

FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA MINISTRY OF FINANCE



**RESPONSE-RECOVERY-RESILIENCE FOR CONFLICT AFFECTED
COMMUNITIES IN ETHIOPIA (3R-4-CACE) PROJECT
(P177233)**

**Environmental and Social Risk Management annual performance report from July 2016-
2017 EFY**

August 2017

Addis Ababa

Acronyms

- 3R-4-CACE Resilience Response Recovery for conflict-affected community
- EFY Ethiopian Fiscal Year
- ESMP Environmental and Social Management Plan
- ESRM Environmental and Social Risk Management
- ESRMP Environmental and Social Risk Management Plan
- ESHS Environmental Social Health and Safety
- FPCU Federal Project Coordination Unit
- GBV Gender Based Violence
- GoE Government of Ethiopia
- MIS Management of Information System
- PEIA Preliminary Environmental Impact Assessment
- RAP Resettlement Action Plan
- RP Resettlement Plan
- RPCU Regional Project coordination
- SEA/SH Sexual Exploitation/ Sexual Harassment
- WBESF World Bank Environmental and Social Framework

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1. Introduction

1.1 Background

Recurrent conflicts, such as the Northern Ethiopia Crisis, continue to impact Tigray, Afar, and Amhara significantly. To address these pressing issues, the Response Recovery Resilience for Conflict Affected Communities in Ethiopia 3R-4-CACE Project has been implemented as a pilot program in the five worst-hit regions: Amhara, Tigray, Afar, Benishangul-Gumuz, and Oromia. The focus of this project is to support vulnerable, conflict-affected populations through targeted investments, including the rehabilitation and upgrading of access to local public infrastructure and basic services, which is essential for the recovery and resilience of the community. The project will also significantly improve the accessibility of multi-sectoral response services to Gender Based Violence (GBV) survivors, a top priority in areas of conflict where such violence increases.

In addition to direct community service, the 3R-4CACE Project strengthens the Ethiopian government's capacity to meet the long-term needs of affected populations. Its development goals are to: (i) rehabilitate and improve access to basic services and climate-resilient community infrastructure (ii) improve access to comprehensive multi-sectoral response services for survivors of GBV in targeted conflict-affected communities. Through these priority areas, the project hopes to create a foundation for stability, recovery, and improved well-being in Ethiopia's most vulnerable regions.

This year as a second cycle project implementation many activities such as Environmental and Social Risks and Impact Screening, (ESRIS), Preliminary Environmental and Impact Assessment (PEIA) and Resettlement Action Plan (RAP) preparation, monitoring and follow up, community consultation and stakeholder engagements, and capacity buildings for cycle two project implementations have been conducted. We also conducted monitoring and following up on the Environmental and Social Management Plan (ESMP) implementation for first-cycle sub-projects during their operation phase.

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, 1976 subproject's environmental & social screening has been carried out. As a result, 1891 sub projects risk classification falls under schedule 3 and the remaining 85 sub projects under schedule two. Based on the E&S risk classification, subprojects falling under Schedule 3 have been approved with no further document preparation required. The remaining 85 subprojects were categorized as Schedule 2, for which 85 ESMPs and 1 Resettlement Plan (RP) were prepared and approved by the Woreda and

Regional Environmental Protection Authority (EPA) mandated bodies. For details, please refer to Table 2 below, which also includes one additional rolled-out subproject in Benishangul Gumuz.

1.2 Objective

The objective of this report is to present the progress, key activities undertaken, Challenges and way forward of the 3R-4-CACEP project's Environmental and Social Risk Management (ESRM) activities in the target regions, while formally sustaining that all project operations adhere to the compliance frameworks of both the World Bank's Environmental and Social Standards (ESSs) and Ethiopian national protection guidelines.

1.3 Scope

This report details the main environmental and social risk management (ESRM) activities carried out during the Ethiopian fiscal year, from July 2016 to June 2017. These activities were executed across five regions: Afar, Amhara, B-Gumuz, Oromia, and Tigray (Implemented by Interim Government). The report covers a total of 1,977 sub-projects, including one rollout sub-project.

