojects – in accordance with the ESSs
- ✓ Substantial, Moderate, and Low Risk Subprojects – in accordance with national law and any requirements of the ESSs that the bank deemed relevant to such subprojects.

The EIA guideline (2000) categorizes projects into three different 'schedules' based on the potential risks/impacts.

- ✓ *Schedule 1*: Projects which may have adverse and significant environmental impacts, and may, therefore, require full EIA
- ✓ *Schedule 2*: Projects whose type, scale or other relevant characteristics have potential to cause some significant environmental impacts but not likely to warrant an environmental impact assessment.
- ✓ *Schedule 3*: projects that would have no impact and does not require environmental assessment

The 3R-4CACE sub-projects, particularly from components 1 and 2, will likely have different levels of risks from high to low. According to the WB ESF, all subprojects are subject to environmental and social screening and risk classification, after the type, scope and location of the subprojects are defined as per the procedures described in Annex 1.

Eligibility Screening: those sub-project that cause significant harm to cultural and heritage sites, religious and sacred sites, cause physical damage to natural habitats, sanctuaries, etc… (as described in the exclusion criteria in Annex 1.2) will be ineligible and will be excluded from financing.

Sub-projects with "High" Risk Rating: Sub-projects with high-risk rating according to WB ESF definition will require Full ESIAs and there is no need to further classify them according to the national classification (Schedule 1, 2, or 3). If possible, it is recommended to re-design or re-site such subprojects to lower their risk rating to "Substantial" or lower.

Sub-projects with "Substantial" and "Moderate" Risk Rating: Sub-projects that are with substantial and moderate environmental and social risk rating according to the WB ESF definition will be further screened using the national criteria (Schedule 1, 2 or 3) as per the descriptions in the EIA guideline. If subprojects fall in Schedule 1, Full ESIAs will be required. If subprojects fall in Schedule 2, Preliminary ESIAs or ESMPs will be required. Preliminary ESIAs do not require as much legal and institutional

framework analysis; description of baseline conditions; and analysis of alternatives compared to Full ESIA. However, Preliminary ESIAs should include detailed ESMPS and monitoring plans.

Sub-projects with "Low" Risk Rating: Sub-projects with low-risk rating according to WB ESF definition will be further categorized by the national classification (Schedule 1, 2, or 3). Such sub-project will likely fall under Schedule 3 and thus requires no specific environmental and social assessment tool. However, E&S terms and conditions should be considered in procurement and contract documents.

After reviewing and compiling of the screening reports, the FPIU,FPCU and RDRMCs, will submit the reports to the Federal EPA or the regional EPAs for official review and subsequent approval. The screening report will include description of the sub-projects and the adverse impacts, categorization of the sub-projects according to the level of risks, the level of the public interest, the institutional arrangement, environmental management and monitoring considerations. The screening reports will recommend E&S instruments to be prepared based on the risk categorization. The E&S instruments could be either of the following: Full ESIAs, Preliminary ESIAs, ESMPs, and RP for subprojects involving land acquisition and resettlement. The below paragraphs provided details on the possible risk categorization relationship between the WB ESF definition and the national ESIA guidelines.

Schedule 1 or High Risk Subprojects: these refer to those sub-projects that are complex, large to very large scale and those located in sensitive areas. Though the overall risk rate of the 3R-4CACE project is high, those high risk sub-projects will be illegible for financing unless the risks can be manageable with appropriate mitigation strategies or unless they are redesigned or the re-sited such that the ES screening is substantial or less. The change may require avoiding unwanted adverse impacts and risks such as:

- ✓ Impossibility to drain run-off water from the water point site;
- ✓ Impacts on inhabited dwellings;
- ✓ Potential adverse impacts on naturally sensitive areas;
- ✓ Impacts on Cultural Heritages;
- ✓ Impacts on land use and/or users;
- ✓ Intensive or complex involuntary resettlement or land acquisition
- ✓ Impacts on cultural heritage or densely populated urban areas
- ✓ may give rise to significant social conflict, harm or human security risks

If such sub-projects do not fall under the ineligible category/exclusion, or re-designed or re-sited to lower the high risk to substantial risk, Full ESIAs will be prepared to address the adverse impacts**.**

Schedule 1 and 2 "Substantial Risk" Sub-projects: these are sub-projects that are not complex or too large but qualified as medium scale and are not located in sensitive areas. Such sub-projects will implement mitigation measures based either through Full or Preliminary ESIAs (the national classification mostly considered the type of subprojects and thus certain subprojects may fall under substantial risk rating based on WB ESF and still fall under Schedule 1 according to the national classification, requiring a full ESIA). Substantial risk subprojects include the following:

- ✓ some significant risks and impacts,
- ✓ mostly temporary, predictable and/or reversible
- ✓ possibility of avoiding or reversing but with substantial investment and time
- ✓ may give rise to limited degree of social conflict, harm, human security risk;
- ✓ medium in magnitude and/or in spatial extent (medium to large area and population)
- ✓ less severe, more readily avoided/mitigated cumulative and/or transboundary impacts

- ✓ medium to low probability of serious adverse effects to human health and/or the environment (with known and reliable mechanisms to prevent or minimize)

Schedule 2 or "Moderate Risk" Subprojects: these are sub-projects without any significant potentially harming people and the environment and not located in sensitive locations. These subprojects most likely require Preliminary ESIAs or ESMPs. Moderate risk sub-projects include the following:

- ✓ Risks and impacts not likely to be significant;
- ✓ not complex and/or large scale;
- ✓ predictable and expected to be temporary and/or reversible;
- ✓ low in magnitude;
- ✓ site-specific, without likelihood of impacts beyond the project footprint;
- ✓ low probability of serious adverse effects to human health and/or the environment
- ✓ routine safety precautions are expected to be sufficient to prevent accidents
- ✓ easily mitigated in a predictable manner

Schedule 3 or "Low Risk" subprojects: these are sub-projects without any specific type of negative social and environmental risks. A schedule 3 or low risk sub-project will not require any further ESIA assessment but still require EHS terms and conditions in all procurement documents (bids, contracts). Nevertheless, the WB ESS1 requires all subprojects to be assessed for environmental and social impacts. Schedule 3 or Low risk subprojects include:

- ✓ Minimal or negligible risks to and impacts on human populations and/or the environment
- ✓ Few or no adverse risks and impacts and issues
- ✓ No further assessment after screening

(iv) Step 4: Review and appraisal of screening reports by FEAP and REPA: Review of E&S screening report will be done by the FEPA or REPA and review results will fall into (a) approval of the sub-project risk classification and recommended implementation; (b) seek for amendments and/or request for change on sub-project categorization; (c) reject the document with comments as to what is required to submit acceptable report.

(v) Step 5: Preparation of ES instruments (ESIAs/ESMPs): For those sub-projects classified as "high risk", "substantial risk" and/or "moderate risk", Full ESIAs, Preliminary ESIAs or ESMPs will be prepared and mitigation measures will be implemented based on an ESMP that will be prepared by E&S experts from the implementing institutions, MoF and MoWSA. A subproject that is considered likely to have only a small number of issues for further investigation may be considered to prepare an ESMP, rather than a full or preliminary ESIA. The purpose of the ESIA preparation is to generate sufficient information on significant impacts, which will be used to determine under what conditions the subproject should proceed. The ESIA will be conducted by both MoF and MoWSA or an independent consultant (Annex 3 &4).

An ESMP (Annex 5) can be prepared by the FPIU and FPCU E&S safeguard experts or their regional counter parts (i.e., RDRMCs). The ESMP examines the subproject's potential negative and positive environmental impacts and recommends measures needed to prevent, minimize, mitigate, or compensate for adverse impacts and improve environmental performance. The preparation of the ESMP will be conducted through a field assessment of the subproject area to identify likely environmental and

social impacts; a proposal of possible mitigation measures; an impact analysis and consultations with beneficiaries and affected communities.

(vi) Step 6: Review and Clearance of Full ESIAs, Preliminary ESIAs and ESMPs: the FPIU, FPCU, or RDRMCs will submit the prepared ESIAs and/or ESMPs to the Federal EPA or regional EPA (as appropriate) with an application for review and approval. Full ESIAs will also be submitted to the World Bank for no-objection and further disclosure. The review by the FEPA or REPA will be done as follows:

- ✓ Review of the scope of work as per the terms of reference
- ✓ Review of the draft ESIAs/ESMPs; and
- ✓ Provide clearance of the final ESIAs/ESMPs.

The Full ESIAs will be reviewed by the World Bank by providing no-objection on the scope of work or the terms of reference and consultant selection; through review of the ESIA in parallel with submission to the Competent Regulatory Agency.

(vii) Step 7: Disclosure: in conformity with the World Banks requirements, the ESIA reports related with Substantial and Moderate risk subprojects will be made available to the public as follows:

- ✓ By availing a copy of the ESIA reports including a brief summary of the report in the local language at the implementing Ministries (MoWSA and MoF)
- ✓ By providing a copy of the full reports and copies of the summary in local language to the World Bank country office;
- ✓ By uploading the reports on the World Bank website.

(viii) Step 8: Subproject implementation: FPIU, FPCU, and RDRMCs will inform the implementing institutions and the beneficiaries to start implementation of the subprojects in accordance with approved documents and to act on the decisions and requirements provided by the FEPA and/or the REPA with the approved reports. The implementation of the E&S mitigation measures will be done in parallel with the subproject activities and in line with sector guidelines and checklists to be provided. In the implementation Woredas, the MoF and the MoWSA through their regional/local offices, the regional sector offices, woreda PCTs, third party implementers, the Kebele Development committees and the development agents will contribute to the implementation of the mitigation measures.

(ix) Step 9: Inclusion of ESHS Terms and Conditions in all Procurement Documents (Bids and Contracts): Mitigation measures recommended in the E&S instruments shall be included in procurement (bid and contact) documents. This includes environmental, social, health, and safety terms and conditions for all subproject types as defined in the procurement plan and the WB procurement guidelines with E&S requirements (documents can be accessed through this link - Procurement Framework and Regulations for Projects). These include procurement of (i) Goods (specialized vehicles such as ambulances, furniture for school and health centers, office equipment and furniture, pharmacy items, Dignity Kits, small items for farming and animal health, equipment for WASH services, and other goods), (ii) Works (construction and/or maintenance of schools and health posts, rural roads, water supply and sanitation services, and other works), (iii) Consultancy Services (various needs assessments, development and implementation of a respective information system, feasibility studies, audits, selection of service provider for facilitation to support the

implementing agencies, trainings, and other services) and employment of individual consultants (ICs), and (iv) Non-consulting Services such as transportation service, storage, material distribution services, and other services.

(x) Step 10 – E&S Management Supervision and Monitoring: as per the standard WB project implementation measures, WB ESF, subproject ESMP, monitoring plan, and subproject contracts, monitoring of implementation of measures and management of the identified risks/impacts must be carried out by the E&S experts of the FPCU, FPIU, and RDRMCs. External monitoring and supervision by FEPA, REPAs and Woreda environmental offices would be carried out in consultation with and support from the World Bank, to ensure sound implementation of environmental and social risk management instruments (e.g., ESMPs, etc). The FPIU, FPCU, and RDRMCs ensure and check the E&S performance of subprojects in accordance with the legal agreements, the World Bank ESSs (ESMF, SEP, ESCP, RF) and also ensure that sufficient resources, institutional arrangements, required experts are available to conduct the monitoring activities.

(xi) Step 11 – E&S Reporting: The FPCU, FPIU, and RDRMCs will prepare reports on the environmental and social progress and performance of their respective subprojects. These institutions shall collect information on E&S progress and performance from their firsthand observations and practices as well as from woreda PCTs, third party implementers, sector offices, contractors, consultants, suppliers, and service providers. Ultimately, the FPCU in collaboration with FPIU will prepare regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to, the implementation of the ESCP, SEP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s). Further, the FPCU in collaboration with contractors shall report incidents and accidents immediately, and in any case within 48 hours after becoming aware of the incident or accident. SEA/SH cases shall be reported within 24 hours to the World Bank. Also, the FPCU in collaboration with contractors will produce contractors monthly reports on ESHS performance of subprojects throughout the subprojects implementation period.

(xii) Step 12: Environmental and Social Audit: The FPIU and FPCU team together with the regional EPAs will conduct an internal social and environmental auditing. This can also be done by an independent consultant. The E&S audit is done to determine whether project is in compliance with procedures and guidelines for management of environment and social issues as prescribed in this ESMF and other program safeguard instruments such as the ESCP, SEP, RP and SA; to ensure that the mitigation measures are being identified and implemented; to verify if the ESMF process is being implemented according to plan and mitigation measures are being identified and implemented; and if the necessary capacities are there and if training needs met in order to ensure successful implementation.

(xiii) Step 13: Project Evaluation: project evaluations will be done in the middle and end of subproject implementation. This will be done by the FPIU and FPCU experts and/or in collaboration with regional experts. The evaluation can also be done by an independent external consultant. The evaluation is focused mainly on the impacts of the project, its management of the social and environmental impacts and other requirements of project evaluation including efficiency, effectiveness and outcomes.

