



FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

MINISTRY OF FINANCE

**CONTINGENT EMERGENCY RESPONSE
PROJECT
ENVIRONMENTAL AND SOCIAL MANAGEMENT
PLAN**

July, 2026

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Acronyms and Abbreviations

Acronym	Definition
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CERP	Contingent Emergency Response Project
CPF	Country Partnership Framework
CRC	Convention on the Rights of the Child
CSE	Conservation Strategy of Ethiopia
DRF	Disaster Risk Financing
DRM	Disaster Risk Management
E&S	Environmental and Social
EHS	Environmental, Health and Safety
EHSG	Environmental, Health and Safety Guidelines
EIA	Environmental Impact Assessment
EPSE	Ethiopian Petroleum Supply Enterprise
EPE	Environmental Policy of Ethiopia
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESMP	Environmental and Social Management Plan
ESMS	Environmental and Social Management System
ESS	Environmental and Social Standards
FCV	Fragility, Conflict, and Violence
FDRE	Federal Democratic Republic of Ethiopia
GBV	Gender-Based Violence
GHG	Greenhouse Gas
GM	Grievance Mechanism
GoE	Government of Ethiopia
GRM	Grievance Redress Mechanism
GRC	Grievance Redress Committee
HACCP	Hazard Analysis and Critical Control Points
ICESCR	International Covenant on Economic, Social and Cultural Rights
ILO	International Labour Organization

LC	Letter of Credit
LPG	Liquefied Petroleum Gas
LMP	Labor Management Procedures
M&E	Monitoring and Evaluation
MoA	Ministry of Agriculture
MoF	Ministry of Finance
MoLS	Ministry of Labor and Skills
MoWE	Ministry of Water and Energy
NFI	Non-Food Items
NPSDRM	National Policy and Strategy on Disaster Risk Management
OHS	Occupational Health and Safety
PIU	Project Implementation Unit
PPE	Personal Protective Equipment
PSC	Project Steering Committee
PDO	Project Development Objective
PSEA	Protection from Sexual Exploitation and Abuse
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
SRAMP	Security Risk Assessment and Management Plan
UN	United Nations
UNDP	United Nations Development Programme
WB	World Bank
WBG	World Bank Group
WHO	World Health Organization

1. INTRODUCTION

The World Bank is providing support to Governments for preparedness planning to provide an optimal response to a broad range of natural or man-made disasters, drawing on undisbursed financing from across the country portfolio. Such events, which are growing more frequent, place a significant burden on Governments and Implementing Agencies, particularly where it is imperative to provide an immediate response to address the devastating impacts of such events. As such, the Bank is offering to provide the Federal Democratic Republic of Ethiopia (FDRE) with support for preparedness planning through a Contingent Emergency Response Project (CERP).

CERP is a critical mechanism for FDRE, designed to provide rapid and flexible financial support in the wake of emergencies and disasters. It can be triggered by the Government through an official declaration that an eligible emergency or disaster has occurred, supported by a Declaration of activation of the National Contingency Plan. The CERP ensures that the country can swiftly mobilize resources to address immediate needs, mitigate impacts, and support recovery efforts, thereby enhancing resilience and reducing the long-term socio-economic consequences of such events.

The WBG has a longstanding engagement with Ethiopia on disaster risk management, resilience, and macroeconomic crisis response, providing a strong foundation for the proposed CERP. The WB has supported Ethiopia's DRM system through GFDRR grants totaling US\$2.5 million between 2007 and 2014, covering risk identification, preparedness, and early warning systems. The Ethiopia Flood Management Project (P176327), approved in 2022, directly supports strengthened flood risk management systems. The Productive Safety Net Program, now in its fifth phase, represents one of the most significant adaptive social protection interventions in Sub-Saharan Africa, providing a shock-responsive financing mechanism for food insecurity crises. The 2022 Climate and Disaster Risk Finance Diagnostic, requested by the MoF and supported by the WB, provides a comprehensive roadmap for DRF reform, directly informing the design of this CERP. More recently, the Second Sustainable and Inclusive Growth Development Policy Operation (P506352, 2025) and the Accelerating Sustainable and Clean Energy Access Transformation (P506061, 2025) programs demonstrate continued deep WB engagement on macroeconomic reform and energy sector resilience. The proposed CERP complements this portfolio by providing a pre-arranged contingent financing instrument to close the gap between the occurrence of an eligible crisis and GoE's ability to mount a rapid, resource response. The CERP Project is also aligned with the objectives of the WBG new Country Partnership Framework (CPF) for Ethiopia for FY27-36, expected to be discussed by the Board in June 2026.

The Project Development Objective is to respond promptly and effectively to an eligible crisis or emergency in Ethiopia. An "eligible crisis or emergency" is defined as an event that has caused, or is likely imminently to cause, a major adverse economic and/or social impact associated with natural or man-made crises or disasters, including – but not limited to – fuel or fertilizer supply disruptions, energy sector emergencies, trade shocks, and macroeconomic crises, as well as natural hazard events such as droughts and floods. The specific nature of the eligible crisis shall be determined at the time of activation, in accordance with the CERP Manual adopted by GoE. The PDO indicators to measure the achievement are as under:

- a. Time from CERP activation request to first disbursement (days);
- b. CERP funds utilized for emergency response activities within the activation period (percentage of the amount reallocated); and

- c. People directly benefitting from CERP activation (number, disaggregated by sex and, where feasible, by vulnerability category).

It is envisaged that CERP will benefit large number of beneficiaries that include the population affected by the crisis, particularly vulnerable groups including women, children, the elderly, persons with disabilities, internally displaced persons, pastoralist communities, and other historically underserved populations who may be disproportionately exposed to energy and economic shocks. The CERP has a national scope. The Crisis Response Plan, to be prepared upon activation, will define the exact beneficiaries, eligibility criteria, and geographic scope based on the nature and spread of the eligible crisis at the time of activation. Given Ethiopia's FCV status, the Crisis Response Plan will incorporate specific provisions to ensure equitable access to emergency response resources in conflict-affected areas, subject to applicable security risk assessments.

This *Environmental and Social Management Plan (ESMP)* has been prepared and adopted by the Government of Ethiopia so that the relevant Implementing Agencies have the information, capacity and resources in place to mobilize as quickly as possible, once the CERP has been activated. On activation of the CERP and receipt of funds, the Implementing Agencies will proceed immediately to implement the specified Activities.

This ESMP sets out agreed mitigation measures to address the environmental and social risks and impacts associated with the Activities set out in CERP project paper. Implementing Agencies are required to familiarize themselves with the contents of this ESMP, the mitigation measures that relate to the Activities for which they will be responsible.

This ESMP sets out a range of mitigation measures to address the environmental and social (E&S) risks and impacts of the Activities. The Implementing Agency, in certain circumstances, may choose to implement alternative or additional measures if, during implementation, these are more effective in addressing the E&S risks and impacts of the activity. The Implementing Agency will follow the national law requirements for each Activity as set out in Section 4, supplemented or adjusted as appropriate by the measures set out in Section 5. Together, through application of appropriate mitigation measures, the activities will be implemented in accordance with the World Bank's Environmental and Social Framework (ESF) and WB Environment, Health and Safety Guidelines (WB EHSG). Implementing Agencies are required to familiarize themselves with the contents of this ESMP, and in particular with the mitigation measures that relate to the Activities for which they will be responsible.

This ESMP contains the following:

- **Section 1** sets out the background for the adoption of the CERP by the Government, and the way in which the ESMP will be used by the Government and Implementing Agencies
- **Section 2** sets out a general description of the baseline environmental and social conditions in the country, the type of emergencies that may arise, why the Activities identified in Section 3 may be required and some of the challenges that may be encountered
- **Section 3** sets out the specific Activities which can be implemented under a CERP project
- **Section 4** sets out a summary of the national law requirements relating to each Activity, and provides details of how risks and impacts will be managed in accordance with national requirements
- **Section 5** sets out supplemental E&S mitigation measures that will be implemented as appropriate

- **Section 6** sets out the procedures that will be used to address E&S risks and impacts of specific Activities
- **Section 7** describes the stakeholder engagement and disclosure processes that have supported the design of the interventions
- **Section 8** relates to Institutional Arrangements and responsibility for preparation for emergency events and for implementation of the Activities.
- **Section 9** relates to Monitoring and Reporting requirements for monitoring Environment and Social aspects of implementation of the Activities.

1.1. BACKGROUND

Ethiopia is one of Sub-Saharan Africa's largest and most populous nations, facing an exceptionally complex multi-hazard risk environment compounded by ongoing fragility, conflict, and deep macroeconomic vulnerabilities. With a population of approximately 130 million people and a GDP estimated at US\$149.7 billion in 2024, Ethiopia has achieved periods of strong economic growth – with real GDP growth of around 8.1% in 2024 – but this trajectory has been repeatedly disrupted by a confluence of natural disasters, macroeconomic shocks, and protracted internal conflict. The World Bank Group (WBG) formally classified Ethiopia as a Fragile, Conflict, and Violence (FCV) State following the continuation of armed instability observed since June 2021. Conflict has driven large-scale displacement, market disruption, and accelerating humanitarian need across multiple regions, including Oromia, Amhara, and Afar.

Ethiopia's natural hazard profile is among the most severe in Eastern Africa, with droughts and floods constituting the primary recurring threats. Droughts have historically affected an estimated 1.5 million people annually and have caused widespread food insecurity across the northern, eastern, and pastoral regions of the country. Over 19 episodes of severe, widespread drought-induced food crisis have been recorded over the past century. Flash floods and riverine floods annually affect approximately 250,000 people, causing substantial damage to buildings (estimated at approximately US\$200 million per event) and cropland. Landslides, earthquakes, and volcanic hazard also contribute to Ethiopia's overall disaster risk profile. Climate change projections indicate that extreme drought risk will increase significantly, particularly in the Somali region by 2050 and in northwestern Ethiopia by 2070, and that 100-year rainfall events may intensify by 20% to 30% by 2050, increasing flood frequency and severity.