- Afar: 64 sub-projects in 5 woredas and 14 kebeles
- Amhara: 544 sub-projects in 20 woredas and 256 kebeles
- B-Gumuz: 89 sub-projects in 5 woredas and 21 kebeles
- Oromia: 106 sub-projects in 5 woredas and 35 kebeles
- Tigray interim Government: 1,198 sub-projects in 14 woredas and 148 kebeles

2. Project Environmental and Social risk Management (ESRM) Performance

The 3R-4-CACE project ESMF outlines procedures to be followed during environmental and social risk and impact screening, Risk classification, and guidelines for Environmental and Social Management Plan (ESMP), RAP and EIA preparation. The whole process of Environmental and Social risk and impact screening, classification, preparation of mitigation plan document and issuance of clearance prior to commencement of the sub projects activities has been carried out as per the project ESMF guideline.

ESRM instruments have been prepared in compliance with national environmental and social policy, proclamations, and standards of the Government of Ethiopia GoE and the World Bank Environmental and Social Framework (WB ESF). It also addresses the environmental and social actions that require

special focus and follow up in line with the design, pre, during and post operation phase of the project.

2.1 Staffing

The project has recruited and hired ESRM specialists Risk management and GBV/SEA/SH specialists at both the FPCU and RPCU levels. However, Oromia and Afar have not yet hired GBV/SEA/SH specialists, and Oromia has not replaced the recently resigned ESRM Risk management specialist. Each region has assigned an ESRM focal person in every Woreda. The detailed data is in table 1.

Table 1: List of hired and assigned E&S staff for 3R-4-CACE project.

No	Regions	Woreda/Region	Title of the experts	Status
1	Amhara	Region	ESRM Specialist	Hired
			GBV Specialist	Hired
		Kemise	ESRM focal person	Assigned
		Atayie	ESRM focal person	Assigned
		Delanta	ESRM focal person	Assigned
		Debark	ESRM focal person	Assigned
		Mekite	ESRM focal person	Assigned
		Seqota	ESRM focal person	Assigned
		Dessiebanbuawuha	ESRM focal person	Assigned
		Lay-Gayint	ESRM focal person	Assigned
		Nefas-Mewicha	ESRM focal person	Assigned
		Telemnit	ESRM focal person	Assigned
		DessieMenafesha	ESRM focal person	Assigned
		Kutaber Woreda	ESRM focal person	Assigned
		Werebabo Woreda	ESRM focal person	Assigned
		Kembolecha	ESRM focal person	Assigned
		Efratagedem woreda	ESRM focal person	Assigned
		JilleTmuga woreda	ESRM focal person	Assigned
		Raya Kobo	ESRM focal person	Assigned
		Zequala Woreda	ESRM focal person	Assigned

		Yeju sub-city	ESRM focal person	Assigned
		Gedan Woreda	ESRM focal person	Assigned
2	Afar	Region	ESRM Specialist	Hired
			GBV Specialist	Not hired
		Hadalela	ESRM focal person	Assigned
		Ewa	ESRM focal person	Assigned
		Konaba	ESRM focal person	Assigned
		Ada'ar	EESRM focal person	Assigned
		Berahle	ESRM focal person	Assigned
3	B-Gumuz	Region	ESRM Specialist	Hired
			GBV Specialist	Hired
		Bullen	ESRM focal person	Assigned
		Mandura	ESRM focal person	Assigned
		Sedal	ESRM focal person	Assigned
		Mao&komo	ESRM focal person	Assigned
		Buldigilu	ESRM focal person	Assigned
4	Oromia	Region	ESRM Specialist	Not hired
			GBV Specialist	Not hired
		Sibu sire	ESRM focal person	Assigned
		Degam	ESRM focal person	Assigned
		BuleHora	ESRM focal person	Assigned
		Chobi	ESRM focal person	Assigned
		Sasiga	ESRM focal person	Assigned
5	Tigray	Region	ESRM specialist	Hired
			GBV Specialist	Hired
		Hahaile	ESRM focal person	Assigned
		Bizet	ESRM focal person	Assigned
		Gulomekeda	ESRM focal person	Assigned
		Seharti	ESRM focal person	Assigned
		Wejerat	ESRM focal person	Assigned
		Zana	ESRM focal person	Assigned
		Adet	ESRM focal person	Assigned

	Adiabo	ESRM focal person	Assigned
	Embaseneiti	ESRM focal person	Assigned
	Alaje	ESRM focal person	Assigned
	Neksege	ESRM focal person	Assigned
	Raya Azebo	ESRM focal person	Assigned
	Egela	ESRM focal person	Assigned
	Tsimbla	ESRM focal person	Assigned