10. Stakeholder Consultation, Disclosure and Grievance Redress Mechanism (GRM)

10.1. Stakeholder consultation

The first step in the stakeholder engagement process is to identify the key stakeholders to be consulted and involved. As indicated in SEP, the stakeholders for 3R-4CACE Project are identified and categorized into i) Project affected parties; ii) Disadvantaged and vulnerable groups; and iii) Other interested parties. Stakeholders are individuals, institutions, CSOs, or groups who are affected or likely to be affected by the 3R-4CACE project and who may have an interest in the project.

The term “project-affected parties" includes "those likely to be affected by the project because of actual impacts or potential risks to their physical environment, health, security, cultural practices, well-being, or livelihoods. These stakeholders may include individuals or groups, including host/local communities and IDPs. The term "Other interested parties" (OIPs) refers to individuals, groups, or organizations with an interest in the project, which may be because of the project location, its characteristics, its impacts, or matters related to the public interest. These parties may include regulators, government officials, the private sector, the scientific community, academics, unions, women's organizations, other civil society organizations, and cultural groups.

‘Disadvantaged/vulnerable individuals or groups’ are potentially disproportionally affected and less able to benefit from opportunities offered by the project due to specific difficulties to access and/or understand information about the project and its environmental and social impacts and mitigation strategies.

For the effective identification and assessment of project specific social and environmental impacts, implementation and monitoring of the respective mitigation or enhancement measures, continuous consultative processes are required. MoF and MoWSA have the responsibility to ensure the making of sound stakeholder consultations for 3R-4CACE Project with all relevant parties so as to achieve the project development objectives that benefit clients and other stakeholders. Through consultations, a bridge of communication will be occurred between the Public, Private sector, and the Government, which will improve the efficiency and transparency for the execution of the 3R-4CACE Project.

10.1.1. Stakeholder consultation plan

As it is mentioned above, for the identification and assessment of project specific environmental and social impacts, implementation, and monitoring of the respective mitigation measures, a continuous consultative process is required. This stakeholder consultation plan forms part of the ESMF. Detailed stakeholder engagement plan (SEP) is prepared for this project and can be referred when needed. This ESMF was prepared in consultation with the stakeholders in the project implementation areas.

Accordingly, 3R-4CACE project will incorporate a stakeholders engagement mechanism to enhance voice and participation. As indicated in the SEP, stakeholder consultations will take place formally at least twice during implementation of sub-projects in line with the CDD approach.

The Project implementing institutions, such as, MOF and MoWSA should ensure that vulnerable groups

are participating in consultative processes and that their voices and concerns are captured during the subproject activities identification and implementation. This may require specific meetings with vulnerable groups in addition to general community consultations. For instance, women may be more outspoken in women-only consultation meetings than in general community meetings. Similarly, separate meetings may be held with IDPs and host communities. Further, it is important also to consider other consultation methods besides physical meetings, such as radio broadcasting, to ensure that groups that cannot physically be present at meetings can participate.

10.1.2. Objectives of the stakeholder consultation plan

The overall purpose of stakeholder consultation plan is to provide a framework for achieving effective stakeholder involvement and promoting greater awareness and understanding of issues so that the project will be carried out effectively within project period to the satisfaction of all concerned parties. Consultations and information dissemination of the 3R-4-CACE project are made with the intention of serving the following four major purposes: (i) understanding of the needs of the IDPs and host communities; (ii) ensuring coordination between all implementing partners, government authority and community structures; (iii) reception of feedback and comments as well as grievances from all stakeholders on the design and implementation of the project; and (iv) provision of transparent and accountable mechanisms on all aspects of the project. In line with the fourth objective, all social and environmental risk management instruments like the ESMF, RF, SEP, SA, ESCP, and the like will be publicly disclosed. By the notion of ESCP document of this project, the SEP shall be implemented and regularly updated to identify and to consult new stakeholders. Any feedback collected from the communities and relevant stakeholders will be addressed by the FPCU and FPIU. Further feedbacks that have concern and grievances will be addressed through the GRM of the project.

Although they are not mentioned explicitly in SEP of 3R-4CACE Project, often stakeholder consultation plan serves the following purposes in many WB projects. Hence, the SEP of the on-going project is also useful to address the following issues:

- ✓ Develop and maintain avenues of communication between the project and stakeholders to ensure that their views and concerns are incorporated into 3R-4CACE design, implementation, and monitoring with the objectives of reducing negative impacts to enhance benefits;
- ✓ Inform and discuss about the nature and scale of adverse impacts and to identify priorities of remedial measures for the impacts in a more transparent and participatory manner;
- ✓ Include the attitudes of the community and officials who will be affected by the project so that their views and proposals are mainstreamed to formulate mitigation and benefit enhancement measures;
- ✓ Understand the priorities and aspirations of stakeholders when implementing the proposed mitigation measures;
- ✓ Increase public awareness and understanding of 3R-4CACE to ensure its acceptance; and
- ✓ Inform to the concerned authorities about the impacts of the project, solicit their views, and discuss their share of responsibility for a smooth functioning of the overall projects activities.

Similarly, the Ethiopian legislations and guidelines also deal with the issues of stakeholder consultation and disclosure. The Constitution itself specifies that “People have the right to full consultation and to the expression of their views in the planning and implementation of environmental policies and projects

that affect them directly." However, these legislations and guidelines include neither clear requirements nor arrangements for consultation and disclosure, but rather recommendations. Moreover, Ethiopian legislations tend to be less stringent than Bank policies with regard to consultation and disclosure.

Consultation will be conducted with key stakeholders as relevant throughout the life cycle the project. The different stakeholders should have been made alert about how to provide their concerns and grievances through the project GRM system.

From experiences of World Bank financed projects, the consultation process starts from developing a business plan (proposal) by implementing agents; and this procedure will also work for 3R-4CACE subprojects. A participatory approach will be adopted as an on-going strategy throughout the entire planning and implementation of subprojects. Public participation and consultations will take place through community meetings and all aspects of the subproject including the anticipated environmental and social implications and mitigations will be presented publicly. The proposal of subprojects and the community consultation will be held in accordance with the legal frameworks of the country and international agreements and protocols. Groups for community participation will be selected taking into accounts different variables, such as educational status, cultural differences, ethnic differences, social classes, vulnerability and other. FPCU, FPIU and NRCs, are responsible for community consultation.

Structured checklists are used during stakeholder consultation. During the preparation of this ESMF, a checklist has been used for stakeholder consultation and community consultation (Annex 6).

10.1.3. Disclosure

The provision of access to relevant information for communities and other stakeholders helps them to understand risks, impacts and opportunities of 3R-4CACE. The potential social and environmental adverse effects of the project should be disclosed in the 3R-4CACE website through the major local languages such as, Amharic, Afan Oromo, Afar and Tigrigna. The disclosure in World Bank website will be made in English language. Besides, public disclosure will be made through billboard, banners, flyers, magazines, local FM radios, regional television channels etc. In compliance with the World Bank's Public Consultation and Disclosure Policy, 3R-4CACE will make available copies of the ESMF at accessible places to the public to allow the public and other stakeholders to express their views and comment on the possible environmental and social impacts of the projects and the respective safeguards management to minimize or avoid the anticipated impacts. In this ESMF document, all comments and suggestions will be analysed by FPCU and FPIU, which shall prepare a final report for the 3R-4CACE and the World Bank. The report will be published and made available to the concerned groups and to interested bodies upon request.

10.2. Grievance Redress Mechanism

A grievance redress mechanism (GRM) is a set of arrangements that enable local communities, stakeholders, and other affected stakeholders to raise grievances on 3R-4CACE and seek redress when they perceive a negative impact arising from the project activities. It is a key way to mitigate, manage, and resolve potential or realized negative impacts, as well as fulfil obligations under international

human rights law and contribute to positive relations with local communities and stakeholders.. GRMs have been operated with varying degrees of success.

The Grievance Redress Mechanism (GRM) addresses grievances in an efficient, timely, and cost-effective manner that arise in the Project area either due to the actions of the implementing institutions (MOF and MoWSA) or by the activities of contractor/subcontractors employed. MOF and MoWSA, will be responsible for managing the GRM and cascade the responsibilities to contractors and subcontractors who are engaged in implementing the Project at different levels. Environmental and social experts from MOF and MoWSA shall monitor the grievance resolution process at different levels of the respective implementing entities. Project Affected Persons (PAPs) and other potential complainants should be fully informed of the GRM, its functions, procedures, timelines, and contact persons both verbally and through written materials (often used Kebele Center notice boards for posting) and information brochures during consultations meetings and other stakeholder engagement activities. MOF and MoWSA will implement an effective GRM, to help third parties to avoid resorting to the judicial system as far as possible. Complainants can seek redress from the judicial system at any time. The step-by-step process does not deter them from approaching the courts. All grievance related correspondence shall be documented, and the grievance resolution process will be systematically tracked.

The 3R-4CACE GRM is intended to better serve communities by redressing any possible public grievance that will be raised during the project implementation phases. The GRM should be more accessible to local communities, subproject workers and other stakeholders to allow for a clear communication channel for any individual or group of people who believe that they have been adversely impacted by the activities of 3R-4CACE businesses. The FPCU under MOF in collaboration with other implementing organizations will make the public aware of the GRM through different awareness creation forums and outreach services. Contact details in support of the mechanism of grievance redressing will be publicly disclosed and posted in the Woreda and Kebele level project offices. These will also be incorporated in the 3R-4CACE information materials (e.g. reports, magazines, brochures, flyers and posters). All grievances should be monitored and reported on a quarterly basis.

10.2.1. Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Risk Rating

GBV/SEA is reported as one of the key risks of conflict and displacement. Physical and sexual violence, physical and mental health impacts due to violence against other family members, increased risks of sexual exploitation and abuse, interruption of schooling, and increases in early marriage are among others varieties of GBV among the IDPs. Reports also show that the services for GBV survivors have been disrupted and at times collapsed during conflict. Thus, prevention, protection and response from police and judicial sectors, health care, psychosocial services and shelters have been disrupted and weakened.

Humanitarian needs assessments have shown that addressing GBV and Mental Health and Psychosocial Support (MHPSS) needs is a key need and at the same time a key challenge in relief activities throughout the country. Beyond the humanitarian needs, addressing GBV and MHPSS is also a pre-requisite for any successful and longer-term conflict-related development intervention. In this regard, 3R-4CACE project will engage in the provision of such services via a mobile approach, and through rendering supports for government and non-government entities, based on existing capacity in terms of technical expertise and mobilization strength.

Considering that the project has a component dedicated to GBV risk mitigation and will also have activities inculcated for management of GBV risks for the other components. As it is stated in ESRS document, the preliminary GBV risk assessment established the risks of Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) associated with the context in the project area is rated as substantial. Key risks reflect the general vulnerability of displacement-affected populations, particularly to SEA/SH and other forms of GBV. The risks associated with the project are the fluid humanitarian/emergency context, and the potential limitations to supervise the full range of the project. Likewise, the presence of construction workers, and the potential for labor influx are key risks related to the rehabilitation activities. The ESRS document further indicate that although 3R-4CACE Project activities directly seek to address the impacts of GBV including norms and dynamics underpinning incidence through prevention interventions, the project will adopt a robust approach to SEA/SH risk management corresponding with the Substantial risk level.

10.2.2. Guiding Principles of GRM

The core guiding principles of GRM include:

- ✓ **Legitimacy and objectiveness**: its governance system is widely perceived as independent of the conflicting parties.
- ✓ **Accessibility**: the grievance provision mechanisms should be easily accessible for any person or organization that has complaints on 3R-4CACE subprojects. Individuals who have wish to submit grievance, complaints or concern should not be deterred because of barriers such as language, cost, fear of reprisal, being illiterate, etc.
- ✓ **Predictability**: it offers a clear procedure with time frames for each stage and clarity on the types of resolutions/verdicts.
- ✓ **Fairness**: its procedures are widely perceived as fair, equitable and unbiased, especially in terms of access to information and opportunities for meaningful participation in the final decision.
- ✓ **Responsiveness**: Complaints are acknowledged in a timely manner, addressed promptly and according to order of urgency, and the complainant is kept informed throughout the process with an opportunity to appeal against the final order if he/she is unsatisfied
- ✓ **Rights compatibility**: its outcomes consistent with applicable national and international standards;
- ✓ **Cultural appropriateness**: the design and operation of the grievance mechanism should consider cultural differences, and the broader social and institutional environment while adhering to legal and constitutional obligations
- ✓ **Social Inclusion**: a multiple channel modality promotes an equitable participation of all, particularly inclusion of the poor and marginalized. There must be multiple platforms available to citizens to submit grievances either orally, electronically or in written form in their native language.
- ✓ **Transparency**: its procedures and outcomes should be transparent enough to win the public trust.
- ✓ **Confidentiality**: privacy for complainants should be honoured i.e. the personal information of the complainant should be kept confidential and only used for the purposes of addressing the complaint and follow up actions.