Ethiopia is acutely exposed to economic and energy crisis, particularly through its structural dependence on imported petroleum. With all goods having to move overland across hundreds of kilometers in order to reach domestic or international markets, Ethiopia's economy is structurally dependent on road transport, creating a large and inelastic demand for petroleum products. This same geography adds a significant transport cost premium to fuel imports, making retail prices particularly sensitive to international price movements, a burden borne most acutely by households and enterprises who rely on transport capacity to access inputs and serve customers. Although electricity generation is predominantly hydropower-based (approximately 96 percent of generation), electricity access remains limited, with fewer than half of the population connected to the grid. Petroleum products therefore remain critical for transport, logistics, industry, backup power generation, and delivery of essential services. Ethiopia imports all of its refined petroleum requirements, making the economy acutely vulnerable to global fuel price volatility and external supply disruptions. Fossil fuel subsidies peaked at approximately US\$4 billion in 2022 following the global energy price shock associated with the Russia-Ukraine war.

Oil represents approximately 9% of Ethiopia's total energy supply, accounting for roughly three times the contribution of hydropower, and is used primarily for transportation and industrial activity. Electricity, generated predominantly from hydropower (96% of generation), serves fewer than half the population, leaving the majority dependent on traditional biomass for cooking and heating. Ethiopia imports all its refined petroleum from abroad, making it critically vulnerable to global price volatility and supply chain disruptions. Fossil fuel subsidies peaked at US\$4 billion in 2022, driven by the global price spike associated with the Russia-Ukraine war. Following the escalation of the Middle East crisis in late February 2026, global oil prices rose sharply from March 1, 2026, onward, significantly increasing Ethiopia's exposure to external fuel supply and price shocks. This comes at a time when Ethiopia continues to finance all fuel imports—approximately US\$4 billion annually—through deferred letters of credit, which typically involve payment terms of 180–360 days and add an estimated 15 percent financing surcharge to every imported barrel. In addition to the high financing costs, approximately US\$2.4 billion in fuel LCs remain outstanding at any given time, absorbing a substantial share of the banking system's foreign exchange, trade finance capacity and crowding out access to trade finance. This creates higher domestic pump prices, quasi-fiscal liabilities, contingent risks on bank balance sheets, and broader market distortions across the economy. The current oil price shock has significantly increased the urgency of reducing reliance on this costly financing model. Shifting toward spot fuel financing could generate estimated savings of US\$850 million to US\$1.1 billion annually. Given the sharp rise in oil prices and tightening supply conditions since March 1, 2026, financing fuel procurement from March 1 onward is critical to maintain fuel supply, meet immediate payment obligations, avoid further disruptions to essential services and economic activity, and support a gradual transition away from the deferred LC model.

The current crisis is already disrupting mobility and access to opportunities through an acute fuel shock driven by both constrained supply and rising prices, compounded by an unsustainable fuel financing model. With severe fuel rationing now in place – fuel distributors reportedly receiving only about half their usual allocations – households and firms face long queues and higher transaction costs, while public and private operators suspend routes or pass costs on to users. Reduced transport frequency and higher fares are making it harder for the most vulnerable people to reach jobs and income opportunities, magnifying welfare impacts and food insecurity risks.

Fuel scarcity is also affecting the operational continuity of priority basic services that rely on diesel and petrol for vehicles, generators, and logistics, particularly health, water, and education. For health services, fuel shortages constraints ambulance mobility and referral systems as well as timely delivery of medicines and undermine generator back-up and cold-chain reliability. For water services, limited fuel availability is disrupting pumping, water trucking, and repair and maintenance activities, increasing the likelihood of localized interruptions in supply. In education, transport disruptions constrain school operations and attendance where students and teachers rely on transport. For education, reduced mobility constrains school operations with knock-on effects on attendance where students and teachers depend on transport.

The crisis is also exacerbating food insecurity through a sharp increase in food prices, which is eroding purchasing power and reducing access to adequate diets, particularly for low-income urban households and displaced and conflict-affected populations who are heavily market dependent. As staple and non-staple food prices rise, households are likely to adopt negative coping strategies (such as reducing meal frequency and dietary diversity, drawing down limited savings, and increasing debt), with heightened risks of acute malnutrition among children and pregnant and lactating women. Higher food prices also

increase the operating costs of humanitarian and social protection responses, raising the risk that existing assistance will be insufficient to meet growing needs unless coverage and transfer values are adjusted. Higher pump prices are raising transport costs and putting upward pressure on food prices and other essential goods. These pressures land on households with very limited room to absorb them: nearly three-fifths of total expenditure goes to food (58.5 percent nationally). The transmission works through two mechanisms. First, nearly half of all households use public transport (62 percent in urban areas), so fuel-driven fare increases translate quickly into higher living costs. Second, and most consequentially, with nearly three-fifths of total spending going to food and processed and market-purchased food absorbing 23.6 percent of total budgets, households are highly sensitive to fuel costs embedded across the supply chain — making food price inflation a dominant channel. The impact on the price channel is already visible in Addis Ababa’s markets in early April 2026. Preventing this pass-through to domestic fuel prices and containing the impact on inflation could avert xx% of loss in households’ welfare, equivalent to about \$xxx annually. This welfare gain will be felt across the consumption distribution, with urban households relatively more affected than rural households, reflecting their relatively greater reliance on market-purchased food and transport services.

The CERP will remain active for up to 6 years from first activation and may be activated multiple times to respond to different eligible crises. Each activation will have an implementation period not expected to exceed 12 months. Activation of the CERP will be initiated through a formal written request from GoE, submitted to the WB. Resources reallocated under the CERP will be operationally delinked from their host projects but will remain financially and legally linked to the original host project(s).

SECTION 2: BASELINE ENVIRONMENTAL AND SOCIAL CONDITIONS IN ETHIOPIA

This section provides general information on relevant baseline conditions in the country, as they are relevant to the Activities identified in Section 3. The following section describes key environmental and social features of the country as the project activities shall be carried out in various areas of the country.

2.1 Geography

Ethiopia is a landlocked, ecologically diverse nation in the Horn of Africa. Covering about 1.1 million square kilometers. Its topography is defined by the massive, rugged Ethiopian Highlands, split diagonally by the Great Rift Valley, dividing the country into fertile plateaus, deep river canyons, and hot, dry lowlands. Between the valley of the Upper Nile and Ethiopia's border with Sudan and South Sudan is a region of elevated plateaus from which rise the various tablelands and mountains that constitute the Ethiopian Highlands.

Most of the Ethiopian uplands have a northwest slope and nearly all the large rivers flow in that direction to the Nile, comprising some 85% of its water. The Tekezé River in the north, the Abay in the center, and the Sobat in the south, and about four-fifths of the entire drainage is discharged through these three arteries. Another large river is the south-flowing Omo, with 14% of the entire drainage the largest river outside the above-mentioned three main arteries discharging to the west, and by far the main feeder of the endorheic Turkana Basin with Lake Turkana. The rest is carried off by the Awash, which runs out in the saline lacustrine district along the border with Djibouti; by the Shebelle River and the Jubba, which flow southeast through Somalia, though the Shebelle most often fails to reach the Indian Ocean.

2.2 Climate

The climate of Ethiopia varies significantly. It is temperate on the plateau and hot in the lowlands. The country lies wholly within the tropics, but its nearness to the equator is counterbalanced by the elevation of the land. Ethiopia's average temperature varies entirely by elevation rather than season. The central highlands (including Addis Ababa) experience moderate, spring-like weather year-round with averages of 16°C to 20°C. In contrast, the surrounding tropical lowlands and the Great Rift Valley are consistently hot and arid, averaging 25°C to 30°C. The rainy season proper, caused by the southwest monsoon, lasts from June to mid-September, and commencing in the north moves southward. In the region of the headwaters of Sobat the rain begins earlier and lasts longer. The rainfall varies from about 750 mm (29.5 in) a year in Tigray and Amhara to over 1,000 mm (39.4 in) in parts of Oromia.

2.3 Physical Environment

Ethiopia's physical environment is characterized by remarkable ecological and topographical diversity. The country's landscape features the towering Ethiopian Highlands, which are divided by the Great Rift Valley, creating fertile plateaus, deep river canyons, and arid lowlands. Major rivers such as the Abay, Tekezé, Omo, and Awash traverse these varied terrains, supporting both drainage to the Nile and internal basins. The northwest slopes of the uplands guide rivers toward the Nile, while southern and eastern rivers flow into endorheic basins or toward neighboring countries. This complex geography influences local climates, biodiversity, and agricultural patterns, making Ethiopia's physical environment both dynamic and vital to its population and economy.

2.4 Biological Environment

Ethiopia's biological environment is exceptionally rich and varied, reflecting the country's diverse topography and climatic zones. The Ethiopian Highlands are home to many endemic plant and animal species, including the Ethiopian wolf, gelada baboon, and the Walia ibex, which are found nowhere else in the world. Forests, woodlands, grasslands, and a range of wetland and aquatic habitats support a high level of biodiversity, while the lowland regions are characterized by savannas and dry shrublands that host different flora and fauna. Ethiopia's unique ecosystems are recognized as important centers of biodiversity, but they face pressures from agricultural expansion, deforestation, overgrazing, and climate change, which threaten the integrity and sustainability of these valuable natural resources.