2.2. Sub project screening and site-specific E&S instruments preparation

To identify positive and adverse environmental and social impacts as well as risks of the sub-project component activities that may arise during implementation and mitigate the adverse impacts, environmental & social screening has been carried out for 538 sub projects in Amhara, 46 sub projects in Afar, 106 sub project in Oromia, 89subprojects for Benshangul Gumuz region (one roll out subproject), and 1198 sub projects in Tigray region. As a result, 1891 sub projects risk classification fall under schedule 3 and the remaining 85 sub projects under schedule two. Based on the E&S risk classification, subprojects falling under Schedule 3 were approved without the need for additional document preparation. For the remaining 84 subprojects, ESMPs were prepared and approved by the Woreda and Regional EPA mandated authorities, and 1 RP was prepared, approved, and disclosed on the MoF website. Further detail is stated in table 2.

Table 2, Sub project screening and site-specific E&S instruments preparation

Regions	Number of Woreda	Number of Kebele	Project Categories	Plan of the sub-project	Screening		Approval		Category		PESIA / ESMP	RP	Remark
					This quarter	Up to this quarter	This quarter	Up to this quarter	Moderate	Low			
Amhara	20	256		538	-	538	-	538	27	511	27		
			Health	112	-	112	-	112	9	103	9		
			Education	227	-	227	-	227	14	213	14		
			Wash	199	-	199	-	199	4	195	4		
Afar	5	13		46	-	46	-	46	17	29	17		
			Health	13	-	13	-	13	5	8	5		
			Education	22	-	22	-	22	11	11	11		
			Wash	11	-	11	-	11	1	10	1		
B-Gumuz	5	21		89	-	89	-	89	17	71	16	1	The RP has been approved and disclosed on MOF web site

			Health	9	-	9	-	9	3	6	3		
			Education	16	-	16	-	16	14	2	14		
			Wash	63	-	63	-	63	-	63	-		
Ormia	5	35		106	-	106		106	24	82	24		
			Health	25	-	25		25	24	1	24	-	
			Education	37		37		37	-	37	-	-	
			Wash	44		44		44	-	44	-	-	
Tigray	14	148		1198	-	1198	-	1198	-	1198	-	-	
			Health	84		84		84		84			
			Education	266	-	266	-	266	-	266	-	-	
			Wash	848	-	848	-	848	-	848	-	-	

3. Labor Management status

3.1 ESHS and capacity development Activities by Regions

The project has implemented Labor Management Procedures (LMPs) in line with the Environmental and Social Commitment Plan (ESCP) and Environmental and Social Standard 2 (ESS2). These procedures make sure that everyone working on the project is treated fairly, works in safe conditions, and has their rights protected.

Special attention has been given to occupational health and safety. All project workers have been hired with fair contracts, received reasonable wages, and worked under safe conditions. The project strictly prohibits child labor and forced labor, in line with both Ethiopian labor laws and the World Bank's requirements. Workers have been provided with personal protective equipment (such as helmets, gloves, and boots) and received orientation sessions on how to keep themselves and others safe while working.

Environmental, Social, Health, and Safety (ESHS) Terms and Conditions were incorporated into the bid documents to address labor-related risks. Regional and Woreda project staffs gave training for contractors on key labor and social Risk management requirements, including the Code of Conduct, Occupational Health and Safety (OHS) measures, prevention of child and forced labor, and emergency preparedness and response. Awareness sessions were also conducted for both contractors and their subcontractors on ESHS requirements, tailored to the nature of the 3R-4-CACE Project and the subproject activities.

These measures ensure that all parties were equipped to manage labor-related risks effectively during project implementation. The regional and woreda PCU teams, in collaboration with the contractor, have worked to ensure that job opportunities are equitable and inclusive, particularly for women and vulnerable groups. It has been also verified that no child labor has been involved.

Table 3: Capacity development activities by regions

Region	Training Topic	Participants	M	F	Total
Afar	ESRM	Woreda coordinators & focal persons, and Kebele committee	42	18	60
Afar	Procurement	Woreda finance head project coordinator, and kebele committee (NRC, GRC, KDC	30	13	43
Afar	ESRM, Team management, peace building and financial literacy	All Kebele committees, and other relevant community members	1276	732	2008
Amhara	ESRM, Team management. peace building and financial literacy	NRC, GRC, KDC, and other community members.	15,217	27,120	42,337
Amhara	ESRM workshop	Woreda staff from the 3R-4CACE project, engineers, finance office head & experts, and sector representatives	137	20	157
Amhara	Orientation on ESRM	Contractors	51	3	54
		Project site workers	13,566	3,659	17,225
B-Gumuz	Orientation LMP	Contractors and other project staff	18	0	18
		Daily Workers	299	90	389
Oromia	LMP & OHS	Contractors & site managers, WPCU team, Sector focal persons & NRC	177	5	182