- ✓ **Capability**: implemented with adequate technical, human, and financial resources to deal with the issues at stake or regularly review and act upon grievances data, trends and systemic issues; and
- ✓ **Feedback**: serves as a means to channel citizen feedback to improve project design, implementation, and outcomes.

10.2.3. Basic Grievance Management Process

The GRM will be a distinct mechanism that will allow stakeholders, at the community level in particular, to provide feedback on project impacts and mitigation programs. Environmental and social risk management expert will be assigned at MOF to follow up complaints from different stakeholders over the project. The complaint to be filed should be in line with the project components and/or to its implementation and management. Any compliant not directly related to the project will be referred to the responsible government body. The 3R-4-CACE project grievance resolution process will involve the following main steps:

- ✓ *Receipt of grievances*: anyone from the affected communities or believing they are affected by the Project can submit a grievance (written, verbal, text message, telephone, etc. as appropriate for the complainant).
- ✓ *Registering the complaint*: the focal person who received the complaint will use the GRM logbook for registering.
- ✓ *Referral and examination of complaints*: a GRM Committee shall be established at each project implementation site/kebele (comprising of members from representatives of implementing agencies, PAPs, elders, a representative from Woreda Women and Children Affairs office, etc. as necessary) who will examine the complaint, resolve, or refer to the appropriate body such as formal courts.
- ✓ *Notifying the complainant*: the decision/solution/action by the grievance committee shall be communicated to the complainant as per the stipulated timeline for feedback.
- ✓ *Closing the complaint*: where the decision/solution of the complaint is accepted by the complainant, or complaint that is not related to the project or any of its components, or a complaint that is being heard by the judiciary will be closed following the appropriate procedure based on the acknowledge and signed off by the complainant.

The complaints recorded, resolved and referred will be reported quarterly with the environmental and social implementation performance report to the World Bank and other relevant stakeholders.

10.2.4. World Bank Grievance Redress Service

The World Bank Grievance Redress Service (GRS) is an avenue for individuals and communities to submit complaints directly to the World Bank if they believe that a World Bank-supported project has or is likely to have adverse effects on them, their community, or their environment. The GRS enhances the World Bank's responsiveness and accountability to project-affected communities by ensuring that grievances are promptly reviewed and addressed. The GRS processes an average of 125 complaints a year, covering a wide spectrum of project-related issues. Project-affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred or could occur, as a result of WB's non-compliance with its policies and procedures. The GRS ensures that complaints received are promptly reviewed to address project-related concerns (Table 6). Complaints can be submitted at any time to the World Bank's attention. For more information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit

http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service.

Table 7. GRM Management Process

Process	Description	Time Frame
Establishment of GRM Committees at Kebele Level	✓ GRM Committee will be established at the subproject kebele level comprising of members from representatives of implementing agencies, local elders, beneficiaries, Woreda/ Kebele representative, and Woreda Women Youth and children officer.	Before project implementation
Identification of grievance	✓ Face to face, telephone call, letter, text message, e-mail; website, recorded during public/community interaction; others ✓ The grievance can also be passed through other parties	48 hours
Grievance assessed and logged	✓ Grievances assessed and recorded or logged (i.e., in a logbook). ✓ The committee will have a grievance record book where the grievances are recorded for follow up. ✓ Grievances concerning sexual exploitation and abuse/GBV should be treated as confidential. Only the nature of the complaint and the processing outcome should be recorded. Woreda Women, Children, and Youth Offices will be responsible for GBV case management. MoF shall allocate budget to this office for capacity building and related GBV aspects.	Within a week
Grievance is acknowledged	✓ Acknowledgment of grievance through appropriate medium	Within 4 days
Development of response	✓ Grievance assigned to the appropriate party for resolution and develop response with input from GRM Committee	Within 10 days
Response signed off	✓ Redress action approved at appropriate	1 within 15 days
Feedback/ communication of response	✓ Redress action implemented and update of progress on resolution communicated to the complainant.	Within 20 days

11. ESMF Implementation Arrangements and Institutional Responsibilities

At the national level, the FPCU at the Ministry of Finance (MoF) will lead the implementation of the overall project coordination and oversight of the ESMF and safeguard instruments (Table 7). At the Project Coordination Unit, there two social and environmental specialists will be employed to manage the implementation of the safeguard instruments including this ESMF. The **E&S risk management specialists** will work with project focal points designated by relevant ministries to ensure coordination and technical support. The MoWSA will employ an expert on GVB at the PIU and an **E&S risk management expert**. Federal EPA will provide the necessary support during project appraisal, impact screening and EIA clearance and approval.

At the region level, the regional PCUs that are housed within the Regional DRMCs will coordinate the implementation of the ESMF and ensuring the E&S risk management compliance of activities within their region. An overall coordinator for the E&S risk management activities will be employed at the region level and will coordinate the implementation of the ESMF. The safeguard expert will directly work with the regional EPA experts and facilitate ESIA report review and subsequent approval of sub-project documents. Regional E&S experts will be responsible for the preparation of ESIA, ESMP and the monitoring and evaluation of the implementation of mitigation measures. **At the Zonal/Woreda levels,** the Zonal/Woreda E&S risk management expert will coordinate the ESMF implementation activities in collaboration with the project coordinator. The main task of the safeguard expert will be to facilitate the project risk screening, review by the EPA experts and coordinate subsequent approval. The WPCT will include an E&S risk management expert from Woreda EPA, who will be responsible for the implementation and monitoring of the ESMF activities. **At the community level**, the Neighborhood Relations Committees (NRCs), in coordination with the Kebele Development committees (KDCs), will coordinate the implementation including the E&S risk identification and management. The Community Project Management and Monitoring Sub-Committees (CPMMSC) and Community Audit Sub-Committees will monitor the implementation of E&S risks mitigation measures.

Table 8. Implementing institutions and their roles and responsibilities

Institution	Project E&S Staff	E&S Responsibility	
		Implementation Period	Operation Period
Federal Level			
Federal Steering Committee (FSC)	-	- Oversight of overall project E&S management	-
FPCU at Ministry of Finance (MoF)	- Environmental Specialist (1) - Social Specialist (1)	- Supervision and monitoring of overall project E&S management - Conduct E&S screening of subprojects under Component 1 (including construction subprojects, TAs, procurement of goods, non-consulting and consulting services) - Prepare E&S instruments for subprojects under Component 1 based on subprojects screening recommendations - Ensure that E&S terms and conditions are included in procurement and contract documents for construction subprojects, TAs, procurement of goods, non-consulting	- MoF will provide overall oversight of E&S management

Institution	Project E&S Staff	E&S Responsibility	
		Implementation Period	Operation Period
		and consulting services and also specific subproject ESHS requirements (WB procurement documents can be found through the following link - Procurement Framework and Regulations for Projects) - Implement ESMPs - Supervision and monitoring of E&S management for Component 1 - Provide capacity building training for RPCUs, regional sector bureaus, woreda PCTs, and woreda level sector offices. - Support RPCUs in preparation screening reports and E&S instruments - As required update the ESMF and RF - Disclose the ESMF, RF, and subprojects' E&S instruments - Responsible for overall project E&S reporting	
FPIU at Ministry of Women & Social Affairs	- Environmental Specialist (1) - Social Specialist (1) - SEA/SH Specialist (1)	- Supervision and monitoring of implementation of E&S management for Component 2 - Conduct E&S screening of subprojects under Component 2 (including construction subprojects, TAs, procurement of goods, non-consulting and consulting services) - Prepare E&S instruments for subprojects under Component 2 based on subprojects screening recommendations - Ensure that E&S terms and conditions are included in procurement and contract documents for construction subprojects, TAs, procurement of goods, non-consulting and consulting services and also specific subproject ESHS requirements (WB procurement documents can be found through the following link - Procurement Framework and Regulations for Projects) - Implement ESMPs - Supervision and monitoring of E&S management for Component 2 - Provide capacity building training for RPCUs, regional sector bureaus, woreda PCTs, and woreda level sector offices. - Support RPCUs in preparation screening reports and E&S instruments - As required update the ESMF and RF - Disclose the ESMF, RF, and subprojects' E&S instruments - Responsible for E&S reporting of Component 2 activities	- MoWSA will provide overall oversight of E&S management
Line Ministries (MoH,	- E&S Focal	- Participate in and contribute to the E&S	- Monitor E&S

Institution	Project E&S Staff	E&S Responsibility	
		Implementation Period	Operation Period
MoE, MoWE, MoUDI, MoJ, MoA, MoP, EDRMC, Attorney General Office)	Persons at each ministry	management effort, particularly in sector specific E&S management issues and requirements - Liaise with the FPCU and FPIU on E&S management issues during screening, instruments preparation, including E&S requirements in procurement documents, supervision of implementation of measures	management of subprojects under their respective ministries
Federal EPA	-	- Review and clearance of E&S screening reports for large subprojects - Review and clearance of E&S instruments for large subprojects administered by the FPCU at MoF and FPIU at MoWSA - Monitor implementation of large subprojects E&S management by the FPCU at MoF and FPIU at MoWSA - Provide training for E&S staff in the implementing agencies	- Monitor E&S management of subprojects
Regional Level			
RPCUs at RDRMCs	- Environmental Focal Person (1 per region) - Social Focal Person (1 per region)	- Supervision and monitoring of subprojects E&S management under Components 1 & 2 - Conduct E&S screening of subprojects under Components 1 & 2 (including construction subprojects, procurement of goods, non-consulting and consulting services) - Prepare E&S instruments for subprojects under Components 1 & 2 based on subprojects screening recommendations - Ensure that E&S terms and conditions are included in procurement and contract documents for construction subprojects, procurement of goods, non-consulting and consulting services and also specific subproject ESHS requirements (WB procurement documents can be found through the following link - Procurement Framework and Regulations for Projects) - Implement ESMPs - Supervision and monitoring of E&S management for Components 1 & 2 - Provide capacity building training for woreda PCTs, woreda level sector offices, community committees. - Responsible for E&S reporting	- RDRMCs will provide oversight of E&S management
Bureaus of Finance and Economic Development (BoFED)	- E&S Focal Person	- Participate in and contribute to the E&S management effort under Component 1 - Liaise with the RPCU on E&S management issues during screening, instruments preparation, including E&S requirements in procurement documents, supervision of	- Provide oversight of E&S management for Component 1 subprojects

Institution	Project E&S Staff	E&S Responsibility	
		Implementation Period	Operation Period
		implementation of measures under Component 1	
Bureaus of Women and Social Affairs (BoWSA)	- E&S Focal Person	- Participate in and contribute to the E&S management effort under Component 2 - Liaise with the RPCU on E&S management issues during screening, instruments preparation, including E&S requirements in procurement documents, supervision of implementation of measures under Component 2	- Provide oversight of E&S management for Component 2 subprojects
Sector Bureaus	- E&S Focal Persons	- Participate in and contribute to the E&S management effort, particularly in sector specific E&S management issues and requirements - Liaise with the RPCU on E&S management issues during screening, instruments preparation, including E&S requirements in procurement documents, supervision of implementation of measures	- Monitor E&S management of subprojects under their respective bureaus
Regional EPAs	-	- Review and clearance of subprojects E&S screening reports - Review and clearance of E&S instruments for subprojects administered by the RPCUs at RDRMCs - Monitor implementation of subprojects E&S management by the RPCUs at RDRMCs - Provide training for E&S staff in the implementing agencies (at woreda and community levels)	- Monitor E&S management of subprojects
Woreda Level (NROC Woreda)			
Woreda PCTs	- E&S Focal Person	- Coordinate implementation of E&S management at woreda level - Conduct public consultations and communications at woreda level - Coordinate integration of woreda sector offices for E&S management	-
Woreda Administrations	-	- Overall oversight of E&S management during implementation of subprojects, in coordination with woreda PCTs	- Monitor of E&S management of subprojects
Women and Social Affairs Offices	-	- Participate in and contribute to the E&S management effort under Component 2	- Oversight of E&S management of subprojects
Sector offices	-	- Participate in and contribute to the E&S management effort, particularly in sector specific E&S management issues and requirements	- Implement E&S management of subprojects under their respective sectors
Healthcare, education, WASH, and other facilities	-	-	- Implement E&S management

Institution	Project E&S Staff	E&S Responsibility	
		Implementation Period	Operation Period
Woreda environment offices	-	- Monitor E&S management of subprojects	- Monitor E&S management of subprojects
Third Party Implementers (HROC Woreda)			
Third Party Implementer	- E&S Focal Person	- Coordinate implementation of E&S management at woreda level - Conduct public consultations and communications at woreda level	- Implement E&S management of subprojects
Third Party Monitor	- E&S Focal Person	- Monitor implementation of E&S management at woreda level	- Monitor E&S management of subprojects
Community Level (both NROC and HROC Woredas)			
Neighbourhood Relations Committees (NRCs)	-	- Coordinate implementation of E&S management at subproject level - Coordinate public consultations and communications at subproject level	-
Kebele Development Committees (KDCs)	-	- Coordinate implementation of E&S management at subproject level - Coordinate public consultations and communications at subproject level	-
Contractors			
Works Contractors	-	- Responsible for implementation of all E&S management requirements during construction of subprojects	- Responsible for E&S management during defects liability activities
Service Contractors	-	- Responsible for ensuring E&S requirements are fulfilled during provision of services	-
Good Suppliers	-	- Responsible to ensure E&S requirements are fulfilled during supply of goods	-
Consultants			
Design Consultants	-	- Responsible for ensuring E&S requirements are incorporated in designs	-
ESA Consultants	-	- Responsible for conducting environmental and social assessment studies of subprojects, particularly for subprojects classified as Substantial and, in some cases, Moderate risk	-
Supervision Consultants	-	- Responsible for supervision of the contractors' E&S management according to E&S instruments prepared (such as ESMPs/C-ESMPs)	-
TA Consultants	-	- Responsible for ensuring that TAs are prepared in compliance with the WB Note on TA and the ESF	-

11.1 Capacity building and Training

Building the capacity of the implementing and coordinating institutions is vital for the success of any project in meeting its intended objectives. Likewise, the institutions which are responsible for the

implementation and coordination of 3R-4CACE Project need to enhance their overall capacity of implementation. Capacity building activities include employment or assignment of the required human power, access for training, and provisions of facilities. Although MoF and MoWSA are the main implementers and coordinators, there are also others that play significant role in implementing the Project. The envisioned capacity building activities are discussed as follows:

Project Staff Recruitment and Assignment: As explained earlier in this document, while MoF have limited experiences in implementing and coordinating World Bank financed projects, MoWSA is new for the Bank projects. Therefore, the two institutions required several technical staffs which are essential to implement the project under the Bank's environmental and social standards.