2.5 Administrative Division

Ethiopia is administratively divided into four levels: regions, zones, districts (*woredas*) and wards (*kebele*). The country comprises 12 regions and two city administrations. The two federal-level city administrations are Addis Ababa and Dire Dawa

2.6 Population

Ethiopia is the most populous landlocked country in the world. Its total population has grown substantially in recent decades, rising from 38.1 million in 1983 to 135 million in 2025. The 2050 Ethiopia population forecast is 225 million. According to UN estimations in 2013, life expectancy had improved substantially over time, with male life expectancy reported to be 56 years and for women 60 years. Ethiopia's population is highly diverse, containing over 80 different ethnic groups, the four largest of which are the Oromo, Amhara, Somali and Tigrayans. According to the Ethiopian national census of 2007, the Oromo are the largest ethnic group in Ethiopia, at 34.4% of the nation's population.

The Amhara represent 27.0% of the country's inhabitants, while Somalis and Tigrayans represent 6.2% and 6.1% of the population respectively.

According to the 2007 National Census, Christians make up 62.8% of the country's population, Muslims 33.9%, practitioners of traditional faiths 2.6%, and other religions 0.6%.^[6] The ratio of the Christian to Muslim population has largely remained stable when compared to previous censuses conducted decades ago. Sunnis form the majority of Muslims with non-denominational Muslims being the second largest group of Muslims, and the Shia are a minority.

2.7 Literacy

The literacy rate has increased in recent years: according to the 1994 census, the literacy rate in Ethiopia was 23.4%. In 2007 it was estimated to be 39% (male 49.1% and female 28.9%). A report by UNDP in 2011 showed that the literacy rate in Ethiopia was 46.7%. The same report also indicated that the female literacy rate had increased from 27 to 39 per cent from 2004 to 2011, and the male literacy rate had increased from 49 to 59 per cent over the same period for persons 10 years and older. By 2015, the literacy rate had further increased, to 49.1% (57.2% male and 41.1% female). Access to education in Ethiopia has improved significantly. Approximately three million people were in primary school in 1994–95 but by 2008–09, primary enrolment had risen to 15.5 million – an increase of over 500%. In 2013–14, Ethiopia had witnessed a significant boost in gross enrolment across all regions. The national GER was 104.8% for boys, 97.8% for girls and 101.3% across both sexes.

2.8 Culture

The culture of Ethiopia is diverse, consisting of the local population, an interaction of Semitic, Cushitic and less populous Nilo-Saharan speaking people, which is evolved from first millennium BC. The dominant Semitic-speaking groups such as Tigrayans, Amharas and Gurage, are distinguished by their feudal tradition, hierarchical structure and agrarian life. This is rooted partly from South Arabia as a result of back migration, while the southern Cushitic (Oromo and Somali) are strong adherents to egalitarianism and pastoral life. Other traditions from the Kafficho, Sidamo, and Afar peoples are also present.

2.9 Health

Ethiopia's main health problems are said to be communicable (contagious) diseases worsened by poor sanitation and malnutrition. Over 58 million people (nearly half the population) do not have access to clean water as of 2023. These problems are exacerbated by the shortage of trained doctors and nurses and health facilities. The World Health Organization's 2006 World Health Report gives a figure of 1,936 physicians (for 2003), which comes to about 2.6 per 100,000.

The National Mental Health Strategy, published in 2012, introduced the development of policy designed to improve mental health care in Ethiopia. This strategy mandated that mental health be integrated into the primary health care system. However, the success of the National Mental Health Strategy has been limited. For example, the burden of depression is estimated to have increased 34.2% from 2007 to 2017. Furthermore, the prevalence of stigmatizing attitudes, inadequate leadership and co-ordination of efforts, as well as a lack of mental health awareness in the general population, all remain as obstacles to successful mental health care

2.10 Livelihoods and Poverty

In the 2024 Global Hunger Index (GHI), Ethiopia ranks 102nd out of 127 countries and has a score of 26.2, which indicates a serious level of hunger. As per 2021 study¹ (Kassegn and Endris, 2021) the country policy framework has focused more on on-farm agricultural development strategy as compared to non-farm and off-farm livelihood diversification strategies to assure rural households food security in the country. However, non-farm and off-farm strategies are currently the important strategies to raise the income of the rural households for improving the rural households' food security. Currently, 57% of rural households are engaged in non-farm livelihood strategies.

SECTION 3: PROJECT ACTIVITIES

The CERP will finance emergency response activities drawn from the following Positive List of eligible expenditures. The Positive List is designed to ensure rapid-disbursing, limited-physical-footprint response. Civil works and law enforcement activities are not eligible for financing under this instrument. The Positive List will be included in the CERP Manual and will be updated as and when required, subject to Bank's review. It includes the following:

Fuel and Energy Emergency Supply: This activity will include (i) procurement and distribution of petroleum products (including petrol, diesel, and kerosene) to ease disruptions that are displacing productive jobs, worsening poverty and extreme hardship, and worsening social cohesion in a highly fragile and conflict-affected context, such as essential public services, food and critical product delivery, and transportation and logistics networks. for use by critical public services, including emergency transport, health facilities, water pumping, and power generation for essential public infrastructure; (ii) procurement and distribution of alternative or emergency energy supplies, including fuel for generators serving essential public services; (iii) emergency procurement of liquefied petroleum gas for distribution to vulnerable households affected by fuel supply disruptions; (iv) incremental operational costs, including transportation and logistics costs, associated with the emergency distribution of fuel and energy supplies.

Fertilizer Supply: This activity will include procurement and supply of fertilizer for staple food crops for smallholder farmers.

Emergency Livelihood Support to Households: This activity will include (i) cash transfers and cash-for-work programs to households affected by eligible economic crises, including those impacted by fuel and energy price shocks; (ii) distribution of essential non-food items and emergency supplies to vulnerable households; (iii) emergency food assistance to households facing acute food insecurity resulting from or exacerbated by an eligible crisis.

Emergency Service Restoration and Response Coordination: Under this activity, project will support (i) incremental operational expenditure incurred by the Government of Ethiopia for emergency response and early recovery, including evacuation logistics, shelter administration, emergency transportation costs, and increased utility costs for public sector facilities during a crisis; (ii) emergency

¹ Kassegn, A., & Endris, E. (2021). Review on livelihood diversification and food security situations in Ethiopia. *Cogent Food & Agriculture*, 7(1). <https://doi.org/10.1080/23311932.2021.1882135>

procurement of critical goods and services needed to restore essential public services, including water supply, sanitation, and health services; (iii) rental of generators and light equipment for emergency operation of essential public infrastructure; (iv) emergency trade facilitation measures, including incremental costs associated with expediting import customs clearance for essential goods.

Technical Assistance and Emergency Management: This activity will include (i) sourcing of specialized national and international expertise (consultancy services) to support emergency response planning, coordination, and recovery; (ii) preparation of technical documents required for procurement, environmental, and social compliance during emergency response; (iii) strengthening of crisis monitoring and early warning systems during an emergency activation period.

SECTION 4: NATIONAL E&S REQUIREMENTS

This section provides a discussion of the policy and legal framework for the activities envisaged under the CERP.

The first attempt to develop environmental regulations in Ethiopia dates back from 1989, when the development of the Conservation Strategy of Ethiopia (CSE) was launched. Before this CSE and Environmental Policy of Ethiopia (EPE) were finalized in 1997, the new Constitution of Ethiopia (1995) affirmed the right of every Ethiopian citizen to a clean and healthy environment and established the responsibility of the State in ensuring this right. A more comprehensive legal and regulatory framework was developed in 2002, in the form of three proclamations, namely (i) Proclamation to establish Environmental Protection unit, (ii) Proclamation on Environmental Impact Assessment, and (iii) Proclamation on Environmental Protection Control. Whereas these three proclamations provide the overall framework, the details of environmental and social management responsibilities to be implemented on the ground have been explicitly enacted through regulations, guidelines and standards developed based on the above framework.

4.1 The Constitution of Ethiopia

The constitution of Ethiopia, which was enacted in 1995, is the umbrella for all legislative frameworks in the country. The concept of sustainable development and the environmental rights of the people are clearly stipulated in the constitution, along with many other provisions. The concept of sustainable development and environmental rights are explicitly stated in article 43, 44 and 92 of the constitution of Ethiopia.

Article 43: The Right to Development identifies people's right to:

1. Improved living standards and to sustainable development; and
2. Participate in national development and to be consulted with respect to policies and projects affecting their community.

Article 44: Environmental Rights, all persons:

1. Have the right to a clean and healthy environment; and
2. Who have been displaced or whose livelihoods have been adversely affected because of state projects (PAPs) has the right to commensurate monetary or alternative means of compensation, including relocation with adequate state assistance.

Article 92: Environmental objectives are identified as:

1. Government shall endeavor to ensure that all Ethiopians live in a clean and healthy environment.
2. The design and implementation of projects shall not damage or destroy the environment.
3. 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.
4. Government and citizens shall have the duty to protect the environment.
5. Maintains land under the ownership of the Ethiopian people and the government but protects security of usufruct tenure.
6. Ensures the equality of women with men.
7. Maintains an open economic policy.

4.2 Environmental Policy of Ethiopia (EPE)

The Environmental Policy of Ethiopia was approved by the Council of Ministers in April 1997. Its conceptual framework was based on the findings and recommendations of the National Conservation Strategy of Ethiopia. This policy document, along with CSE was developed with assistance from the International Union for the Conservation of Nature. EPE includes 9 policy objectives, 19 guiding principles, 10 sectoral policies (one of which is on Water Resources) and 10 cross-sectoral policies (one of which is on community participation and another on EIAs).