Tigray	Orientation on LMP&OHS	Contractors	74	1	75
		Mobile engineers	4	0	4
		Community members	3,796	2,412	6,208
Tigray	TOT on 1)Empowering Communities through Collaborative and Inclusive Project Monitoring and Supervision 2)Effective Team Management 3)Environmental and Social Risk Management and Protection from SEA/SH 4)Conflict Sensitivity, Peace building, and Community Resilience 5)Budgeting, Financial Literacy, and Management	At woreda level: WPCT, Construction & water engineers, finance officers, Env'tal monitoring experts, & justice peace security office experts	129	13	142
		At Kebele level: NRC, GRC,CMC	1025	707	1058

3.2 Capacity building at federal level

At federal level training was given on the overall ESRM framework and procedures, Team management, Peace building, and financial literacy for regional and woreda ESRM Risk management experts and other stakeholders.

Table 4: Capacity building on ESRM at the Federal level for regions & implementing woredas.

S.N	Federal level	Participants	Training Topic	No of participants		Total
				M	F	
1.	Dessie	Regional ESRM specialist and Woreda project	E&S risk classification	138	5	143

	Kombolicha, Tigray & Addis Ababa in three rounds	coordinators				
2	Addis Ababa	Regional & Woreda coordinators, Regional M&E & ESRM specialist, Woreda, community mobilizers, ESRM focal, Woreda Finance head and M&E	ESRM, Team management, Peac building and financial literacy	172	24	196
	Total			310	29	339

3.3. Occupational health and safety and provision of PPE

No major safety problems have been reported across the five project regions, and the only safety issue observed was in hot areas, some workers were unwilling to wear helmets during the hot season when temperatures rise. The issue was addressed through awareness raising activities and promptly corrected.

Safety awareness sessions were given to workers to reinforce safe work practices, and contractors ensured that all activities complied with Environmental, Health, and Safety (EHS) requirements. To minimize occupational risks, contractors provided workers with appropriate personal protective equipment (PPE) such as safety glasses, gloves, and protective footwear; posted clear warning signs in hazardous areas; conducted safety inspections; and enforced the safe use of tools and machinery.

During the implementation period, a total of 6,872 project workers received and utilized PPE: 344 male and 70 female in Afar, 4,048 male and 1,851 female in Amhara, 157 male and 28 female in B-Gumuz, and 296 male and 78 female in Oromia.

Minor challenges regarding occupational health and safety (OHS) have been observed, primarily with the proper use of personal protective equipment (PPE). Both community members and daily laborers were initially hesitant to use PPE consistently, often citing discomfort.

The project has addressed this issue by implementing frequent supervision and conducting regular OHS awareness sessions.

All project sites were also equipped with first aid kits and fire extinguishers. Project site coordinators conducted regular inspections to verify the availability of medical supplies and the functionality of fire extinguishers.

3.4. Management of contractors

All contractors were required to follow the Environmental and Social Risk Management (ESRM) commitments on their contractual agreement. These commitments are part of their obligations during project implementation.

During the construction and reconstruction of the school, health facility, and WASH facilities, the NRC, project coordinators, community mobilizer officer, and other stakeholders conducted regular site supervision visits. During these visits, they confirmed that contractors:

- Managed waste properly, kept the construction site clean, and disposed of waste in approved locations.
- Controlled dust, noise, and other disturbances to minimize impacts on the community.
- Applied safety measures, including the use of protective gear and safe working procedures, to protect workers.
- Protected nearby water sources, soil, and vegetation from damage.
- Respected community norms and avoided activities that could cause social conflict.

3.5. Employment opportunities

The labor management approach applied during the project implementation was consistent with the requirements of ESS2, ensuring fairness, inclusivity, and appropriate grievance handling mechanisms for all categories of workers. Contractors were guided to actively engage with the surrounding communities during subproject execution, fostering strong collaboration with local Kebele administrations. This facilitated the recruitment of daily laborers and semi-skilled workers directly from the project locations. As a result, a total of 32,164 community members were provided with temporary employment opportunities, allowing them to generate income during the construction phase. Table 8: Employment opportunities created through subprojects

Region	Number of community members employed in subprojects		Total
	Male	Female	
Afar	344	70	414
Amhara	22,069	7,654	29,723
B-Gumuz	104	60	164
Oromia	992	350	1,342
Tigray	443	78	521
Total	23,952	8,212	32,164

3. Grievance Redresses Mechanism

3.1. Project Grievance Redresses Mechanism

As per the comments given by the World Bank team during B- Gumuz field visit, the draft GRC guideline has been shared with all project implementation regions on 06/24/2025.