By the provisions of the PAD, MoF will lead the implementation of components 1 and 3 and the overall project coordination and oversee activities. MoF will host FPCU, led by a Project Coordinator, and comprising technical support personnel, such as monitoring team, financial management (FM) and administration specialist, procurement expert, contract management expert, and E&S risk management specialists. These are crucial technical staffs that should be made available to the fullest for smooth implementation of 3R-4CACE project. However, since MoF has limited experiences of coordinating and implementing World Bank financed projects, it is less likely to get the required technical staffs in its fullest manner. During consultation session with people from MoF, they explained the absence of most the essential technical staffs particularly of environmental and social risk management specialists. Therefore, the research team recommends in strong terms, MoF should employ all the required specialists who are not available in the organization. The team also recommends that if MoF wants to assign some available specialists in the organization, the assignment should be made as soon as possible so that they will get familiarize with the purpose of the project. Before the commencement of 3R-4CACE implementation all the required staffs under FPCU has to be fulfilled. FPCU should establish its own network structures down to the regions, zones, Woredas and kebele levels. It will also ensure that citizen engagement aspects are implemented by the locally-based units in compliance with monitoring and implementation of E&S related issues. Thus, FPCU will establish Mobile Support Teams that are able to support local project structures.

Similarly, MoWSA will lead the implementation of activities under Component 2. An FPIU will be set up in MoWSA, led by an FPIU Coordinator, and comprising specialists in financial management (FM) and administration, GBV, health, M&E, procurement, and E&S risk management are the basic technical staffs to implement Component 2 of 3R-4CACE project. MoWSA is new to implement and coordinate World Bank financed projects and thus, it will have hardly the required technical staffs to meet the Bank's ESS. Therefore, MoWSA should employ all the required technical staffs particularly E&S risk management specialists as soon as possible before the project implementation commenced. GBV specialists, psychiatrists/health professional, and psychologists are among the lists of crucial project staffs who should be employed beforehand. Additional staffing needs, including within MoH and associated partner ministries, will be determined based on discussion and agreement between MoWSA and the World Bank. On the other hand, if MoWSA has already some of the required staffs for the project, they should be assigned and made to acquaint themselves with the notions of the project.

Training: The contribution of project relevant trainings in enhancing the capacity of project coordinators and implementers are vital. Accordingly, project relevant trainings should be delivered for FPCU and FPIU alongside their technical staffs at federal, regional, Woreda, and kebele levels as well as for third

party implementers, contractors, and operators. Capacity building training should also be extended for all relevant stakeholders such as MoWSA, MoF, MoE, MoH, MoJ, regional and local governments, OSCs, NRCs, etc (Table 8). The trainings should be mainly on the content of ESMF such as, Environmental and Social Risk Management, GBV and the required response to survivors, the need for Mental Health and Psychosocial Support (MHPSS), GRM, etc. The project workers should also be trained about occupational health and safety to enhance their overall capacity in implementing and coordinating the Project.

Provisions of Facilities: The implementing and coordinating institution particularly at local level may lack the necessary office equipment to run the activities of the project. Therefore, it is imperative to provide the material needs of the implementers and coordinators at local level. For instance, it is assumed the OSCs should play a pivotal role for the success of 3R-4CACE project. However, most of OSCs in the target Woredas may not have basic equipment like computer, photocopy, printer, office chair, consumable materials and table to run their daily routines. Hence, it is essential to supplement OSCs with office materials. Similarly, the establishment of safe house (temporary shelter) for GBV survivors should provide accommodation and food services for the survivors. To render these services for the GBV survivors, the rehabilitation centers should be provided with different materials including clothes, mattresses, sheets, utensils, and food items so that they can provide adequate services. Provisions of facilities should also be made to other relevant stakeholders at local level based on needs and the availability of required project resources.

Table 9: Table Capacity building training plan for implementing partners involving in the ESMF implementation

Admin level	Implementing partners	Target experts	Themes of training	Duration of training	Responsible for body
Federal	MoF, MoWSA, MoE, MoH, MoJ, EDRMC	M&E experts, E&S specialists, Project coordinators, FM and admin team, PIU, PCU staff, SC & TC members, DRM experts, ER experts,	3R-4CACE project objectives, ESRM instruments, OHS, WB-ESF, GRM, MHPSS, M&E, OSCs, NRCs,	3 rounds (5 days per round)	Specialist Consultants
Regional	Education, Justice, Finance, Health, Women and social affairs, DRM, Planning	Specialist experts, sector experts, planners, safeguard experts,	3R-4CACE project objectives, ESRM instruments, OHS, WB-ESF, GRM, MHPSS, M&E, OSCs, NRCs,	3 rounds (5 days per round)	Specialist Consultants
Woreda	Admin, finance, education, health, water, agriculture, women and social affairs	Administrator, sector specialists, planning experts, community mobilisers, Technical team, Mobile support team, safeguard experts	Sensitization and awareness on 3R-4CACE; community-driven planning and decision processes, FM, and ESMP and safeguards management (GBV, GRM, ESRM instruments), monitoring and evaluation, gender, facilitation skills, community mobilization, quality assurance	4 rounds (5 days per round)	Regional experts (ToTs), Consultants
Kebele, Community	Kebele Administration, DA office, FTCs, Cooperatives, Community institutions (Idir, religious),NRCs, OSCs, youth groups, women groups, SACCOs	Administrators, DAs Community leaders, NRC members, OSCs staff, Youth and women representatives, Coop members, Opinion leaders	Awareness on 3R-4CACE project objectives, community planning, E&S impacts and management of negative impacts, ESMP, community role, GRM, GBV/SEA/SH	5 rounds (4 days per round)	Experts from Woreda sector offices, Woreda technical team, Mobile support team (ToTs)
Woreda	Third party implementers	Safeguards experts, planning experts,	Sensitization and awareness on 3R-4CACE; community-driven planning	4 rounds (5 days per	Regional experts

Admin level	Implementing partners	Target experts	Themes of training	Duration of training	Responsible for body
		community mobilizers, mobile support team	and decision processes, FM, and ESMP and safeguards management (GBV, GRM, ESRM instruments), monitoring and evaluation, gender, facilitation skills, community mobilization, quality assurance	round)	(ToTs), Consultants
Federal/regional	Contractors	Safeguards experts, project managers, technical team	ESMP and safeguards management (GBV, GRM, ESRM instruments), monitoring and evaluation, gender	4 rounds (5 days per round)	Regional experts (ToTs), Consultants
Woreda	Operators	Woreda administrators, sector experts, planning experts	ESMP and safeguards management (GBV, GRM, ESRM instruments), monitoring and evaluation, gender	4 rounds (5 days per round)	Regional experts (ToTs), Consultants

11.2. ESMF Implementation Budget

The implementation plan is a tool that facilitates the accomplishment of major activities in a given period of time which in turn expedite the effective and timely execution of the entire project. It is a breaking down of the implementation process into smaller steps, while defining the timeline, the teams and the resources that will be needed for execution. As indicated in the project description section of this report, 3R-4CACE will phase out by 2026. Therefore, to accelerate the implementation of the project in the given period, major activities of the Project will be executed as indicated in Table 8 below. Along with the timeline of execution, the responsible implementers and the required budget are shown.

Table 10: Estimated cost for implementation ESMF activities

No.	**Major Issues of ESMF**	**Implementation period**	**Implementers**	**Budget (USD)**	**Source of budget**
1.	Public consultation	April 2022 to December 2025	MoF, MoWSA (FPCU & FPIU)	30,000	Component 1
2.	E&S risk management experts Salaries (4 Federal, 4 regional, 4 zonal/Woreda)	2022-2025	MoF, MoWSA (FPCU & FPIU)	691,200	Component 1&2
3.	ESMF Capacity Building				
	• Federal level experts training	2 in 2022; 1 in 2023	MoF, MoWSA (FPCU & FPIU)	90,000	Component 1
	• Regional level experts	2 in 2022; 1 in 2023	MoF, MoWSA (FPCU & FPIU)	110,000	Component 1
	• Woreda level experts	2 in 2022; 2 in 2023	MoF, MoWSA (FPCU & FPIU)	35,000	Component 1
	• Kebele and Community level	3 in 2022; 2 in 2023	MoF, MoWSA (FPCU & FPIU)	55,000	Component 2
4.	Screening 3R-4CACE clients	September,2022 to December, 2025	MoF, MoWSA (FPCU & FPIU)	45,000	Component 1
5.	Social and environmental auditing	Annually in December as of 2023,	Consultants	40,000	Component 2
6.	GRM review	Quarterly review from January, 2023 to December, 2025	MoF, MoWSA (FPCU & FPIU)	40,000	Component 3
7.	Public disclosure	August 2022 to December 2025	MoF, MoWSA (FPCU & FPIU)	15,000	Component 1
8.	Monitoring and evaluation	Biannually on June and December as of 2023	MoF, MoWSA (FPCU & FPIU)	90,000	Component 1

11.3. ESMF Monitoring and Evaluation

The 3R-4CACE project ESMF monitoring will be done at all the phases starting from the pre-design phase to the operation and evaluation phases. The ESMF monitoring plays important role in achieving environmental and project sustainability. Monitoring involves the continuous or periodic review of project activities to determine actual implementation and effectiveness of recommended mitigation measures. Consequently, trends in environmental degradation or improvement can be established. Its purpose is to establish benchmarks so that the nature and magnitude of anticipated environmental and social impacts can be continually assessed. The purposes of these monitoring activities are to establish benchmarks on safeguards so that the nature and magnitude of anticipated environmental and social impacts can be continually assessed and managed and confirm the achievements of ESMF objectives. Therefore, ESMF Monitoring within the project implementation period will become a regular practice or it could be periodic review like annual monitoring/auditing during project implementations period to determine and guarantee the effective implementation of measures and procedures stated under this ESMF. The objectives of monitoring are to:

- Alert project implementers by providing timely information about the success or otherwise of the environmental management process outlined in this ESMF in such a manner that changes can be made as required to ensure continuous improvement to the proposed program environmental and social management process (even beyond the project's life).
- Make a final evaluation in order to determine whether the mitigation measures incorporated in the technical designs and the ESMP have been successful in such a way that the pre-project environmental and social condition has been restored, improved upon or is worse than before and to determine what further mitigation measures may be required.

The ESMF implementation indicators to be monitored during program implementation include the following:

- ✓ Number of E &S safeguard specialists and EHS officers hired with project funds at different levels ;
- ✓ Number of screening forms completed and number/percentage/ of different ES risk classifications;
- ✓ Number screening of forms approved with no need for modification;
- ✓ Number of ESMPs and other safeguard instruments developed and implemented;
- ✓ Number of staffs at all levels trained in the implementation of this ESMF;
- ✓ Type of training program and staffs at national, regional and Woreda levels attending training course. in ESMF, RAP/RF, ESMP, ESIA, SEP and other safeguards instruments;
- ✓ Number of safeguard clauses included as part of the subprogram contract documents;
- ✓ Number and record of category of contractor's staff who received training and awareness;
- ✓ Number of worker fatalities or loss-time accidents/incidents
- ✓ Number of vulnerable groups identified and benefited from the program
- ✓ Number of trees planted
- ✓ Area of land rehabilitated/revegetated
- ✓ Amount of waste generated, recycled, disposed
- ✓ Amount of hazardous waste properly collected and disposed
- ✓ Amount of medical waste properly collected and disposed
- ✓ Number of water quality tests conducted
- ✓ Percent compliance of water quality test results with applicable water quality limits

- ✓ Percent compliance of wastewater discharges with applicable wastewater discharge limits
- ✓ Type and number of PPE distributed;
- ✓ Number of contractor's staffs by profession, sex including number of local employees, underserved peoples and vulnerable groups;
- ✓ Inspection, monthly, quarterly and annual reports;
- ✓ Number of PAPS who received compensation;
- ✓ Number of field appraisals undertaken;
- ✓ Number of written warnings of violations of ESMPs issued to contractors and/ or the beneficiaries in case of non-compliances;
- ✓ Number of recommendations from the WB missions, annual review and monitoring that have been implemented by the beginning of the following year;
- ✓ Number of chance finds procedures for physical cultural resources invoked, if applicable.