The goal of the Environmental Policy of Ethiopia is to improve and enhance the health and quality of life of all Ethiopians and to promote sustainable social and economic development through the 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. For the effective implementation of the Environmental Policy of Ethiopia, the policy encourages the creation of an organizational and institutional framework from Federal to community levels. The Environmental Policy of Ethiopia provides several guiding principles that require adherence to principles of sustainable development; in particular, the need to ensure that EIAs:

1. Consider impacts on human and natural environments.
2. Provide for early consideration of environmental impacts in projects and projects design.
3. Recognize public consultation.
4. Include mitigation and contingency plans.
5. Provide for auditing and monitoring; and
6. It is a legally binding requirement.
7. Institutional implementation policy

4.3 Environmental proclamations, regulations and guidelines

4.3.1 *Environmental Impact Assessment Proclamation, Proclamation No 99/200*

This proclamation establishes the requirement of an EIA procedure for all projects and clearly describes the procedures to be followed by project proponents with respect to EIAs. The EIA process described in the proclamation underscores the presence of consultation requirements where reports are to be made public, and the comments of the public (especially of the project affected people) are to be asked and taken into consideration in the review process undertaken by the federal or regional environmental agency in charge of the project. On top of this, the proclamation makes EIA mandatory for specified categories of activities undertaken either by the public or private sectors, or possibly, for the extension of EIA to policies, plans and programs in addition to projects. The proponent of the project (whether it is public or private) must prepare an EIA following the requirements specified in the legislation (article 8) and associated guidelines. The EFCCC and/or the Environment and Climate Change Directorate in

MoWIE that have full delegation and the other sector Ministries delegated by it and relevant Regional Environmental Agencies will then review the EIA and either approve the project (with or without conditions) or reject it.

The Proclamation on Environmental impact assessment requires, among other things:

1. Specified categories of projects to be subjected to an EIA and receive an authorization from the EFCCC or the relevant regional environmental agency prior to commencing implementation of the project.
2. Licensing agencies to ensure that the requisite authorization has been duly received prior to issuing an investment permit, a trade or operating license or a work permit to a business organization.
3. EFCCC or the relevant regional environmental agencies may issue an exemption from carrying out an EIA in projects supposed to have an insignificant environmental impact.
4. A licensing agency may suspend or cancel a license that has already been issued where the EFCCC change, or the relevant regional environmental agency suspends or cancels environmental authorization.
5. Procedures that need to be followed in the process of conducting an EIA are described in the Proclamation and further elaborated in the draft EIA procedural guideline issued in 2003 E.C. Thus, a project developer is expected to act as follows:
6. Undertake a timely EIA, identifying the likely adverse impacts, and incorporating the means of their prevention.
7. Submit an environmental impact study report to the EFCCC, the delegated Environment and Climate Change Directorate under MoWE or the relevant regional environmental agency for review and approval.

To put this Proclamation into effect, the EFCCC has issued an EIA Directive (Directive no.1/2008) and other draft procedural guideline documents, which provide details of the EIA process and its requirements.

4.3.2 Regulation on Environmental Impact Assessment

Based on the Federal EIA Proclamation No 299/2002, many of the regional states have prepared and put in force their own EIA regulations. Some of these regional EIA regulations put stricter rules on the project proponents and EIA practitioners to facilitate the preparation of EIAs with dependable and sufficient information that would enable sound decision making. In this regard, EIA regulation issued by the Addis Ababa City government can be worth mentioning. Regulation No 21/2006 has boldly put in its preamble that the purpose of issuing this regulation is to follow up and ascertain the development activities in Addis Ababa city so that they are all implemented in conformity with the conditions of the principle of sustainable development and without obstructing environmental security.

4.3.3 Environmental Pollution Control, Proclamation No 300/2002

Proclamation No. 300/2002 on Environmental Pollution Control primarily aims to ensure the right of citizens to a healthy environment and to impose obligations to protect the environment of the country. The proclamation is based on the principle that each citizen has the right to have a healthy environment on one hand and the obligation to protect the environment of the country on the other. The law addresses the management of hazardous waste, municipal waste, the establishment of environmental quality standards for air, water and soil, and monitoring pollution. The proclamation also addresses

noise and vibration as sources of environmental pollution, and it seeks standards and limits for it, providing for the maximum allowable noise level considering the settlement patterns. In general, the Proclamation provides a basis from which the relevant environmental standards applicable to Ethiopia can be developed, while sanctioning violation of these standards as criminally punishable offences.

Furthermore, it empowers the EFCCC and/or the Regional Environmental Authority to assign environmental inspectors with the duties and responsibilities of controlling environmental pollution. To ensure implementation of environmental standards and related requirements, inspectors belonging to the EFCCC or the relevant regional environmental agency are empowered by the Proclamation to enter, without prior notice or court order, any land or premises at any time, at their discretion. Such wide powers, emanating from the proclamation, are given to environmental inspectors with a clear intention to protect the environment from pollution to safeguard and ensure wellbeing of human health as well as to maintain the biota and the aesthetic value of nature.

4.3.4 Regulation No 159/2008, Prevention of Industrial Pollution Regulation

Pursuant to Proclamation 300/2002, a regulation to prevent industrial pollution was developed by the Federal EPA and endorsed by the Council of Ministers to ensure compatibility of industrial development with environmental conservation. This regulation confers important obligations to industrial operators. A factory subject to the regulations is obliged to prevent or minimize the generation and release of pollutants to a level not exceeding the environmental standards. The regulation also obliges industrial operators to handle its equipment, inputs and products in a manner that prevents damage to the environment and human health. Moreover, the regulations urge industrial operators to prepare and implement an emergency response system of their own. On the other hand, industrial operators are required to prepare and implement internal environmental monitoring systems and keep written records of the pollutants generated and the disposal mechanisms used to get rid of the pollutants. In relation to it, factories are required by regulation to submit annual compliance reports with the provision of the regulations.

4.3.5 Solid Waste Management Proclamation (Proc. № 513/2007)

The main objective of the proclamation is effective solid waste management in the country. The Proclamation emphasizes the need to prevent environmental pollution that may result from the disposal of solid waste. The Environment, Forest, and Climate Change Commission is responsible for initiating and overseeing the implementation of overall policies, strategies and guidelines on solid waste management. Regional environmental agencies/bureaus and City Administrations are also responsible for drawing out their plans as regards the implementation of the Proclamation and monitoring efficacy. The Proclamation promotes community participation in order to prevent adverse impacts of solid waste and enhance benefits resulting from solid waste. It provides for the preparation of solid waste management action plans by urban local governments. Article 5.1 of the proclamation states that Urban Administrations shall ensure the participation of the lowest administrative levels and their respective local communities in designing and implementing their respective solid waste management plans. It also states that the responsible bodies, as mentioned with proclamation, shall set their own implementation schedule and prepare solid waste management plans and report to the respective decision makers.

4.3.6 Water Resources Management Proclamation (197/2000).

The purpose of the Proclamation is 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.

4.3.6 Public Health Proclamation No 200/2000

Various aspects of public health issues including water quality control, waste handling and disposal, availability of toilet facilities, and others are clearly addressed in the public health proclamation. This proclamation critically prohibits discharging untreated liquid waste generated from septic tanks, seepage pits, and industries into water bodies, or water convergences.

4.3.7 The Labor Law, Proclamation No. 1156/2019

The Labour Proclamation (which was revised in 2003) provides the basic principles, which govern labour conditions considering the political, economic and social policies of the GoE and in conformity with the international conventions and other legal commitments to which Ethiopia is a party. The requirements in terms of the protection of workforce health and safety are clearly stipulated in Article 92 of this proclamation. Moreover, this article narrates in detail about Occupational Safety and Health, Health and Working Environment, Prevention Measures and Obligations of the Employers, among others. The law prohibits child employment aged 14 and less, and the engagement of young workers (between 14-18) in types of employment that are considered hazardous. The law limits the working hours of young workers to 7hrs and clearly states that they should not work nights (10 pm-6am), holidays, overtime and weekly rest days. Following the proclamation, the Ministry of Labor and Social Affairs defined type of job young workers should not be engaged in because it is harmful and unsafe.

The proclamation obliges an employer to take all the necessary measures to adequately safeguard the health and safety of the workers. Workforce health and safety are important aspects considered for identifying the potential environmental, health and safety issues that can arise from the project under implementation.

Through the International Labour Organization (ILO), Ethiopia has signed several conventions regarding fair and safe work, notably:

- *Worst Forms of Child Labour Convention:* Protecting youth from exploitative and hazardous labor.
- *Discrimination (Employment and Occupation) Convention:* Promoting equality of opportunity and treatment in the workplace.
- *Convention on the Rights of the Child (CRC):* Ensures fundamental civil, political, economic, and social rights for children.

4.3.7.1. Child Labour

While Ethiopia does not yet have specific legislation aimed at protecting the rights of children or against child labour, there are relevant provisions in different pieces of legislation, including the Constitution, the Civil Code, the Criminal Code, the Revised Family Code, and notably the Labour Proclamation.

Ethiopia's child labour policy is governed by Labour Proclamation No. 1156/2019, which sets the minimum age for employment at 15 years. While the country has ratified key international conventions, enforcement remains challenged by poverty, lack of compulsory education laws, and widespread informal labor in sectors like agriculture and domestic work.