Functional grievance redress mechanisms (GRM) are in place. In every kebele where subprojects are being implemented, GRCs have been established, and grievance registration forms have been prepared to address complaints related to project risks, negative impacts on the community, and issues arising during planning, implementation, or progress. Communities have been informed about the GRC's working hours, contact details, and availability. This information is also posted at the kebele office.

In each project site kebele across the five regions, one NRC (Neighborhood Relations Committee) and one GRC (Grievance Redress Committee) were established. As a result, the following numbers of committees were formed: 15 NRCs and 15 GRCs in Afar, 256 NRCs and 256 GRCs in Amhara, 15 NRCs and 15 GRCs in Benishangul-Gumuz, 33 NRCs and 33 GRCs in Oromia, and 148 NRCs and 148 GRCs in Tigray.

Each NRC is composed of 7 members, ensuring a gender balance with 40% women and 40 % men from the affected community and the remaining 20% from the IDP. Each GRC also includes one GBV focal person.

Table 7: Number of Grievances and responsible parties for resolution

SN	Region	Number of Established GRM committee	Number of Grievances registered	Number of Grievances resolved by the GRM	Number of cases appealed	Remarks
1	Amhara	256	17	17	0	All cases were resolved at kebele level. No appeals were made to higher levels.
2	Afar	15	2	2	0	
3	B-Gumuz	15	2	2	0	
4	Oromia	33	24	24	0	
5	Tigray	148	12	12	0	
	Total	467	57	57	0	

As an example of the issues addressed by the GRM, in the Amhara Region a total of 17 grievances were raised. These included 4 cases related to delays caused by the absence of construction materials, 7 cases concerning excavation procedures at the health center, 1 case regarding the distribution of sub-projects within the kebele, 1 case on construction design and quality concerns, 1 case involving the bidding process for sub-projects, and 3 cases related to the use of poor-quality construction materials by the contractor. All these cases were reviewed and addressed by the GRC. Similarly, in the Afar Region, 2 grievances were raised concerning delays in project implementation, and both cases were addressed and resolved by the GRC. And similar cases were also reported in Benishangul, Oromia and Tigray regions.

3.2. Worker Grievance Redress Mechanism

The project staff assessed the presence of a Worker Grievance Redress Mechanism (GRM), established through the existing government structure, and confirmed that it is in place to allow workers to raise concerns about working conditions, occupational health and safety, or labor rights in a timely and confidential manner at Wereda and Regional level but not available at Kebele level. The cases reported at kebele level which are listed below, were appealed to Kebele level were addressed by the Project GRC, and no cases were referred to the Woreda or Regional GRCs.

In Oromia region there is Grievance Redressing Mechanism so called *Mana Murtii Aadaa* established at Kebele level by governmental structure. It is cultural Gadaa system to resolve grievances at local

community level prior to taking legal courts. Though, the strengthening and collaboration with the project is in progress.

Workers were informed about the GRM during orientation sessions, and complaint boxes were installed at project sites to facilitate reporting. To date, all grievances received have been resolved at the Kebele level.

Table 5: Grievances registered

Registered Grievances				
Region	No of grievance registered	No of Grievances resolved by Govt& project GRC	Grievances appealed to Woreda	Types of cases appealed
Afar	4	4	0	A number of grievances were reported during the project implementation period, many of which were repetitive and related to similar issues. The majority of grievances related to differences in wage rates among workers. Other raised issues included delays in wage payments, unclear employment terms, and lack of transparency in recruitment processes. Some workers also reported issues related to poor working conditions, and absence of safety measures.
Amhara	34	34	0	
B-Gumuz	1	1	0	
Oromia	40	40	0	
Tigray	2	2	0	
Total	81	81	0	

3.5 Incidents and Accidents

In the Amhara region, 13 minor accidents have been reported. Of these, eight resulted in minor injuries from sharp tools, and the remaining five were due to minor falls. All individuals received appropriate treatment.