11.4. Environmental and Social Audit

An independently commissioned environmental and social audit will be carried out by the end of each fiscal year. Annual Audit of the ESMF implementation will be undertaken by independent external consultants. The reviews amongst other things will assess the performance of the project activities against safeguards procedures described in this ESMF, the need for future training, and existing status of implementation of environmental and social safeguards measures to address the corresponding impacts due to implementation of 3R-4CACE.

The Annual Audit provides a strong feedback for MoF, MoWSA, and World Bank whether the project ESMF including the ESMP and other safeguards instruments are implemented as recommended or not. An Annual Audit Report will include a summary of the environmental and social safeguards performance of 34-4CACE based on the project ESMP and measures indicated in the ESMF; the compliance and progress in the implementation of the project ESMP; and a synopsis of the environmental and social monitoring results from subproject monitoring measures.

The main tasks of the audit study will consider, but not limited to:

- ✓ Description of the project, Objective, Scope and Criteria of the Audit;
- ✓ Verify the level of compliance by the proponent with the conditions of the environmental social management plan;
- ✓ Evaluate the proponent's knowledge and awareness and responsibility for the application of relevant legislation;
- ✓ Review existing project documentation related to all project facilities and designs under 3R-4CACE;
- ✓ Examine monitoring programs, parameters and procedures in place for control and corrective actions in case of emergencies;
- ✓ Examine records of incidents and accidents and the likelihood of future occurrence of the incidents and accidents;
- ✓ Inspect areas where subprojects equipment and materials are stored and disposed and give a record of all significant environmental risks associated with such activities;
- ✓ Examine and seek views on health and safety issues from the subproject staffs, the local and other potentially affected communities; and

- ✓ Prepare a list of health, safety, environmental and social including gender concerns of past and on-going activities.

12.References:

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FDRE. 2000. Public Health Proclamation, No. 200/2000. Negarit Gazeta, 6th year No. 28, March 9: 1274.

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FDRE. 2019. Labour Proclamation. No.1156/2019. Negarit Gazeta, 25th year No. 89, September 5: 11691.

FDRE. 2002. Environmental Pollution Control Proclamation, No. No. 300/2002. *Negarit Gezeta,* 9th year No.12, December 3: 1959.

Federal Democratic Republic of Ethiopia (FDRE).1995. The Constitution of the Federal Republic of Ethiopia. Addis Ababa.

World Bank Environmental and Social Standards (ESS)

13. Annexes

Annex 1: Subproject E&S Screening Checklist

This section outlines the selection criteria and associated Environmental and Social Assessment procedures to be applied when screening projects under the proposed 3R-4CACE project. This form is to be used by the MoF/FPCU, MoWSA/FPIU, and RDRMCS/RPCUs to screen all proposed sub-projects.

1.1. Project description

Project component……..

Sub-project Name……

Location: Woreda …….Kebele/local name **……**.

UTM Coordinates Easting…..Northing……..…

Major land cover/land use type of the proposed subproject site

Cultivation land……. Forest…….

shrub land/bush land……Grass land……Bare land Others……

Land Ownership:

Private…….Government……community/communal land----------Others……..

Final risk class of the subproject based on the results of the screening……..

1.2. Completeness of Subproject Application

Does the subproject application document contain complete information on the following issues:

Issues to be considered	Yes	No	N/A
Description of the proposed subproject and where it is located			
Reasons for proposing the subproject			
The estimated cost of construction and operation of the subproject			
Information about how the site was chosen, and what alternatives were considered			

Issues to be considered	Yes	No	N/A
A map or drawing showing the location and boundary of the subproject including any land required temporarily during construction			
The plan for any physical works (e.g. layout, buildings, other structures, construction materials)			
Any new access arrangements or changes to existing road layouts			
Any land that needs to be acquired, as well as who owns it, lives on it or has rights to use it			
A work program for construction, operation and decommissioning the physical works, as well as any site restoration needed afterwards			
Construction methods			
Resources to be used in construction and operation (e.g. materials, water, energy)			
Information about measures included in the subprojects plan to avoid or minimize adverse environmental and social impacts			
Details of any permits required for the subproject			

Annex 1.3: Project eligibility checklist for MoF, MoWSA, Regional and Woreda level experts (Form 2)

1.2.1. Name of the program component:	
Name of the subproject:	
Location of the subproject: Region: _____	**Zone: ___Woreda: _____**
Kebele: _____	
Person(s) who did the eligibility checklist	
Name Organization	**Signature Date**
1.	

Answer the following questions to determine whether the subproject is eligible or not		
Will the subproject	Yes	No
Cause large-scale physical disturbance of the site or the surroundings unless the adverse impacts on the physical environment are manageable with appropriate mitigation strategies		
Block access to or use of water points etc. used by others		
Located in protected areas and other ecologically sensitive ecosystems unless there is no viable alternative, all due processes under international and national law are complied with, the adverse impacts will not lead to net reduction in the biodiversity value, the adverse impacts will not lead to net reduction on sensitive ecological components, will not lead to significant degradation of the habitat, mitigation plan will be designed to achieve net gains, and long term monitoring and evaluation program is put in place.		
Create encroachment and/or cause significant adverse impacts to critical natural habitats (e.g., wildlife reserves; parks or sanctuaries; protected areas; forests and forest reserves, wetlands, national parks or game reserve; any other ecologically/environmentally sensitive areas) unless there is no technically and financially feasible alternative and appropriate mitigation measures are put in place		
Significant impact on physical cultural resources (archaeological sites; religious monuments or structures; natural sites with cultural values; cemeteries; graveyards; graves; and other sites of significance) unless identification, valuation, and protection of the cultural resources is possible		
Have risk on and/or exclude some members of a community, including vulnerable and minority groups		
Contravene international and regional conventions on environmental and social issues		

If the answer to any of the above questions is Yes, then the project is designated as ineligible and excluded unless the risks can be avoided by change of design and/or other appropriate mitigation measures (See the EIA guideline, 2000).

Eligibility Recommendations:
Subproject is eligible and approved: ☐
Subproject is not eligible and rejected, and requires further action: ☐

Screening supervised and approved by:

Name	Position	Signature	Date:
_____	_____	_____	_____

Annex 1.4. Screening checklist for subprojects with environmental and social concerns (needing special attention) (Form 3)

Name of the Project component:
Name of the subproject:
Location of the subproject: Region: _____ Zone: _____Woreda: _____
Kebele: _____
Person(s) who did the eligibility checklist

Name	Organization	Signature	Date
1.			
2.			

Feature of environmental and social concern: Will the subproject	Yes	No	Comments
Involves land acquisition, or loss of assets, or access to assets on the land			
Have chemical/hazardous wastes, disposal and pollution issues			
Displace individuals, families or businesses			
Have risk of causing the contamination of drinking water			

If the subprojects have any of the above features ('Yes' answers), the concerned focal person/expert, within the MoF/MowSA/RDRMCs, notifies the Federal EPA/Regional EPA to make sure that the necessary procedures and guidelines are followed. In addition, the subprojects have to be screened for any potential environmental and social concern as per the checklist given below

Recommendations

Subproject needs special attention: ☐

Subproject does not need special attention: ☐

Additional comments

Screening supervised and approved by

Name	Position	Signature	Date:
1_____	_____	_____	_____

1.5. Checklist for environmental and social impact rating for subproject activities or subproject's of environmental and social concerns

Impact rating will be considered both in terms of consequence of impacts and probability of impacts to happen as described in the impact analysis of this report

A	Type of activity – Will the subproject:	If Yes, Rate of Impacts				
		Low	Moderate	Substantial	High	Unknown
1	Build or rehabilitate any rural and access roads?					
2	Build or rehabilitate any electric energy system?					
3	Build or rehabilitate any structures or buildings?					
4	Be located in or near an area where there is an important historical, archaeological, or cultural heritage site?					
5	Be located within or adjacent to any areas that are or may be protected (e.g. national park, national reserve, natural forests, wetlands) or that might be a natural habitat?					
6	Depend on water supply from existing reservoirs, weir, or other water diversion structure?					
B	**Environment – Will the subproject:**	**If Yes, Rate of Impacts**				
		Low	**Moderate**	**Substantial**	**High**	**Unknown**
7	Have risk of causing the contamination of drinking water?					
8	Have a risk of causing the contamination or pollution of surface and groundwater resources, resulting in deteriorated water quality?					
9	Have a risk of contamination of soil?					
10	Cause poor water drainage and increase the risk of water-related diseases such as malaria or bilharzias?					
11	Results in vegetation clearing and biodiversity loss?					
12	Create a risk of increased soil degradation or erosion?					
13	Produce or increase the production of solid non-hazardous waste?					

14	Produces or increase the production of wastewater?					
15	Involve use of hazardous materials?					
16	Produces or increases the production of hazardous wastes?					
17	Produces or increase the production of infectious/pathogenic waste?					
18	Involves the use and management of pharmaceutical products?					
19	Results in surface water and groundwater depletion?					
20	Have a risk of inefficient water use and management?					
21	Have a risk of inefficient energy use and management?					
22	Have a risk of flooding and any other natural disasters?					
23	Results in air pollution, including emission of dust?					
24	Results in noise pollution?					
25	Have a risk of traffic safety?					
26	Have risks from potential EHS liabilities at existing facilities?					
C	**Social – Will the subproject:**	**If Yes, Rate of Impacts**				
		Low	**Moderate**	**Substantial**	**High**	**Unknown**
27	Conducted stakeholders and affected people consultation?					
28	Require that land (public or private) be acquired temporarily for its development?					
29	Require that land (public or private) be acquired permanently for its development?					
30	Use land that is currently occupied or regularly used for productive purposes (e.g. gardening, farming, pasture, fishing locations, forests)					
31	Displace or relocate individuals, families, or businesses?					

32	Result in the temporary or permanent loss of crops, fruit trees, or household infrastructure such as granaries, outside toilets and kitchens?					
33	Result in the involuntary restriction of access by people to legally designated parks and protected areas?					
34	Restrict access by the community of services and infrastructure such as roads, water, power, and social services?					
35	Affects housing and other structures, resulting in loss of asset?					
36	Affects utilities such as water supply, power, communications?					
37	Affects vulnerable, underserved, and indigenous people?					
38	Resul in occupational health and safety risks?					
39	Result in community health and safety risks?					
40	Cause social exclusion?					
41	Cause social conflicts?					
42	Have a risk of influx of migrant workers?					
42	Have a risk of child labor?					
44	Have a risk of SEA/SH/GBV?					

Categorization & Recommendations

After compiling the above form, determine which risk category the subproject falls based on the environmental categories High, Substantial, Moderate and Low risk. If the subproject falls under “High, Substantial, Moderate or Low” risk categories, proceed to identify the category of the sub-project (i.e., Schedule I, II or III) based on the National EIA procedural guideline issued by the Federal Environment, Forest and Climate Change Commission.

World Bank ESF Categorization (place tick in the below box)

	High Risk	If the subproject falls under "High Risk" the Environmental and social Assessment should be conducted in accordance with the World Bank Environmental and Social Standards (ESSs). Such subprojects should pass through eligibility screening. Re-design and re-siting of High-risk subproject is recommended to bring the risk level to Substantial or lower. However, if this is not possible, a Full ESIA shall be prepared.
	Substantial Risk	If the subproject falls under "Substantial Risk" the Environmental and social Assessment of the subproject should be conducted in accordance with National law and any requirements of the ESSs that the Bank deems relevant to such subprojects. Depending on the schedule of the subproject, Full or Preliminary ESIA shall be prepared.
	Moderate Risk	Environmental and social Assessment of the subproject should be conducted in accordance with National law and any requirements of the ESSs that the Bank deems relevant to such subprojects. Depending on the schedule of the subproject, Preliminary ESIA or ESMP shall be prepared.
	Low Risk	Sub project is not subject to environmental assessment as no potential impacts are anticipated. However, preparation/inclusion of Environmental Guideline for Construction Contractors shall be considered.

National EIA Procedural Guideline (2003) Categorization (place tick in the below box)

	Schedule I	Component 1(ancillary facilities), 2 & 3subproject highly unlikely to fall under "Schedule-I" Category. In the unlikely event that subproject falls under "Schedule-I" the subproject is to be fed into the standard ESIA process determined by the Federal or Regional EPFCCCs
	Schedule II	Subproject will require a partial/preliminary ESIA, and will necessitate the preparation of Preliminary ESIA / ESMP.
	Schedule III	Subproject is not subject to environmental assessment as no potential impacts are anticipated.