4.4 Environmental Guidelines and Standards

The MoEFC has issued some guidelines and standards which are endorsed by the National Environmental Council. The purpose of these guidelines and directives is to ensure that development projects integrate environmental considerations in the planning process as a precondition for their approval. These include Directive No.1/2008, which was issued to determine projects subject to an EIA. According to this directive, the EIA Proclamation is to be applied to the types of projects listed under the directive. The types of projects subject to EIA in the urban sector include roads, solid waste facilities, WSS projects, and any other project planned to be implemented in or near areas designated as protected. In a similar manner, it is indicated that the National Environmental Council has endorsed certain effluent standards for specified industrial sectors. The endorsed effluent standards for the specified 12 industrial sectors are posted on the official website of the EFCCC but are not officially published in the same way as directive no.1/2008. As a result, these are widely considered as draft effluent standards for Ethiopia. The following three draft environmental guidelines are prepared by MoEF and being used with intention of protecting the general environment along with implementation of any developmental activities:

EIA Procedural Guideline (draft), November 2003

- This guideline outlines the screening, review and approval process for development projects in Ethiopia and defines the criteria for undertaking an EIA. According to this EIA procedural guideline, projects are categorized into three schedules:
 - Schedule 1: This category includes projects that may have adverse and significant environmental impacts, thus requiring a full EIA study.
 - Schedule 2: Projects whose type, scale or other relevant characteristics have potential to cause some significant environmental impacts but are not likely to warrant a full EIA study to fall under this group.
 - Schedule 3: Projects which would have no impact and do not require an EIA.
- However, projects situated in an environmentally sensitive area such as land prone to erosion; desertification; areas of historic or archaeological interest; important landscape; religiously important areas, etc. will fall under Schedule I irrespective of the nature of the project.

Guideline for Environmental and Social Management Plan (draft), May 2004

- These guidelines outline the fundamental contents that need to be featured while preparing an ESMP for proposed development projects in Ethiopia and provides template forms to be used for such purposes. The guideline also provides guidance on the preparation of institutional arrangements for implementation of ESMPs.

EIA Guideline, May 2000

- The EIA guideline document provides essential information covering the following elements:
 1. Environmental Assessment and Management in Ethiopia,
 2. Environmental Impact Assessment Process,
 3. Standards and Guidelines,
 4. Issues for sector EIA in Ethiopia covering agriculture, industry, transport, mining, dams and reservoirs, tanneries, textiles, hydropower generation, irrigation projects and resettlement.

4.5. Other National Frameworks and Standards

4.5.1 The 1994 Constitution of Ethiopia

The 1994 Constitution of Ethiopia is the supreme law of the land. The constitution has key provisions regarding child labour which include: (i) Article 18 (1-3) of 1994 constitution of Ethiopia has the following provisions that protect children against child labour: (a) Everyone has the right to protection against cruel, inhuman or degrading treatment or punishment, (b) No one shall be held in slavery or servitude, and (c) No one shall be required to perform forced or compulsory labour; (ii) Article 36 (d): Not to be subject to exploitative practices, neither to be required nor permitted to perform work which may be hazardous or harmful to his or her education, health or wellbeing; and (iii) Article 90 (2): Education shall be provided in a manner that is free from any religious influence, political partisanship or cultural prejudices

4.5.2 The Civil Code of Ethiopia

The Civil Code of Ethiopia (1960) recognizes and provides sanctions for the exploitation and abuse of a child. Article 2052 of the Civil Code states that failure to educate or supervise any person under one's charge results in extra-contractual liability. In addition, although not directly related to child labour but nonetheless relevant in child labour context, the Civil Code addresses registration of children at birth and the issuance of birth certificates (Article 3361). Birth certificates guarantee children's right to identity, provides proof of legal identity and age, and could help protect children from child labour, abuse and exploitation. Where children have birth certificates, it makes age checks possible for employers and labour inspectors. This proof is necessary for laws setting a minimum age for employment to be effective (UNICEF, 2019).

4.5.3 Revised Family Code of Ethiopia

The Code provides for the protection of minors defined under Article 215 as "a person of either sex who has not attained the full age of eighteen years". The Revised Family Code imposes a duty on guardians and care givers to ensure the safety and welfare of the child's physical and intellectual development. Regarding child labour, Article 195(2) of the Code specifies the revocation of adoption where the adopter, instead of looking after the adopted child as his own child, enslaves the child, engages the child in immoral acts for gain, or handles the child in any other manner that is detrimental to his future.

4.5.4 The Criminal Code of Ethiopia

The Criminal Code Proclamation No.414/2004, which came into effect in 2005, incorporates provisions protecting children from all forms of abuse and exploitation including child labour. It includes provisions criminalizing child labour in general as well as the worst forms of child labour as described above. More specifically, Article 525 (illicit activities), Article 586 (abduction of a minor), Article 596 (enslavement), Article 597 (trafficking in women and children) and Article 635 (Traffic in Women and Minors) of the Criminal Code protect children from all form of abuse.

4.5.5 *The Anti-Trafficking Proclamation and Overseas Employment Proclamation*

The Anti-Trafficking Proclamation No. 909/2015 has evolved in the light of Ethiopia's international commitments. The objective of the proclamation is to prevent human trafficking with a special focus on child trafficking. The Ethiopia's Overseas Employment Proclamation No. 923/2015 also prohibits the recruitment of any person younger than 18 years for employment in overseas (Article 42/3d)

4.6 National HIV/AIDS Policy

Ethiopia is one of the countries in the world that is facing HIV/AIDS pandemics. Having understood the magnitude of the HIV/AIDS pandemic and its paramount impacts on the socioeconomic development of the country, the FDRE issued a Policy on HIV/AIDS in 1998, which calls for an integrated effort of multi-sectoral response to control the epidemic. The National HIV/AIDS Policy urges communities at large, including government ministries, local governments, and civil society to assume responsibility for carrying out HIV/AIDS awareness and prevention campaigns. The general objective of the policy is to provide an enabling environment for the prevention and control of HIV/AIDS in the country. To address the problem and coordinate the prevention and control activities at national level, in 2000 National AIDS Council was established under the Chairmanship of the country's President, and in 2002 HIV/AIDS Prevention and Control Office was established.

4.7 National Social Protection Policy of Ethiopia

National social protection policy of Ethiopia given special attention to segments of the society vulnerable to different social and economic problems, especially, children, women, persons with disabilities, elderly, labour constrained unable to make earnings, and the unemployed who are living under difficult circumstances. The policy serves as a framework for collaboration and coordination system of social protection in order to provide different services. The policy document consists of five focus areas. These are: -

- i. Promoting productive safety net,
- ii. promoting and improving employment and livelihood,
- iii. promoting social insurance,
- iv. increasing equitable access to basic social services, and
- v. Providing legal protection and support to those vulnerable to abuse and violence.

The main objectives of the National Social Protection Policy of Ethiopia are the following:

- Protect the poor and vulnerable individuals, households, and communities from different natural and manmade adverse effects of shocks,
- Establish social insurance system and increase its scope,

- Increase access to equitable and quality health, education and social welfare services to build human capital.
- Expand and guarantee employment for the vulnerable to unemployment.
- Enhance employment guarantee for the segments of society under social problems through promoting employment opportunities,
- Ensure that the society at all levels play roles for the implementation of the policy, The following target groups are given due emphasis in the policy:
 - Children under difficult circumstances,
 - Vulnerable pregnant and lactating women,
 - Vulnerable people with disabilities and people with mental health problems,
 - Elderly with no care and support,
 - Labour constrained citizens unable to get basic social and economic services,
 - victims of social problems such as beggars, commercial sex workers, drug and medicine addicted,
 - Citizens affected by HIV and AIDS and other chronic diseases that constrain their ability to work,
 - Segments of society those are vulnerable to violence and abuse,
 - Segments of the society vulnerable to natural and manmade risks,
 - Unemployed citizens,
 - Citizens engaged in the informal sector and who have no social insurance coverage,
 - Victims of human trafficking and repatriated emigrants.

4.8 Sexual Exploitation and Abuse / Sexual Harassment

The 1995 *Constitution of the FDRE* also provides the basic principle that all persons are equal before the law and are entitled without any discrimination to equal protection under the law. The Constitution guarantees women's rights as equal to those of men in employment, marriage, and property ownership. It requires the State to enforce the rights of women to eliminate the influence of harmful traditional practices that cause bodily and mental harm against women.

Ethiopia has also revised gender-discriminatory legal provisions in the *Family Law (revised in 2000)* and Penal Codes (revised in 2005), aimed at tackling gender-based violence, including child marriage and harmful traditional practices.

Penal Code: Major government policies have laws on violence against women. This includes the Penal code which was revised to incorporate provisions for violence against women and improve the existing ones. Issue like Female Genital Mutilation/FGM is penalized. Other Harmful Traditional Practices (HTP) are penalized; Domestic Violence is introduced in the HTP (has attracted attention). The Code has also devoted a provision dealing with the rights of women and aiming at addressing the widely prevalent gender biased attitudes and practices. Related sub articles with the issue under discussion have put emphasis on equal enjoyment of all constitutional rights and protections, equal rights in marriage, entitlement to affirmative action/measures, protection from harmful traditional practices/HTPS, right to maternity leave with full pay, right to consultation in projects affecting their lives, property rights (to acquire, administer, control, use and transfer), right to equality in employment (promotion, pay, pension entitlements), right to access family planning education and service, information and capacity

Ethiopia 2020 Protection from Sexual Exploitation and Abuse (PSEA) Strategy

Ethiopia’s overarching SEA/SH (Sexual Exploitation and Abuse/Sexual Harassment) framework is anchored in a national PSEA Strategy that enforces a strict zero-tolerance policy across all humanitarian, development, and government sectors. It mandates survivor-centered responses, strict accountability protocols, and enforceable Codes of Conduct for project-affiliated personnel.

Ethiopia is signatory to *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*: Protects and advances women's rights globally. Apart from these Ethiopia has several legal frameworks that governs gender equality and safety of women².