To prevent the risks of incidents and accidents, some of the following several measures have been implemented:

- Enforcement of safety procedures and provision of comprehensive worker training.
 - Installation of safety notices and signboards across all construction sites.
 - Provision of mandatory personal protective equipment (PPE) to all workers.
 - Scheduling of regular rest periods to reduce worker fatigue.
 - Availability of first aid kits at all work sites
- Land acquisition, restriction on land use and involuntary resettlement including or Resettlement of PAPs and delivery of compensation:

Case 1: UXO/ERW Discovery and Clearance

The construction of the Dengolat Health Center IWASH subproject was halted on 12 April 2025 following the discovery of UXO/ERW by construction workers. The Work resumed in August, 2025 after a clearance certificate was issued by Humanity & Inclusion, Ethiopia. For your reference, please see the attached clearance certificate in the annex.

Case 2: Clarification on Toilet Proximity

The UNOPS IWASH sub-project at Dengolat Health Center in the Tigray Region has clarified the issue of toilet proximity to new infrastructure. According to the UNOPS Environmentalist for the Tigray Region, no temporary or permanent toilets have been constructed on-site. Instead, the project has built two small rooms—one for a generator and one for a pump—and drilled a borehole for water scheme development.

4. Land acquisition, Restriction on land use and involuntary resettlement including or Resettlement of PAPs and delivery of Compensation:

There were Land acquisitions issues for Dafli Primary School in Mandura Woreda, BenishangulGumuz region, and Mishager Primary School in Yegof Kebele, Borkena Sub City, Amhara region. The Resettlement Plan (RP) for Dafli Primary School has been finalized, approved, and disclosed on the MOF website.

The initial site have 13 households residing on the land. Among them, 9 households have legal land tenure, while 4 do not. According to Ethiopian proclamation, those without legal tenure are not eligible for compensation. However, the Bank's standard allows compensation for all affected households, regardless of legal status. This discrepancy created a controversy, which made it difficult to proceed with the original site.

Due to the above mentioned complexity of the land compensation process, the planned site for Mishager Primary School in Yegofe Kebele, Borkena Sub City Administration, was relocated to a nearby location. Instead of the original site, the Kombolcha City Municipality allocated an alternative piece of land, previously owned by the city administration and registered in the land bank. The new site is 387 meters from the previous location. The beneficiary communities were consulted and have given their consent.

5. Resource Efficiency and Pollution Prevention and Management

The proposed civil works under Component 1.2 in the targeted kebeles may generate pollution of air, water, and land; however, these impacts are minor, temporary, and reversible. The activities do not involve the consumption of finite resources that could threaten people, ecosystem services, or the environment, even at the local level. Specifically, potential impacts include:

- dust and other forms of air pollution from construction sites,
- noise and vibration from transportation and auxiliary facilities,
- solid waste (including domestic waste, used oil, and construction debris), and
- waste water from workers' camps.

These impacts will be mitigated through the application of good waste management practices and adherence to relevant national regulations on solid and liquid waste management during both construction and operational phases.

6. Biodiversity conservation and sustainable management of living natural resources

The 3R-4-CACE Project has undergone thorough environmental screening to assess potential biodiversity and natural resource risks. The reconstruction activities under the subprojects are not expected to cause significant adverse impacts on biodiversity, ecologically sensitive areas, or local ecosystem services. They primarily involve recovery and rebuilding on existing land, any site or vegetation clearance has minimal and insignificant effects on biodiversity. Where vegetation clearance is unavoidable, contractors are required to carry out re-vegetation of the cleared areas in line with their environmental management obligations. Environmental monitoring will continue throughout the project to ensure ongoing protection of biodiversity and natural resources.

7. Cultural Heritage

The project activities do not involve any actions that could affect cultural heritage in any of the project implementation areas. Site assessments were carried out before implementation, and no physical, natural, or intangible cultural heritage sites were identified within the areas where construction or other project activities are taking place. As a result, there is no anticipated risk of disturbance or damage to cultural heritage resources.

8. Stakeholder's engagement (Public awareness and Consultations)

8.1 Stakeholder engagement

Communities benefiting from the 3R-4CACE project played an active role in selecting members for key committees. In each subproject kebele, three main committees were established: NRC, GRC, and CMC. In addition, KDC was formed through the existing government structure. These committees have played a key role in ensuring transparency, accountability, and community ownership during the project cycle.