Prepared by	:
Name	:
Signature	:

Reviewer	:	
Name	:	
Signature	:	

When considering the location of a subproject, rate the sensitivity of the proposed site in the following table according to the given criteria. Higher ratings do not necessarily mean that a site is unsuitable. They do indicate a real risk of causing undesirable adverse environmental and social effects, and that more substantial environmental and/or social planning may be required to adequately avoid, mitigate, or manage potential effects. The following table should be used as a reference.

Description and guidance on rating of the level of risks for site sensitivity

Issues	Site Sensitivity			
	Low	Moderate	Substantial	High
Sensitive Natural habitats (Wetland, national parks)	No natural habitats present of any kind, No critical hot spot biodiversity area, fragile ecosystem	No critical natural habitats; other natural habitats occur	Presence of limited level critical natural habitats present. hot spot biodiversity area, fragile ecosystem with in declared protected area	Presence of critical natural habitats present. hot spot biodiversity area, fragile ecosystem with in declared protected area
Water quality and water resource availability and use	Water flows exceed any existing demand; low intensity of water use; potential water use conflicts expected to be low; no potential water quality issues	Medium intensity of water use; multiple water users; water quality issues are important	large water use; multiple water users; potential for conflicts is medium; water quality issues are important limited water use; multiple water users; potential for conflicts is medium; water quality issues are important	Intensive water use; multiple water users; potential for conflicts is high; water quality issues are important Intensive water use; multiple water users; potential for conflicts is high; water quality issues are important
Natural hazards vulnerability, floods, soil stability/ erosion	Flat terrain; no potential stability/erosion problems; no known volcanic/seismic/ flood risks	Medium slopes; some erosion potential; medium risks from volcanic/seismic/ flood/ hurricanes	Less than High features of Mountainous terrain; steep slopes; unstable soils; high erosion potential; volcanic, seismic or flood risks	Mountainous terrain; steep slopes; unstable soils; high erosion potential; volcanic, seismic or flood risks
Cultural property Physical cultural resources	No known or suspected cultural heritage sites	Suspected cultural heritage sites; known heritage sites in broader area of influence	Limited Known heritage sites in project area	Known heritage sites in project area
Involuntary resettlement	No economic or physical displacement	If it displaces less than 200 people	If it displaces about 200 people	If it displaces greater than 200 people
Land acquisition	No land acquisition	If the activity takes less than 20% of households land	If the activity takes about 20% of households land	If the activity takes more than 20% of households land

Annex 2: Consent Form

I appreciate your willingness to participate in this research and the time you have set out for it. My name is _____ and I am a member of the team of research at the World Bank. The purpose of this research is to explore as much data as possible about the situations of IDPs in Ethiopia to make intervention through the World Bank project named Response - Recovery - Resilience for Conflict-Affected Communities in Ethiopia.

Your contribution for the success of this project depend on the valuable information that will be acquired from you. The conversation will last approximately an hour. It is entirely up to you to decide either to take part in the discussion or not. On the other hand, if you are not comfortable on the issues raised during the discussion, you are free not to answer some of the questions or to leave the discussion entirely at any moment in the middle of the discussion.

You will not be compensated for your participation in the discussion. However, the intervention that follows the assessment will be beneficial to you and the entire community. Refusing to participate in the conversation will have no negative impact on your benefits.

Finally, the following are the ground rules that will be applicable for this data collection the discussion:

- All the information gathered are kept confidential.
- The participant's name will not be revealed in the research report.
- The audio recorder will be used with the intention of not to miss any valuable information
- There are no right or incorrect answers
- A discussant's concept or perspective should be appreciated

If you have any questions that I haven't answered, please contact the FPCU within MOF with the following numbers_____ or through email: _____.

Are you willing to take part in this study?

1. ☐ Yes (continue)
2. ☐ No

Thank You!

Annex 3: Outline of Environmental and Social Impact Assessment (ESIA) Report

An environmental and social impact assessment (ESIA) report for an infrastructure subprojects should focus on the significant environmental and social issues of the proposed project, whether it is/or includes new construction or rehabilitation. The report's scope and level of detail should be commensurate with the project's potential impacts. The ESIA report should include the following items:

Executive Summary: Concisely discusses significant findings and recommended actions

Introduction: Gives overview of the project conception and the necessity of carrying-out an ESIA.

Legal and Institutional Framework: Analyzes the legal and institutional framework for the subproject within which the environmental and social assessment is carried out; and compares the client's existing environmental and social framework and the WB ESSs and identifies the gaps between them.

Subproject Description: Concisely describes the proposed subproject and its geographic, environmental, social, and temporal context, as well as the subproject primary suppliers; indicate any plan to meet the requirements of ESS1 through ESS10; includes a map of sufficient detail, showing the subproject site and the area that may be affected by the project's direct, indirect, and cumulative impacts

Baseline Data: Sets out in detail the baseline data that is relevant to decisions about project location, design, operation, or mitigation measures. This should include a discussion of the accuracy, reliability, and sources of the data as well as information about dates surrounding project identification, planning and implementation. Identifies and estimates the extent and quality of available data, key data gaps, and uncertainties associated with predictions; assess the scope of the area to be studied and describe relevant physical, biological, and socioeconomic conditions; and take into account current and proposed development activities within the subproject area but not directly connected to the subproject.

Environmental and Social Risks and Impacts: takes into account all relevant environmental and social risks and impacts of the subproject. This will include the environmental and social risks and impacts specifically identified in ESS2–8, and any other environmental and social risks and impacts arising as a consequence of the specific nature and context of the subproject, including the risks and impacts identified in ESS1,

Mitigation Measures: identifies mitigation measures and significant residual negative impacts; and identifies differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable; assesses the feasibility of mitigating the environmental and social impacts; the capital and recurrent costs of proposed mitigation measures, and their suitability under local conditions; and the institutional, training, and monitoring requirements for the proposed mitigation measures.

Analysis of Alternatives: systematically compares feasible alternatives to the proposed project site, technology, design, and operation including the "without project" situation terms of their potential environmental and social impacts; assesses the alternatives' feasibility of mitigating the environmental and social impacts; the capital and recurrent costs of alternative mitigation measures, and their suitability under local conditions; and the institutional, training, and monitoring requirements for the alternative mitigation measures; and for each of the alternatives, quantifies the environmental and social impacts to the extent possible, and attaches economic values where feasible

Design Measures: Sets out the basis for selecting the particular project design proposed and specifies

the applicable EHSGs or if the ESHGs are determined to be inapplicable, justifies recommended emission levels and approaches to pollution prevention and abatement that are consistent with GIIP.

Annexes

List of the individuals or organizations that prepared or contributed to the environmental and social assessment; References; Record of meetings, consultations and surveys with stakeholders; Tables

presenting the relevant data referred to or summarized in the main text; List of associated reports or plans

Annex 4: Sample ToR for ESIA Preparation

Based on the screening and scoping results, ESIA terms of reference will be prepared. The terms of reference will have the following contents. P*lease refer to the Guideline Series Documents for Reviewing Environmental Impacts Study Reports (EPA, 2003) for detail information on contents and descriptions of ESIA report (EPA, 2003).*

I. **Objective of the ToR:** This section should state the scope of the ESIA in relation to the screening category and the proposed subproject activities. It needs to stipulate the process and the timing of the ESIA preparation and implementation stages in order to adequately address the safeguards requirements of the GoE and the World Bank.

II. **Introduction and Context:** The ToR needs to provide information on subproject activity objective, the name of the subproject activity proponent, the rational for conducting the ESIA, specific components of the subproject activity, subproject activity area with location map, short briefing of social and environment of settings and applicable national and international safeguard policies.

III. **Location of the study area and likely major impacts:** State the area involved and the boundaries of the study area for the assessment. Identify adjacent or remote areas which should be considered with respect to impacts of particular aspects of the subproject activity.

IV. **Mission/Tasks:** The ESIA study team/consultant should clearly execute the following tasks.

Task A: Description of the proposed subproject activity: Describe the location, size and nature of the subproject activity, environmental assessment category, brief description of subproject activity alternatives, time schedule for phasing of development (i.e., preconstruction, construction, operation/maintenance, decommissioning), and resources (finance, human, material and technology) required for the subproject activity, among others.

Task B: Baseline information/Biophysical and social-economic description: Describe the baseline/biophysical and socio-economic characteristics of the environment where the subproject activity will be implemented; and area of influence. Include information on any changes anticipated before the subproject activity commences.

Task C: Administrative and legal Policy framework: In addition to the required administrative and institutional setup for the implementation of the subproject activity, this part needs to identify pertinent policies, regulations and guidelines pertinent to the study that include:

- ✓ National laws and/or regulations on environmental and social assessments;
- ✓ Regional environmental and social assessment regulations;
- ✓ Environmental and social assessment regulations of any other financing organizations involved in the program activity;
- ✓ Relevant international environmental and social agreements/conventions to which
- ✓ Ethiopia is a party; and,
- ✓ World Bank safeguards policies.

Task D: Identification of potential impacts of the subproject activity: Identify all potential significant impacts that the subproject activity is likely to generate. Assess the impacts from changes

brought about by the program activity on baseline environmental conditions as described under Task B. The analysis should address both the positive and negative impacts of the subproject activities. Wherever possible, describe impacts quantitatively, in terms of environmental and social costs and benefits.

Task E: Propose subproject activity alternatives: Alternatives extend to site, design, technology selection, construction techniques and phasing, and operating and maintenance procedures. Compare alternatives in terms of potential environmental and social impacts; capital and operating costs; suitability under local conditions; and institutional, training, and monitoring requirements.

Task F: Preparation of an Environmental and Social Management Plan (ESMP): Describe the mitigation measures for adverse environmental and social impacts, staffing/institutional and training requirements, schedules, and other necessary support services to implement the mitigating measures. Provide environmental and social protection clauses for application by contractors and consultants, if any. The ToR should state that the concerned and affected parties should agree on the proposed mitigating measures before they are included in the ESMP.

Task G: Monitoring Plan: This organizes a comprehensive plan to monitor the implementation of mitigating measures and the impacts of the subproject activities. It should also address an estimate of capital and operating costs and a description of other inputs (such as training and institutional strengthening) needed to implement the plan.

V. Qualification of the ESIA study team/Consultant: The ToR should provide clear guidance on the qualification of the ESIA study team.

VI. Duration of the ESIA Study: This should be determined according to the type of the subproject activities.

VII. Preparation of the Draft and Final Reports: The ESIA study team/consultant will produce the final report one week after receiving comments from subproject proponent and concerned stakeholders on the draft report. The final report will include comments from these institutions.

VIII. Suggested Contents of the ESIA Report: *Please refer to the "Guideline Series Documents for Reviewing Environmental Impacts Study Reports" (EPA, 2003) to get detail information on the contents of ESIA report (EPA, 2003). The contents of the ESIA report should contain the following elements.*

- Executive Summary;
- Introduction;
- Methodology;
- Administrative, legal and policy requirements;
- Description of program activity (need, objectives, technical details, size, location input and other relevant requirements);
- An outline of the main development alternatives;
- Description of baseline information/environmental and socio-economic conditions;
- An account of the prediction and assessment of each impact at all stages of the program activity cycle for each alternative;

- Description of the methodology and techniques used in assessment and analysis of the program activity impacts;
- Description of environmental and social impacts for program activity;
- Environmental and Social Management Plan (ESMP) for the project including the proposed mitigation measures;
- Institutional responsibilities for monitoring and implementation; Summarized table for ESMP;
- Conclusions and recommendations;
- References; and,
- Annexes:
    - ✓ List of Persons/Institutions met;
    - ✓ List of the ESIA study team members; and,
    - ✓ Minutes of consultations.

✓

Annex 5: Guideline for ESMP Preparation and contents of ESMP

An ESMP consists of the set of mitigation, monitoring, and institutional measures to be taken during implementation and operation of a project to eliminate adverse environmental and social risks and impacts, offset them, or reduce them to acceptable levels. The ESMP also includes the measures and actions needed to implement these measures.