4.9 Relevant World Bank Environmental and Social Standards (ESS)

Table 1: Relevant World Bank Environmental and Social Standards (ESS)

ESS	Relevance	Rationale
ESS1 – Assessment and Management of Environmental and Social Risks and Impacts	Relevant	ESS1 is applicable as the project involves emergency interventions that present environmental and social risks requiring systematic assessment, mitigation, and monitoring.
ESS2 – Labor and Working Conditions	Relevant	ESS2 is relevant due to the engagement of workers in fuel handling, logistics, distribution activities, and technical assistance, which may expose them to occupational health and safety risks.
ESS3 – Resource Efficiency and Pollution Prevention and Management	Relevant	ESS3 applies given the procurement, transport, and use of fuels and fertilizers, which may result in air emissions, hazardous waste generation, and risks of soil and water pollution.
ESS4 – Community Health and Safety	Relevant	ESS4 is triggered as project activities may pose risks to surrounding communities, including exposure to accidents, pollution, and fire hazards.
ESS5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	Not Relevant	No civil work or construction activity will be financed under this instrument.
ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources	Relevant	ESS6 is relevant, as fuel transportation, fertilizer use and emergency activities may indirectly affect natural habitats and ecosystems through oil spillage and runoff.
ESS7 – Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	Relevant	ESS7 is applicable where project activities may affect pastoralist and underserved communities, particularly in the distribution of emergency support and resources.
ESS8 – Cultural Heritage	Not Relevant	No activity affecting cultural heritage / asset is anticipated under this instrument.
ESS9 – Financial Intermediaries	Not	No FI are involved in this project.

² National Policy on Ethiopian Women (1993); Federal Family Code (2000); Criminal Code of 2005 (article 622 on sexual violence); Health Sector Development Plan (HSDP) 2005/06 – 2009/10; National Action Plan for Gender Equality 2006–10; Strategic Plan for an Integrated and Multi-Sectoral Response to Violence against Women and Children and Child Justice in Ethiopia (2018); National Strategic Plan and Action Plan on the Health Sector’s Response to SEA/SH: 2020–2025; Proclamation No. 1064/2017; Proclamation No. 909/2015;

	Relevant	
ESS10 – Stakeholder Engagement and Information Disclosure	Relevant	ESS10 is applicable to ensure effective communication, inclusive access to emergency support, and functioning of grievance mechanisms, especially in a fragile and crisis-affected context.

4.10 WB Environmental, Health and Safety (EHS) Guidelines and Technical Notes

The project will further apply the WBG General EHS Guidelines from 2007, which are guidelines that contain the performance levels and measures that are acceptable to the WB and reflect good international industry practice. Where the national regulations differ from the levels and measures presented in these guidelines, the project will aim for whichever is more stringent.

The following Good Practice Notes were also consulted to ensure that mitigation measures developed are aligned with best industry practices: Addressing sexual exploitation and abuse and sexual harassment (SEA/SH) in investment; Projects financing involving in major civil works, 2020; Addressing Gender based violence in Investment Project Financing involving major civil works, 2018; Gender, 2019; Road Safety, 2019; and Managing the risks of adverse impacts on communities from temporary project induced labor influx, 2016, and assessing and managing the risks of the use of security personnel, 2018; ESF Advisory Note for Technical Assistance; The WB Technical Note “Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints of conducting public meetings” (2020).

SECTION 5: E&S RISKS and MEASURES

This Section describes the potential E&S risks and measures that will need to be implemented to address the E&S risks. Mitigation measures are largely based on national requirements, supplemented where necessary by the measures described below. In implementing the activities, it is acknowledged and agreed that the emergency nature of the activities means that priority will be given to the need for urgent interventions and the protection of people and assets most affected by the emergency. For all activities, the risks of exclusion for different groups and individuals will be considered, so that the activity is implemented in as fair, equitable and inclusive manner as possible.

The identified mitigation measures are based on national legislation, the relevant ESS as well as the World Bank Group Environmental, Health and Safety Guidelines (EHSG). For each of the activities, the following potential risks and impacts have been identified, and supplemental mitigation measures include the following:

The CERP Project Implementation Unit (PIU), which is designated within the Ministry of Finance (MoF), will be responsible for the overall oversight and management of the implementation of the environmental and social (ES) mitigation measures described above. This includes ensuring that all requirements for social and environmental risk mitigation—such as sourcing specialized expertise, preparing technical documents for compliance, and strengthening crisis monitoring systems—are properly addressed and monitored. In addition, specific tasks and actions related to individual CERP activities will be carried out by the respective CERP implementing institutions. These institutions are responsible for executing detailed mitigation measures as they pertain to their assigned activities, following guidance and supervision provided by the PIU to ensure full compliance with environmental and social standards.

5.1 The Potential Environmental and Social Risks and Impacts and Mitigation Measures

Table 1 E&S risks and impacts and supplemental mitigation measures

ACTIVITY	SOCIAL RISKS AND IMPACTS	ENVIRONMENTAL RISK AND IMPACTS	SOCIAL RISK MITIGATION MEASURES	ENVIRONMENTAL RISK MITIGATION MEASURES
Procurement of petroleum products (including petrol, diesel, and kerosene)	No social risks	No direct Environmental Risks		Ensure ESHS requirements are integrated in to the bid documents
Distribution of petroleum products (including petrol, diesel, and kerosene)	Labor-related risks, labor conditions among suppliers	OHS risk (Improper storage or handling may trigger fire hazards, explosions)- ESS2 Soil and Water contamination due to leaks or spills during storage, transportation, and handling- ESS3 Generate hazardous waste—including used oil and contaminated materials - ESS3 Traffic related risks during transport of goods- ESS4 Generation of GHG emission and air pollution	Comply with Labor Management Procedure (Annex 2)	Implement OHS protocol (see annex 3) Adopting strict storage protocols, Implement spill response procedures, (Annex 9) Implement Traffic Management Framework (Annex 6) Implement General Waste Management Framework (see Annex 5) Conduct regular environmental monitoring,
Procurement and supply of fertilizer for staple food crops for small landholding farmers	The identification of small farmers will follow the procedures established in Social Protection Projects, which includes the identification and servicing of vulnerable groups.	Downstream risks of waste production through packaging (ESS3) Nutrients run off into rivers, lakes, or wetlands causing eutrophication and reducing	Implementation of social protection procedures for cash distribution (see CERP Manual) Implementation of stakeholder engagement CERP SEP Operate an effective Grievance Redress Mechanism (See	Implement standard Fertilizer transportation and application procedures Implement Traffic Management Framework (Annex 6)

ACTIVITY	SOCIAL RISKS AND IMPACTS	ENVIRONMENTAL RISK AND IMPACTS	SOCIAL RISK MITIGATION MEASURES	ENVIRONMENTAL RISK MITIGATION MEASURES
	Risk of exclusion of beneficiaries, especially from vulnerable groups	water quality and threatening aquatic ecosystems. (ESS3 &6) Traffic related risks during transport of goods (ESS4) Overuse or misuse of fertilizers can also degrade soil health, disrupt native plant communities, and reduce overall biodiversity (ESS3& ESS6)	Annex 4)	
Cash transfers and cash for work programs to households	The cash transfers will follow established procedures from the Social Protection Projects, which includes the identification and servicing of vulnerable groups. Risk of exclusion of beneficiaries, especially from vulnerable groups	No environmental risk and impact	Implementation of social protection procedures for cash distribution (see CERP Manual) Implementation of stakeholder engagement CERP SEP Operate an effective Grievance Redress Mechanism (See Annex 4)	-
Distribution of essential non-food items and emergency supplies to vulnerable households;	The identification of vulnerable households will follow the procedures established in Social Protection Projects, which include the identification and servicing of vulnerable groups. Risk of exclusion of beneficiaries, especially from vulnerable groups	Downstream risks of waste production through packaging	Implementation of social protection procedures for cash distribution (see CERP Manual) Implementation of stakeholder engagement CERP SEP Operate an effective Grievance Redress Mechanism (See Annex 4)	Implement General Waste Management Framework (see Annex 5)
Emergency food assistance to households facing acute food insecurity	The identification of households will follow the procedures established in Social Protection Projects,	Downstream risks of waste production through packaging	Implementation of social protection procedures for cash distribution (see CERP Manual) Implementation of stakeholder	Implement General Waste Management Framework (see Annex 5)

ACTIVITY	SOCIAL RISKS AND IMPACTS	ENVIRONMENTAL RISK AND IMPACTS	SOCIAL RISK MITIGATION MEASURES	ENVIRONMENTAL RISK MITIGATION MEASURES
	which includes the identification and servicing of vulnerable groups. Risk of exclusion of beneficiaries, especially from vulnerable groups Hygiene and quality of food supplied SEA/SH risk		engagement CERP SEP Operate an effective Grievance Redress Mechanism (See Annex 4) Follow EFDA standards on safety, quality, and efficacy of food. Implement sanitation, and staff hygiene measures in line with Hazard Analysis and Critical Control Points (HACCP) Implement SEA/SH prevention action plan (Annex 07)	
Incremental operational expenditure incurred by GoE for emergency response and early recovery, including evacuation logistics, shelter administration, emergency transportation costs, and increased utility costs for public sector facilities during a crisis;	No Social Risk and Impact	No environmental risk and impact	-	-
Emergency procurement of critical goods and services needed to restore essential public services, including water supply, sanitation, and health services	Labor-related risks, labor conditions among suppliers		Comply with Labor Management Procedure (Annex 2)	-
Rental of generators and light equipment for emergency operation of essential public infrastructure;	Labor-related risks, labor conditions among suppliers	Downstream risks related to oil spillage during operations localized air and noise pollution, inefficient energy consumption	Comply with Labor Management Procedure (Annex 2)	Comply with Spill response Procedure (Annex 9) Implement General Waste Management Framework (see Annex 5) Implement
Emergency trade facilitation measures, including incremental	No Social Risk and Impact	No environmental risk and impact		