Community members and other stakeholders actively participated in a series of meetings and consultations, which provided opportunities for engagement in subproject identification, prioritization sessions, workshops, and approval meetings. Beyond the planning stage, the community has also been involved in monitoring project implementation and in ensuring the quality of construction works. This broad involvement reflects how stakeholder engagement has significantly enhanced the sense of ownership within the community.

Particular attention was given to the inclusion of vulnerable groups and people with disabilities in the consultation processes, ensuring equitable access to project benefits as well as participation in decision-making.

Table 6. Stakeholder and Community Consultations by Region

Region	M	F	Total	Major issues discussed
Amhara	158,050	85,987	244,037	❖ Conducted an in-depth discussion to identify and prioritize subproject activities. ❖ Performed a thorough screening of various subprojects, assessing potential risks and impacts. ❖ Re-planned activities to account for currency differences. ❖ Identified expected risks, adverse impacts, and security issues throughout the subproject cycle. ❖ Discussed Environmental and Social Risk Management practices in the project area. ❖ Delays in the commencement of the project was raised during the community consultation in the Tigray region.
Afar	3,138	1556	4,694	
B-Gumuz	2,737	1,694	4,431	
Oromia	57,564	31,922	89,486	

Tigray	85,467	85,009	170,476	
Total	306,956	206,168	513, 124	

8.2. Disclosure of information

The prepared environmental and social risk management instruments have been disclosed to the community beneficiaries and affected communities in the project implementation areas. These instruments are available in multiple languages tailored to the five 3R4CACE project regions. Specifically, they are available in Amharic for the Amhara and BenshangulGumuz regions, Afarigna for the Afar region, Afan Oromo for the Oromia region, and Tigrigna for the Tigray region.

8.3. Other ESRM Activities

8.3. Security Management

The FPCU is currently working on preparing Security Management Plan by finalizing ToR for consultant recruitment.

9. Monitoring and Evaluation

9.1. Compliance Monitoring

Compliance monitoring and follow-up activities were undertaken to ensure that planned objectives were achieved, and environmental and social risk management Risk management were maintained. Kebele committees actively participated in these monitoring activities. Environmental and social compliance monitoring was also carried out by environmental focal persons, project coordinators, and other relevant stakeholders.

Gaps identified during monitoring were addressed by providing timely feedback to contractors and implementing corrective measures.

The following are examples of key Environmental and Social Management Plan (ESMP) components that were monitored during the reporting period (not an exhaustive list):

Environmental Aspects

- Waste disposal practices at construction and community facilities were inspected and found generally compliant with the ESMP.
- Dust and noise levels were monitored at active work sites, with mitigation measures (e.g., water spraying) applied where necessary.
- No significant pollution incidents were reported.

Social Aspects

- Labor conditions and adherence to labor management procedures were reviewed.
- Local labor hiring practices prioritized vulnerable and conflict-affected individuals, particularly women and youth.

Health and Safety

- Site safety inspections were conducted in operational areas.
- Workers received orientation on occupational health and safety procedures.

9.2. Field Travel for site visit

A team from the FPC traveled to Yegof Kebele, Kombolcha, to assess the relocation of the planned Mishager Primary School site in January 2025. The originally designated location faced significant challenges in the compensation process, leading to delays and concerns from the local community. As a result community members requested that the site to be shifted to an alternative location.

We conducted discussion with NRC,GRC, CMC, community members, Kebele chairperson and meetings with head of Finance, education, water, sub city, urban development and mayor of Kombolcha town.

As we heard from them, community consultation and meetings were conducted. Following discussions, the community agreed to relocate the project to a new site. Consequently, the Kombolcha City Municipality allocated alternative land, which was previously registered in the

municipality's land bank and owned by the city administration. The communities are eagerly waiting the initiation of the school construction.

They have indicated that the establishment of this school is a pressing necessity, as children are currently travelling long distances to attend school, often crossing a large river on their way. Concerned about their safety, parents accompany them when crossing, adding to the burden to their families. The establishment of the Mishager Primary School at its new location will provide a safer and more convenient learning environment, addressing the above mentioned challenges. As part of the formal process the beneficiary community provided their consent.

Secondly, the World Bank team planned a visit to Assossa for a site visit. The FPCU team accompanied them and visited various sites in Sedal and Bildigilu Woreda in April, 2025. Among the sites visited, some have been completed and handed over to their respective owners and provide service for the community, while others are yet to commence.