The content of the ESMP will include the following:

a) **Description of the Subproject**: Scale nature and type of proposed activity to be implemented under the proposed subproject are summarized.

b) **Description of Proposed Project Area**: The biophysical and social environmental setting of the specific proposed subproject are summarized.

c) **Impacts**: Predicted adverse environmental and social impacts (and any uncertainties about their effects) for which mitigation is necessary should be identified and summarized.

d) **Mitigation**: The plan will include compensatory measures, if applicable. Specifically, the ESMP:

- identifies and summarizes all anticipated adverse environmental and social impacts
- describe with technical detail each mitigation measure,
- estimates any potential environmental and social impacts of these measures; and
- Takes into account, an is consistent with, other mitigation plans required for the subproject (e .g ., for involuntary resettlement, indigenous peoples, or cultural heritage) .

e) **Monitoring**: The ESMP identifies monitoring objectives and specifies the type of monitoring, with linkages to the impacts assessed in the environmental and social assessment and the mitigation measures described in the ESMP .Specifically, the monitoring section of the ESMP provides (a) a specific description, and technical details, of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, detection limits (where appropriate), and definition of thresholds that will signal the need for corrective actions; and (b) monitoring and reporting procedures to (i) ensure early detection of conditions that necessitate particular mitigation measures, and (ii) furnish information on the progress and results of mitigation .

f) **Capacity Development and Training**

- To support timely and effective implementation of environmental and social management and mitigation measures, the ESMP draws on the environmental and social assessment of the existence, role, and capability of responsible parties on site or at the agency and ministry level .
- Specifically, the ESMP provides a specific description of institutional arrangements, identifying which party is responsible for carrying out the mitigation and monitoring measures
- To strengthen environmental and social management capability in the agencies responsible for implementation, the ESMP recommends the establishment or expansion of the parties responsible, the training of staff and any additional measures that may be necessary to support implementation of mitigation measures

g) **Implementation Schedule and Cost Estimates**: For all three aspects (mitigation, monitoring, and capacity development), the ESMP provides

- An implementation schedule for measures that must be carried out as part of the project
- The capital and recurrent cost estimates and sources of funds for implementing the ESMP .

h) **Integration of ESMP with Subproject**: Each of the measures and actions in the ESMP to be implemented will be clearly specified, including the individual mitigation and monitoring measures and actions and the institutional responsibilities relating to each, and the costs of so doing will be integrated into the sub-project's overall planning, design, budget, implementation, and operation.

i) **Reporting Procedures**: Feedback mechanisms to inform the relevant parties on the progress and effectiveness of the mitigation measures and monitoring itself should be specified. Guidelines on the type of information required and the presentation of feedback information should also be highlighted.

Annex 6: Sample Waste Management Plan

1. Introduction

The Waste Management Plan (WMP) addresses management of all solid and liquid waste, including hazardous and non-hazardous waste, produced as a result of the subproject activities. The WMP covers the construction and operational phases.

2. Purpose

The WMP aims to provide guidelines on waste reduction, segregation, collection and disposal practices in accordance with international best practices, to avoid deterioration of the natural environment and negative impacts on the health and safety of workers and communities in the subproject Area. The subproject is committed to apply the waste hierarchy and will seek to be a zero-waste discharge facility. This plan is the primary tool to guide project workers towards waste management.

3. Waste Management Hierarchy

The waste hierarchy presents waste management stages commencing with the most preferable option to the least preferable option. The waste management hierarchy is prevention, re-use, recycling, recovery, and disposal.

Prevention: The subproject is required to strictly manage purchasing of raw materials in order to ensure there is minimal wastage. The aim is to prevent raw materials, ingredients and products from becoming waste in the first place. Any surplus raw materials or produce not meeting standards should be reduced through use by others or redistribution at markets. The subproject should be committed to avoiding the generation of waste and not using hazardous materials. Where the use of hazardous materials is unavoidable, efforts should be made to identify replacement materials that are non-hazardous through continued research and development.

Re-use: The subproject should be required to prepare a maintenance management plan which seeks to ensure that all equipment is regularly checked and maintained and refurbished or repaired. In addition, the subproject should seek to sell and buy used items, donating them for free or exchanging them.

Recycling: The subproject should seek to turn waste into a new substance or product, such as composting of organic wastes to a standard that meets quality controls. This compost could be sold or given to farmers outside the boundary of the sites to facilitate improvements in soil conditions and hence their production levels.

Recovery: Recovery of waste is usually most successful when done in bulk. Therefore, if possible, a centralized recovery facility is preferable. Forms of recovery include anaerobic digestion, incineration with energy recovery, and materials from waste. It is recommended that the solid waste management system be modified and improved to make it compatible with the requirements of the proposed bio-methanation technology.

Disposal: Disposal is deemed the last resort and must occur in an environmentally responsible manner. Disposal results in waste going to landfill or to incineration without energy recovery and is the least

preferred environmental option. However, when wastes must go for disposal, this must occur at a suitably designed sanitary waste disposal site.

4. Waste Categories Generated by the Subproject

Generation will generally include construction and demolition debris, domestic waste, hazardous waste, infectious waste, and wastewater. The main waste categories anticipated are:

- Biodegradable waste (food waste, green waste (vegetables, flowers, leaves, fruits) etc.)
- Recyclable material (paper, glass, bottles, cans, metals, certain plastics, etc.)
- Inert waste (construction and demolition waste, dirt, rocks, debris, etc.)
- Wastewater from sanitary facilities (latrines, toilets, wash basins, shower rooms, etc)
- Hazardous waste (used petroleum products, fluorescent and mercury lamps, solvent, unused paints, resins, etc.)
- Infectious/pathogenic waste.

5. Waste Storage

Hazardous waste should be stored in compliance with regulatory requirements and/or good international industrial practice. Key practices in hazardous waste storage include: (i) inert containers shall be used for the specific type of hazardous waste to avoid chemical interaction; (ii) all containers should have labels at all times indicating its contents; (iii) all containers need a lid at all times when not actively adding or removing waste; (iv) secondary containment tanks is required for liquid hazardous wastes; and (v) storage limit of hazardous waste should be set to avoid risk of spill and fire.

6. Waste Treatment Options

The Primary options for treatment of waste include:

- Incineration at healthcare facilities
- Composting
- Anaerobic digestion
- Soak-away pits and sand mounds.

7. Existing and Proposed Waste Management Facilities

Some of the existing healthcare facilities may have existing incinerators, placenta and ash pits. Further, latrines and toilets may already have a septic tank and soak-away pits system for partial treatment of septage and wastewater. Education facilities may have similar septic tank and soak-away pits system for treatment of wastewater and septage. Water supply schemes may have soak-away pits to receive splashed water from water points. For new facilities, incinerators, ash and placenta pits, and septic tanks with soak-away pits could be proposed for storage and treatment of waste. Designated landfills or disposal sites could also be considered as disposal facilities. Hazardous waste needs proper storage, transport and disposal at specialized sites (such sites may not be available at rural and peri-urban

centers and thus there could be a need to transport hazardous waste long distance to where such facilities are available).

8. Waste Transporting

Waste should be transported with professional service providers with the necessary equipment. Depending the type of waste sealed container haulage could be necessary.

9. Performance Monitoring

Inspection: Site inspections must be performed by contractors and operators during the lifecycle of subproject. The subproject should be inspected on a regular basis with a formally-documented inspection periodically. Inspections will ensure that all commitments in this WMP are being enforced and that specific waste management elements are verified.

Data Collection: Implementation of the waste hierarchy principles requires that destinations and quantities of residual matter are monitored. A register of waste material should be maintained to ensure the measurement of eliminated waste and of residual matter sent for reuse, recycling and reclamation.

Waste Audit: After a year of operation, a waste audit should be performed, on all waste data collected, to identify waste streams and fate and develop ways to reduce waste production.

10. Performance Indicators

Measurement is an important tool in improving performance, and performance indicators will help the subproject define and measure progress towards its goals. The results reflect current conditions and allow orientation and coordination of further actions towards sustainability.

Environmental Audit Results: Environmental auditing is a key process in the implementation of the WMP. The findings of each audit should be registered in a database, where corrective and/or preventive actions are prescribed, responsibilities assigned to people, deadlines established and necessary resources mobilized. In compliance with the procedure, audit reports should categories findings as being either “major”, “minor” or “observation”. The number of findings shall be decreasing every year until the ultimate goal of zero major findings is achieved.

Percentage Waste Generated: During construction and operational periods, the quantities and types of waste produced should be tracked for the subproject/facility to identify waste reduction opportunities. Specific reduction targets should be determined and the rate of waste production is required to reduce annually relative to production volumes.

11. Responsibilities

The role and responsibilities of contractors, third-party implementers, facility operators, and sector offices should be clearly indicated. This should include responsibility starting from prevention up to disposal.

12. Record Keeping

Data on waste production and disposal should be gathered continually through logbooks and registers. Records should be maintained on site and made available to the authorities and any party contracted to audit or assess the waste management practices on site. The data should include the final destination of each waste stream and where disposal has occurred proof of safe disposal will be required, such as a date stamped waste disposal ticket issued by a sanitary landfill. A cost should be paid for safe disposal of wastes. Evidence of waste disposal should also be maintained.

Annex 7: Sample Traffic Management Plan

1. Introduction

The objective of the Traffic Management Plan (TMP) is to demonstrate how the subproject will implement and maintain the works in accordance with the traffic management and traffic safety requirements, including:

- Provision for the safe movement of vehicular and pedestrian traffic
- Protection from passing traffic for workers
- Provision of ingress and egress to the subproject site
- Installation of temporary signage, markings, lighting and safety barriers

2. Assessment of Subproject Site

Key location and land use features of the subproject site shall be defined including:

- Road network in the subproject area
- Transport infrastructure in the subproject area
- Pedestrian routes in the subproject area
- Parking area in and around the subproject site

3. Traffic Control Plan

The subproject construction and operation will involve vehicle and pedestrian movements within and around the site. This will interface with existing vehicle and pedestrian activity within the surrounding area. The TMP shall implement an effective management plan that achieves the planned construction and operation activities in a safe and timely manner and shall minimize the disruption to both vehicular and pedestrian traffic. Therefore, control measures for managing traffic will be to:

- Construction hours shall be restricted to standard work hours, unless there is special requirements for working extra hours
- Providing site access and egress
- Providing traffic management signage
- Traffic controllers or flagmen shall be provided
- Limit traffic speed on paved and unpaved roads
- Limit traffic to designated access roads and parking areas
- Keep pedestrians and vehicles apart through providing separate routes for pedestrians
- Minimize vehicle movement in the subproject site
- Schedule materials delivery to subproject site
- Developing emergency response plan

4. Subproject Specific Traffic Management Concern

Provide details of subproject specific traffic management concerns arising from the location of the subproject, the activities of the subproject, and any other specific features of the subproject.

5. Traffic Awareness Training

Subproject workers and suppliers shall receive train on traffic management including on site traffic map/routes; site traffic procedures; speed limits; and planning and scheduling of deliveries.

6. Emergency Response Plan

An emergency response plan in case of emergencies (such as traffic accidents) should be developed.

Annex 8: Stakeholders and community consultations checklist

(a) Generic checklist

- ✓ In accordance with the purpose and objectives of the stakeholder consultation plan, checklists are used to solicit the views of different social groups and stakeholders on the implementation of 3R-4CACE. The following checklists used during stakeholder consultation: Identify and involve all stakeholders particularly those affected by the project in participatory consultative meeting.
- ✓ Develop a participatory strategy for projects activities planning, implementation, and M&E.
- ✓ List out detail of requirements for information dissemination and develop procedures.
- ✓ Workout on the way of information dissemination
    - Newspapers, posters, radio, television;
    - Information centres and exhibitions or other visual displays;
    - Brochures, leaflets, posters, nontechnical summary documents and reports;
    - Official correspondence, meetings;
    - Website, social media.
- ✓ Involve stakeholders in decision-making at all stages of projects implementation.
- ✓ Use and support Community Based Organizations (CBOs), and be sensitive to issues concerning community consultation and participation.
- ✓ Establish procedures for grievance redress.
- ✓ validate objectives and problem definition with participants;
- ✓ describe the level and type of participation and consultation process to participants;
- ✓ share expectations for the consultation process with participants and encourage participants to share their expectations;
- ✓ determine the potential for a satisfactory resolution of the problem;
- ✓ let participants express their points, without telling them what they think, know or feel (e.g., do not say "I know how you feel", but rather say "I can see this is something that concerns you");
- ✓ understand how important the issue is for participants, and whether the conflict needs to be resolved or can be set aside momentarily;
- ✓ separate the problem into components and develop solutions for each;
- ✓ determine whether the implementing organizations are commitment to work with the other authorities on the issue; and
- ✓ Determine whether participants are willing to explore alternative solutions.

(b). Checklist used for the ESMP preparation

A. **Key Informant Interview Guides for IDPs and Host communities**

1. What are the attitudes of other communities towards IDPs?
    - ✓ Are IDPs perceived as placing a strain on natural resources (e.g. water, food, forest, and land use) and services?
    - ✓Are they perceived as receiving preferential treatment?
    - ✓Do employers, landholders, and other private persons discriminate against IDPs who seek employment, or wish to rent housing?
2. What measures are taken by the authorities and other actors to mitigate negative attitudes?
    - ✓ Are there communal activities shared by IDPs and affected populations (e.g. sports and religious activities)?
    - ✓ If so, does this joint participation facilitate peaceful coexistence?
3. Conflict related issues in relation to IDP and Host communities

- ✓ Are there conflicts between IDPs and Host communities? If so, why?
- ✓ Do IDPs have the opportunities of getting similar services (hospitals, schools or other public services) with host communities?
- ✓ Are there incidents of ill-treatment, abductions, life threats or executions?
- ✓ Are rape and other forms of GBV part of the strategy of any party to the conflict? If so, who is targeted?
- ✓ Do IDPs experience other effects of hostilities? What protective mechanisms have been put in place to reduce risks on IDPs, and by whom?
- ✓ Are there armed elements inside or in the vicinity of IDP camps, settlements or communal centres?
- ✓ What risks do armed elements pose for IDPs, including those dispersed?
- ✓ Do they abuse or threaten IDPs, particularly women and girls?
- ✓ Do they prevent IDPs from moving, or force them to move to a given area?
- ✓ Do they coerce IDPs in any way to collaborate in fighting?
- ✓ Is IDP property at risk of pillage?
- ✓ Is assistance to IDPs diverted to those participating in armed conflict? If so, how and to what degree?
- ✓ How does the presence of armed elements and/or diversion of assistance impact on IDPs?
- ✓ What action is taken by the authorities, and what other measures are in place to address threats by armed elements and to prevent the diversion of assistance?
- ✓ What additional protective mechanisms have been taken by IDPs and host communities themselves?
- ✓ What further support would IDPs need?