ACTIVITY	SOCIAL RISKS AND IMPACTS	ENVIRONMENTAL RISK AND IMPACTS	SOCIAL RISK MITIGATION MEASURES	ENVIRONMENTAL RISK MITIGATION MEASURES
costs associated with expediting import customs clearance for essential goods				
Sourcing specialized national and international expertise (consultancy services) to support emergency response planning, coordination, and recovery;	No social risk and impacts	No environmental risk and impact		
Preparation of technical documents required for procurement, environmental, and social compliance during emergency response;	No social risk and impacts	No environmental risk and impact		Ensure bidding documents and ToRs for the technical documents to include ESHS requirements as per the ESF standards and ESCP.
Strengthening crisis monitoring and early warning systems during an emergency activation period.	No social risk and impacts	No environmental risk and impact		

5.2 The Negative List

The following goods, services or activities are prohibited under this Project:

- Procurement of goods and services through security forces (including but not limited to Defense and Police.).
- Staff overtime payments for members of security forces (as per the above).
- Use of child labor and/or forced labor
- Construction or refurbishment of storage facilities
- Activities involving land acquisition, restrictions on land use or resettlement (both temporary and permanent).
- Activities in protected and sensitive areas, including, riverbanks, key biodiversity areas, and critical habitat.
- Activities in known national or internationally recognized cultural heritage sites.
- Any activities requiring site specific environmental and social risk and/ or impact assessment.
- Sanitary waste management.
- Direct operation of shelters, including activities such as camp establishment, land agreements and compensation, and the provision of sanitation and waste management services.
- Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international bans.
- Production or trade in weapons and munitions.
- Production or trade in alcoholic beverages.
- Production or trade in tobacco.
- Gambling, casinos, and equivalent enterprises.
- Production or trade in radioactive materials. This does not apply to the purchase of medical equipment, quality control (measurement) equipment, or any equipment where the Association considers the radioactive source to be trivial and/or adequately shielded.
- Production or trade in unbonded asbestos fibers. This does not apply to purchase and use of bonded asbestos cement sheeting where the asbestos content is less than 20%.

SECTION 6: CONSULTATION AND DISCLOSURE

The Government will disclose this ESMP and conduct stakeholder engagement and consultation prior to CERP approval, including the mitigation measures that may be implemented and the existence of a grievance mechanism. It is acknowledged that in an emergency, it may not be possible to conduct stakeholder engagement on a specific activity as the priority is to respond and provide a rapid response. The Implementing Agencies such as Ministry of Agriculture (MoA), Ethiopian Petroleum Supply Enterprise (EPSE) will communicate the nature of the Activities to relevant government agencies (for example, the local government, agriculture department, , labor office), beneficiaries and key stakeholders and, where possible, enlist their assistance and support to implement the Activities. The Implementing Agencies will also engage with relevant beneficiaries and stakeholders so that they are aware of the grievance mechanism and how it operates. For activities related to ongoing World Bank funded projects, existing Project SEPs may be utilized to guide the stakeholder engagement activities (e.g. identification of relevant stakeholders) that can be reasonably undertaken within the available timelines. As part of project preparation, consultations at national level were undertaken and the outcomes are reflected in the project SEP.

SECTION 7: INSTITUTIONAL ARRANGEMENTS

This section describes the institutional arrangements and resources that have been established to support this project and conduct the Activities.

The MoF will serve as the Project Implementing Entity for the Ethiopia CERP, drawing on its established role as the lead federal agency for the financing of national-level shock responses under the 2013 NPSDRM. The MoF will chair a Project Steering Committee (PSC) that will provide strategic oversight and governance of the CERP, including approval of activation requests, endorsement of the Crisis Response Plan, and oversight of the use of reallocated resources. The PSC will include representatives of key Ministries relevant to the nature of a given crisis, including – but not limited to – the Ministry of Agriculture, Ministry of Water and Energy, Ministry of Irrigation & Low Lands, Ministry of Labour and Skill, Ministry of Health, Ministry of Transport & Logistics, Ministry of Women & Social Affairs, EPSE, EDRMC, etc.

A dedicated CERP Project Implementation Unit (PIU) will be established within the MoF, responsible for day-to-day CERP implementation, including environmental and social compliance, monitoring, and reporting. The PIU will be adequately staffed with specialists in environmental and social risk management and will draw on MoF's existing experience with WB-financed operations. An Emergency Response Technical Committee will be activated upon CERP activation to provide sectoral technical support to the PIU, drawing expertise from line ministries and agencies relevant to the nature of the crisis.

Given Ethiopia's FCV classification and the security environment in conflict-affected regions, the CERP Manual will include provisions for Security Risk Assessment and Security Management Plan requirements for CERP-financed activities implemented in areas of active conflict or high insecurity. Implementation in such areas will be subject to clearance from the WB's Security Risk team and will draw on lessons from existing WB-financed projects operating in Ethiopia's conflict-affected regions.

The CERP will remain active for up to 6 years from first activation and may be activated multiple times to respond to different eligible crises. Each activation will have an implementation period not expected to exceed 12 months. Activation of the CERP will be initiated through a formal written request from GoE, submitted to the WB. Resources reallocated under the CERP will be operationally delinked from their host projects but will remain financially and legally linked to the original host project(s).

SECTION 8: MONITORING AND REPORTING

The CERP PIU will be responsible for monitoring, evaluation, and reporting on CERP implementation. In the absence of an activation, MoF and the WB will meet at least annually to review the list of host operations and the corresponding amounts available for reallocation and assess whether the CERP Manual requires updating. If the CERP is not activated each year, reporting to the WB will be determined by the provisions agreed in the CERP Manual. Upon activation, the PIU will prepare and submit to the WB the Crisis Response Plan, including the specific activities to be financed, the beneficiary targeting methodology, and the monitoring framework for the activation period. Beneficiary data will be collected, disaggregated by sex and vulnerability category, and reported to the WB in accordance with the CERP Manual.

The recipient will submit quarterly CERP reports that assess progress against the ESCP, integrating M&E results and proposing adjustments to ensure effective implementation. These reports will be provided

annually when no crisis is present, and at least semi-annually during an active crisis. Three months after the CERP activation ends, a completion report will be prepared, evaluating the performance of all parties and outlining a plan to sustain the CERP's achievements.

The CERP PIU Environmental Specialist and Social Specialist will submit quarterly reports based on monitoring reports by the implementing agency's E&S Specialists of the implementation of E&S obligations under the relevant activities in accordance with the ESCP and this ESMP and prepare quarterly monitoring reports on the environmental, social, SEA/SH, OHS, and LMP performance of the Project. The reports shall include:

- Status of implementation of E&S documents required under the ESCP.
- Summary of stakeholder engagement activities carried out.
- Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.
- E&S performance of the project.
- Number and status of resolution of incidents and accidents reported under action C below.
- Any other aspects requested by the Association.

Implementing agencies will report on the relevant obligations in relation to their activities to the CERP PIU E&S Specialists. The content of partner reports will be included in the overall quarterly E&S report to the World Bank (Annex 1).

SECTION 9: BUDGET

The implementation of the ESMP will require USD 115,000 (One hundred fifteen thousand). The breakdown is as under:

Sl. No.	Budget Head	Unit Price	Total Units	Total Cost in USD
1	E&S, OHS, GBV Specialists	1000	10	10,000
2	Stakeholder Engagement / Consultation	500	18 (3 per year)	9,000
3	Grievance Mechanism	500	24 (4 per year)	12,000
4	Mid Term Evaluation	25000	1	25,000
5	End Term Evaluation	25000	1	25,000
6	Site visit expenses	1000	24 (twice a year)	24,000
7	Capacity Building Training	400	10	4000
8	Information dissemination and communication	500	12 (Twice a year)	6000
	Total			115,000

Annex 1: E&S Reporting Checklist for Project Activities

The template below is presented for the quarterly E&S report, which the PIU will provide to the World Bank. The PIU will prepare tailor-made reporting formats for the Implementing agencies, capturing necessary information from their respective activities.

Template for the Quarterly Report on the Environment and Social Aspects of the CERP

The objectives of the periodic report are:

- To record environmental and social impacts and risks resulting from the project activities and to ensure implementation of the mitigation, monitoring and institutional measures identified in the Environment and Social Commitment Plan (ESCP) and the ESMP, functionality of the GRM, and any other environmental and social instruments e.g. LMP, SEA/SH Action Plan, in order to reduce adverse impacts and risks and enhance positive impacts from specific project activities;
- Identify and address any unexpected or unforeseen environmental and social impacts or risks, that may arise during the period of the reporting.
- Address any unexpected issues that may impact on the implementation of the project or compliance with the E&S requirements.
- To ensure that the implementation of the project is in line with the WB ESS.
- To report any changes in the project activities requiring a material change in the ESCP and/or other project instruments during the implementation period; and
- To propose measures for unforeseen adverse environmental and social risks and impacts identified during the implementation period of the Project.

Proposed Template³

Name of the Project Activity	
Project Amount (or Component Amount if relevant)	
Implementing Agency	
Applicable ESS standards/ Safeguard Operational Policies	
Implementation Period	

Planned/Undertaken CERP Activities

Please provide a synopsis of the main CERP activities planned/undertaken during the reporting period.