The sites we visited in Sedal Woreda, Dizza Kebele, include:

- **Diza Health Center** – Maintenance work & Reconstruction of a dry toilet
- **Chesega Health Post** – Maintenance work & Reconstruction of a dry toilet

In Bildigilu Woreda, Gunifi Kebele, we visited the newly allocated site for **Gunifi Primary School**, which is planned for construction. However, construction has not yet started, and students are currently attending classes in tents. The image below shows the temporary learning environment for students, classes in hat/tents.

10. Conclusion

10.1. Lessons Learnt

- **Effective Conflict Management:** Regular discussions at kebele/community and meetings at woreda levels help resolve problems between sectors and communities and make the project stronger.
- **Strong Coordination and Local Engagement:** Active participation of kebele-level project committees with woreda focal persons, have improved teamwork and risk management, Risk management compliance, and community satisfaction.

- **Inclusive and Gender-Responsive Participation:** community-driven development (CDD) approach has been implemented as planned with encouraging participation of women and making sure vulnerable groups could share their ideas and be part of decisions.
- **Community Ownership and Awareness:** Targeted awareness sessions and trainings for stakeholders improved implementation quality and regular community discussions during project monitoring increased a sense of ownership.
- **Increased LMP implementation:** Contractors and site staff improved their understanding of labor management procedures and social risks. As a result, no cases of incident & accident and child labor were found at subproject sites.
- **Employment opportunity:** job opportunities have been confirmed to be fair and inclusive.
- **MIS:** in this reporting period, great improvement has been shown on MIS utilization for ESRM purpose. About 1634 subproject's E&S screening documents has been uploaded on MIS and 852 subproject's documents approved and disclosed to MIS users at different level with in the project. The other 215 documents were sent back to regions for revision. Therefore, the process of uploading documents on MIS will continues throughout the project life span.

10.2. Challenge

- Due to security and other issues in some project implementation sites, monitoring by FPCU has been virtual one which might have its own limitations in the implementation of ESRM.
- Inaccessibility of internet services in some areas hinders effective communications.

10.3. Next Action

Finalize and approve ESRM data on MIS and monitoring and follow up

- Finalizing ESRM data on Project MIS software. The remaining 1125 subproject's documents will be uploaded and disclosed to intended MIS users in the second quarter of 2018 EFY.
- Monitoring and follow up to ensure implementation of ESMP and other E&S standards.

Strengthening Environmental and Social Risk management

- Coordinate with Project coordinators to follow up and ensure recruitment of ES experts in Oromia and Afar region in this month.
- Regional ESRM expert to monitor ESMP implementation, verify contractors' compliance with ESHS requirements, and provide training for the remaining two (Bulen and Mandura) woredas in Benishangul Gumuz Region.
- Continue reinforcing good environmental and social practices throughout the project lifecycle as per the project ESRM instruments with regular monitoring and evaluation.

Enhance Community and Gender Inclusion

- Maintain and build upon the active participation of women in all project activities.
- Engage communities in monitoring and feedback processes to ensure transparency and accountability.
- Organize awareness sessions on gender equality during contractors' recruitment to promote fair hiring and increase the number of qualified women candidates in the next recruitment cycle.

Human Resource Development

- Implement training programs and ongoing monitoring and evaluation to measure their effectiveness and identify areas for improvement.

Proactive Stakeholder Communication

- Maintain open, transparent, and regular communication with all stakeholders on project progress, challenges, and solutions through consultation meetings, Medias, formal meetings, and Websites.

Annex



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1. Amhara Ataye
kebele 03 committee :



5. Amhara Ataye
Woreda Kebele 03 cor



3. Amhara Ataye
Kebele 03 NRC Minutworeda kebele 03 Cor



Amhara Ataye



4. steering committee
minute.pdf



Amhara Efratana
gidim Woreda laygna



Amhara,Debark
woreda Abergina kebi



Fig1: Oromia contractors OHS training



Fig 2&3: Workshop held in Kombolcha, Dessie, Amhara Region



Fig.4&5: Orientation Sessions for workers in Meket, Amhara Region

Fig 6: On-the-Job Awareness Session on ESRM for Contractors and Daily Laborers in Konaba Woreda.





Fig 7: Photo during training of daily labors Mao-komo special woreda and Mandura woreda



Fig8: Tigray Region Woreda, Emba Alaje construction site (Sample photos



Fig9: Tigray Region, Woreda Seharti, construction site (Sample photos)



Fig 10: Construction in Meket, Amhara Region.



Fig 11 : Buldigilu drilling of SW, construction of of schools at Bullen, Mao-komo special woredas.



Fig. 12 Gunifi Primary School