4. Gender-based violence (GBV) related issues

- ✓ Are displaced women, girls, men and boys subject to GBV? If so,
- ✓ Which types of GBV and who are the alleged perpetrators?
- ✓ Where do most GBV incidents take place, and who is most targeted?
- ✓ Do IDPs face more or different risks than the host communities?
- ✓ Describe briefly the following legal and institutional issues relevant to combating GBV.
  - What is the minimum age of sexual consent?
  - Is sexual intercourse outside wedlock considered a crime? If so, are sanctions disproportionably imposed depending on gender and are IDPs more severely sanctioned?
  - Are the following considered criminal acts under national law (including if committed against a boy or a man): rape, sexual abuse and exploitation, sexual harassment, forced prostitution, and domestic violence?

5. Land related issues

- ✓ Do you have conflict of interest due to IDPs temporary/permanent settlement? If so, what are these?
- ✓ Do the IDPs violate sacred areas of the host communities?
- ✓ Do the IDPs settlement create access restriction to the services (school, health facilities, WASH) of the host communities?
- ✓ Do the IDPs compete for scarce resources? If yes, what are these?
- ✓ Do the IDPs create environmental Impacts? If so, what are these?

B. **Interview Guides for Implementing Agency (MoWSA)**

- ✓ What is your views towards 3R-4-CACE
- ✓ What are your roles and responsibilities in addressing GBV related activities?

- ✓ What is your role in preventing GBV among IDP communities?
- ✓ Do you have capacity limitations in addressing GBV among the IDPs and host communities? If so what kinds of capacity gaps do you have? What do you suggest to overcome your limitations? Do you have trained staff on GBV?
- ✓ How do you coordinate with other responsible stakeholders in combating GBV related problems among the IDPs and host communities? Are there effective reporting mechanisms related to GBV?

C. Interview Guides for IDPs and Host Communities' Consultations

1. What is the attitude of the authorities and the communities towards GBV?
   - ✓ Can survivors and their families seek fair and effective remedy? If not, why not?
   - ✓ What Government reporting mechanisms exist for GBV cases affecting IDPs, and who administers them?
   - ✓ What obstacles do survivors and their families face when seeking support services and/or justice?
   - ✓ How can international support, local participation and empowerment help to overcome these obstacles, and what resources are required?
   - ✓ Do they include confidential and child-friendly complaints mechanism to address alleged abuse by humanitarian workers and members of international forces?
2. **What supports are available for GBV survivors?**
   - ✓ Are support services friendly to the survivors? (Are these services well known to the community and service providers?)
   - ✓ Do IDPs have access to the same services as the host communities? If there are special IDP services, what is the rationale?
   - ✓ What further support do local authorities or IDPs need?
   - ✓ What longer-term solutions are available to GBV survivors?
   - ✓ What role can IDPs themselves play in addressing GBV?
   - ✓ How can local government and civil society be supported to provide effective services?
   - ✓ What are the gaps of existing services related GBV?
   - ✓ What should be done to provide better services for GBV survivors?
3. **Land related issues**
   - ✓ Do you have conflict of interest due to IDPs temporary/permanent settlement? If so, what are these?
   - ✓ Do the IDPs violate sacred areas of the host communities?
   - ✓ Do the IDPs settlement create access restriction to the services (school, health facilities, WASH) of the host communities?
   - ✓ Do the IDPs compete for scarce resources? If yes, what are these?
   - ✓ Do the IDPs create environmental Impacts? If so, what are these?
4. What is your views and expectations from the current project?
5. Anything you want to add

Annex 9: List of participants for stakeholders and community participation

No.	Name	Age	Gender	Region	Woreda	Remark
1.	Fekadu Getenet	20	Male	Amhara	Debereberhan	Host community
2.	Sisay Teshager	36	Male	‘’	‘’	‘’
3.	Asenakech W/Gebreiel	65	Female	‘’	‘’	‘’
4.	Solomon Deebe	45	Male	‘’	‘’	‘’
5.	Atilaw Nigusie	45	Male	‘’	‘’	‘’
6.	Daniel Regasa	34	Male	‘’	‘’	‘’
7.	Asegedech Getachew	42	Female	‘’	‘’	‘’
8.	Kidist Demesie	18	Female	‘’	‘’	‘’
9.	Asenakech Tsegaye	30	Female	‘’	‘’	‘’
10.	Abebech Tsegaye	34	Female	‘’	‘’	‘’
11.	Belaynesh Workei	60	Female	‘’	D/berhan IDP center	IDPS
12.	Genet Seifu	50	Female	‘’	‘’	‘’
13.	Berhanu Mekonnen	37	Male	‘’	‘’	‘’
14.	Mohamad Ahmad	30	Male	‘’	‘’	‘’
15.	Seid Hussein	57	Male	‘’	‘’	‘’
16.	Gebrenedihn Melaku	65	Male	‘’	‘’	‘’
17.	Habtamu Mekonnen	45	Male	‘’	‘’	‘’
18.	Asefaw Hailemariam	75	Male	‘’	‘’	‘’
19.	Getaneh Wondyefraw	75	Male	‘’	‘’	‘’
20.	Kasaye Abera	35	Male	‘’	‘’	‘’
21.	Betiye Derebe	45	Male	‘’	‘’	‘’
22.	Musa Mohamad	62	Male	‘’	‘’	‘’
23.	Teshome Ashenei	78	Male	‘’	‘’	‘’
24.	Demere Beyene	30	Male	‘’	‘’	‘’
25.	Teferi Ereku	64	Male	‘’	Kobo	Host community
26.	Degu Demesewu	52	Male	‘’	‘’	‘’
27.	Tigabu Gesese	44	Male	‘’	‘’	‘’
28.	Tomas Teferi	26	Male	‘’	‘’	‘’
29.	Shambel Teferi	22	Male	‘’	‘’	‘’
30.	Melaku Abebe	36	Male	‘’	‘’	‘’
31.	Fentanesh Alemu	29	Female	‘’	‘’	‘’
32.	Chane Asefa	34	Male	‘’	‘’	‘’
33.	Alemtsehay Worku	23	Female	‘’	‘’	‘’
34.	Alemadis Tilahun	27	Female	‘’	‘’	‘’
35.	Zehara Mohamad	19	Female	‘’	‘’	‘’
36.	Bayush Beyene	42	Female	‘’	‘’	IDPs
37.	Mola Derebe	60	Male	‘’	‘’	‘’
38.	Kebede Belay	82	Male	‘’	‘’	‘’
39.	Tekuar Tirusew	67	male	‘’	‘’	‘’
40.	Fanta Asefa	48	Male	‘’	‘’	‘’
41.	Keriya Seid	36	Female	‘’	‘’	‘’
42.	Zemezem Mohamad	30	Female	‘’	‘’	‘’
43.	Semira Ayena	22	Female	‘’	‘’	‘’
44.	Beleyu Babau	60	Female	‘’	‘’	‘’
45.	Hayu Mohamad	48	Male	‘’	‘’	‘’
46.	Worekei Amare	47	Female	‘’	‘’	‘’
47.	Tefera Mola	75	male	‘’	‘’	‘’

48.	Asechale Biruye	28	Male	‘’	‘’	‘’
49.	Mohamd Abdu		Male	Afar	Chifera	Host community
50.	Ali Ibrahim		Male	‘’	‘’	‘’
51.	Abdu Nore		Male	‘’	‘’	‘’
52.	Mohamad Lubako		Male	‘’	‘’	‘’
53.	Husein Mohamd		Male	‘’	‘’	‘’
54.	Dawud Mohamd		Male	‘’	‘’	‘’
55.	Yeshi Ali		Female	‘’	‘’	‘’
56.	Rabia Haji		Female	‘’	‘’	‘’
57.	Seyid Zebene		Male	‘’	‘’	‘’
58.	Dereje Gebeyehu		Male	‘’	‘’	‘’
59.	Humad Urto		Male	‘’	‘’	‘’
60.	Ahmad Dingawu		Male	‘’	‘’	‘’
61.	Abdu Mohamad		Male	‘’	‘’	‘’
62.	Dawud Abedella		Male	‘’	‘’	‘’
63.	Luleseged Husein		Male	‘’	‘’	‘’
64.	Ismaeil Seyid		Male	‘’	‘’	‘’
65.	Witika Nore		Male	‘’	‘’	‘’
66.	Weleris Hafe		Male	‘’	‘’	‘’
67.	Rukiya Ahmad		Female	‘’	‘’	Woreda Women and children Affairs Office
68.	Awol Ali		Male	‘’	‘’	Woreda Education Office
69.	Mohamad Abdu		Male	‘’	‘’	Woreda Health Office
70.	Abebe Zewedu		Male	Amhara	Kobo	Woreda Women and children Affairs Office
71.	Alem Melaku		Female	‘’	‘’	‘’
72.	Moges Derebe		Male	‘’	‘’	Woreda Education Office
73.	Genet Degu		Female	‘’	‘’	‘’
74.	Mulatu Cahnei		Male	‘’	‘’	Woreda Health Office
75.	Amare Belay		Male	‘’	‘’	‘’
76.	Getahun Dejenei	38	Male	Oromia	xxx	BOWSA
77.	Fyayou Fekadu	32	Male	Benishangul	xxx	BOWCYA
78.	Lello Safyi	35	Female	Oromia	xxx	BOWSA
79.	Woldei Andinet	31	Male	Benishangul	xxx	BOWCYA
80.	Jalene Marama	27	Female	Benishangul	xxx	BOWCYA
81.	Ahmad Abdulkadir	30	Male	Afar	xxx	BOWCA
82.	Edris Kedir Hussein	29	Male	Afar	xxx	BOWCA
83.	Adam Hussein	39	Male	Afar	xxx	BOWCA
84.	Shimeles Belay	35	Male	Amhara	xxx	BOWSA
85.	Agonafer Demelash	26	Male	Amhara	xxx	BOWSA
86.	Asenake Lewoye	43	Male	Amhara	xxx	BOWSA
87.	Amina Kedir	43	Female	Oromia	xxx	BOWSA
88.	Ijigu Belay		Male	Amhara	Woldiya	Women and children Affairs Office
89.	Fentaw Kassie		Male	‘’	‘’	Woreda Education Office
90.	Sister Feleku		Female	‘’	‘’	Woreda Health Office
91.	Yelemshea Bekele		Female	‘’	Debereberehan	Woreda Women and Social Affairs

92.	Wosen		Male	‘’	‘’	Woreda Education Office
93.	Tsedale Simenigus,		Female		‘’	Woreda Health Office
94.	Andinet Tadesse		Male	Federal	Federal	MOF
95.	Matiwos Tilahun		Male	‘’	‘’	
96.	Addisalem Fetene			‘’	‘’	‘’
97.	Lemelem Geremewu			‘’	‘’	‘’
98.	Degu Lakewu		Male	‘’	‘’	‘’
99.	Gemeda Lemi		Male	‘’	‘’	‘’
100.	Wondimu		Male	‘’	‘’	MOWSA
101.	Dr. Debebe		Male	‘’	‘’	‘’
102.						
103.						
104.						
105.						
106.						
107.						
108.						

Annex 10: Pictures taken from the community consultation sessions in different locations

Picture plate 1: Amhara region, North Wello, Kobo Town, host community consultation

Picture plate 2: Amhara region, North Wello, Kobo Town IDP KII interview

Picture plate 3: Amhara region, North Wello, Kobo Town Host community consultation

Picture plate 4: Amhara region, North Wello, Kobo Town community consultation with IDPs

Picture plate 5: Amhara region, North Wello, Kobo Town, conflict affected Woreda office

Picture plate 6: Amhara region, North Showa, DebreBirhan Town, China camp, IDPs center

Picture plate 7: Amhara region, North Showa, DebreBirhan Town, China camp, IDPs center

Picture plate 8: Afar region, Chifra Woreda, Host community consultation participants

Picture plate 9: Afar region, Chifra Woreda, Education office destruction

Stayish Secondary School

Kokit secondary school

Picture plate 10: Amhara region, North Well Zone, Destroyed schools in different Woredas

Annex 11: Social Assessment for 3R-4CACE (attached separately)

Annex 12: Sexual Exploitation and Sexual Harassment (SEA/SH) Plan of 3R-4CACE (attached separately)

Annex 13: Security Management Plan (SMP) of 3R-4CACE (attached separately)

Annex 14: Labor Management Plan (LMP) of 3R-4CACE (attached separately)