Description of Project work/activities	Monitoring Indicators during reporting Period	Frequency (monthly, quarterly)

³ Please fill in ALL of the following information in the template provided. If there is not an applicable heading for particular information, please include a section called Other or another appropriate heading and include the information. In addition, text can be included under any table, or as an additional Annexure, to further justify, provide additional details on a topic as needed.

If there is more information that you would like to report, please do so. If you require additional columns or rows to complete the tables, please add as necessary. However please DO NOT delete columns from tables, or sections from the template. Rather indicate as not relevant, or not applicable to this reporting period.

Pending/Delayed Actions (If any)

Please highlight any pending or delayed actions of the precedent report (if any), as well as activities planned but not undertaken in the current reporting period, indicating reasons and/or challenges and actions to address the delay. If there are no pending or delayed actions, please mark the Table as not applicable.

No.	Activities (components, subcomponents) planned but not implemented	Safeguards requirements associated with the activities	Reason for delay	Actions to be taken	Timeline

Status of Implementation of the Environmental and Social Commitment Plan (ESCP).

Please use the ESCP with the following columns in sequence. (The Table can be made landscape to accommodate text or included as an annex.)

ESS#	ESCP obligations	Timeframe of ESCP obligations	Status of implementation	Justification of delays/shortcomings	Actions to be taken and timeline

Status of the Implementation of the ESMP

This section will inform/update on the status of the mitigation and monitoring measures of significant project risks, using a matrix approach including the relevant community health and safety measures. Please use the ESMP matrix with the following columns in sequence as shown below.

Reference	E&S Mitigation Measures	Monitoring Indicators	Linked to Investment Activity or the ESSs	Status of Implementation	Justification of delays/shortcomings	Actions to be taken and timeline

Status of the Implementation of the Project's Grievance Mechanism

This section will inform/update on the status of grievances filed and how the CERP PIU is responding to the concerns and grievances (including labour, social, environment grievances) of project-affected parties related to the environmental and social performance of the project.

#	Stakeholder	Nature of Grievance (s)	Total Grievances	Status	Remarks/ Comment(s)

Stakeholder Engagement

This section will inform/update on the status of stakeholder engagement and how the CERP PIU is ensuring that stakeholders are being met with in line with the requirements of the Project and / or SEP as relevant. The section should outline:

- The number of engagement activities undertaken during the reporting period and types of stakeholders met with (e.g., communities, districts, neighbouring facilities, etc)
- Key issues raised or discussed during the meetings
- To what extent are the stakeholders being engaged during the implementation of E&S risks and impacts management measures?
- Do they participate in monitoring the implementation of E&S risk and impact management measures?
- Are the engagement/consultations organized according to the SEP?
- Were the participants informed before the meeting and minutes were shared with the participants?

Health and Safety Accidents

This section summarizes the Environmental, Health and Safety accidents and incidences that occurred during the reporting period. Importantly, the section includes detailed descriptions of the procedures to mitigate recurrence and avoid further injury. The section includes reports on near-misses and treats these as incidents in line with comparative accidents. The section includes a table for follow-up of earlier accidents, incidents, and near-misses.

Accident and Incident Reporting

Date and time of accident/incident	Name of Victim	Description of the accident	Severity of Accident (Minor /Major injury/ death)	Mitigating measures taken by the contractor/proponent	Actions to be taken to prevent the occurrence of the accident	Status of the accident (open /closed ⁴)

Institutional Arrangement for Environmental and Social Risk Management

This section details the E&S implementation and supervision arrangements for the activities. The section includes a diagram of the reporting arrangements as well as roles and responsibilities, any vacant positions and timelines to fill them if relevant. The description may require several diagrams for various project sites.

Capacity Building:

Provide an update on any E&S safeguards related CB activities undertaken

Indicate outstanding CB activities and timelines for undertaking them.

Other Specific Issues

Please answer the following questions:

- Is the CERP PIU adequately staffed with skilled and permanent E&S specialists? Do they have resources (finance and equipment) to carry out field visits and supervisions?

⁴ Closed incident referring to those that have all the actions completed

- Are the Implementing agencies adequately staffed with adequate number of skilled E&S staff. Are they regularly sharing periodic E&S reports?
- Is the project GRM still robust enough to respond to complaints? How many complaints have been received and resolved (provide current and cumulative data)?
- Is there sufficient budget allocation for implementing the ES instruments?
- What are the constraints to the achievement of the ESCP and ESMP?

Conclusions and Recommendations

- Please summarize the major conclusions during this periodic report and recommendations for actions to be implemented in the next monitoring period. Include a summary (in a table) of measures or activities that were planned vs achieved; And state reasons why some activities are still outstanding.
- Include a table of planned activities for the next quarter/reporting period.

Annex 2: Labor Management Procedures (LMP)

Introduction

ESS2 on Labor and Working Conditions is relevant for the proposed CERP. In accordance with the requirements of ESS2, the Labor Management Procedures (LMP) have been prepared. The purpose of the LMP is to set out the ways in which the PIU and all other implementers will manage all project workers in relation to the associated risks and impacts for the Project activities. The objectives of the LMP are to:

- (a) Identify the different types of project workers that are likely to be involved in the project
- (b) Identify, analyze and evaluate the labor related risks and impacts for project activities
- (c) Set out procedures to meet the requirements of ESS2 and applicable national legislation.

Definition of Workers

The LMP will be applied with due consideration to the requirements of national laws, the interrelatedness of ESS2 with other ESS. The LMP will be administered to different types of project workers including full time, part time, permanent or temporary as follows:

- (a) *Direct Workers:* A “direct worker” is a worker with whom the Borrower has a direct contractual relationship and specific control over the work, working conditions, and treatment of the project worker. The worker is employed or engaged by the Borrower, paid directly by the Borrower, and subject to the Borrower’s day-to-day instruction and control. For this project, the direct workers include the staff in PIU either deputed from Ministries/parastatal organizations or directly hired from the market. Direct workers will also include independent consultants, who specialize in certain disciplines (such as training including GBV, supervision, and environment and social safeguards, etc.). However, it is difficult to estimate the exact number of direct workers who will be engaged. Terms and conditions of these workers are guided by Federal Civil Servants proclamation no. 1064/2017 at federal level and by the Civil Service Proclamations of their respective regional states.
- (b) *Contracted Workers.* People engaged through third parties to perform work related to core functions of the project, regardless of location. Under this category are included employees of contractors or third-party providers contracted to implement project activities. At this time, it is difficult to estimate the number of contract workers that will be engaged in the project, as the number of contractors and subcontractors required for the set of project activities. The contractors will qualify to bid as per the World Bank’s procurement procedures and guidelines, which include environmental, social, Health and safety performance declaration. Further, the project will also procure professional services (consultants) to undertake specific activities like baseline study, midterm evaluation, terminal evaluation, financial audit, procurement audit, environmental and social audit, gender assessment, etc. The short-term consultants are guided by written contractual agreement between the project and the consultancy firm.
- (c) *Primary Supply Workers.* People engaged with primary suppliers. These include, for example, suppliers of goods to be procured in the project that includes petroleum and petroleum products, non-food items, generators, etc.
- (d) *Community Labour:* Community labour may be used for cash for work activity

Ethiopian Labor Legislation: Terms and Conditions

The following terms and conditions apply for workers as per the Ethiopia Labor Laws:

- Labor Proclamation No. 377/2003
- Federal Civil Servants Proclamation 1064/2017

- Labor Proclamation No.1156/20193 (does not replace, Labor Proclamation No. 377/2003, but complements).
- Proclamation No. 632/2009, Employment Exchange Service Proclamation
- Proclamation No. 568/2008, Right to Employment of Persons with Disability

In case of variations between the national legislation, regulations, and the World Bank ESSs, the more stringent provision will prevail.

For direct workers who are civil servants, the terms and conditions of civil servants are guided by the national civil service regulations and other labor and employment legislation. Other Project officers are guided by the terms and conditions of their contractual agreements.

The Labor Proclamation No. 1156/2019 secures durable industrial peace, sustainable productivity, and competitiveness that will contribute to the overall development of the country. The Proclamation has introduced new concepts. It has also modified some of the existing provisions which were unclear, and therefore prone to interpretations. Ethiopia has reformulated the existing labor law (Proclamation 377/2003) to attain the below-stated objectives and under and in conformity with the international conventions and other legal commitments to which the country is a party.

Minimum Age for Employment and Prohibition of Child and Forced Labor

Child labour: A worker who has attained a minimum age of 15 years is capable of being employed under the new labor law of Ethiopia, while the minimum age for Hazardous Work is set as 18 years. Moreover, the definition of young workers has been amended to include workers between 15 and 18 years of age. It is prohibited to assign young workers to work, which on account of its nature or due to the condition in which it is carried out endanger their lives or health.

Forced Labor is prohibited under the Constitution of Ethiopia and is a punishable offense under the Criminal Code 5. If a person compels another by intimidation, violence, fraud, or any other unlawful means to accept employment or conditions of employment is punishable, upon complaint, with simple imprisonment at least three (3) months, or fine.

The *anti-trafficking legislation* also prohibits trafficking in persons for exploitation at the pretext of domestic or overseas employment. The definition for exploitation includes labor exploitation, forced labor, or servitude. It is a punishable offense with rigorous imprisonment ranging from 15 to 25 years and with a fine from 150,000 to 300,000 Eth. Birr.

The Project will apply the following process, before the employment or engagement of an applicant for work on the project, to verify the person's age.

- The CERP PIU will ensure that each contractor/subcontractor provides the PIU with written confirmation that each worker they employ or engage with the project is at least the minimum age of 18 years. Where there is reasonable doubt as to the age of the applicant, requesting and reviewing available documents to verify age (such as a birth certificate, national identification card, medical or school record, or other document or community verification demonstrating age).

- If a person under the minimum age of 18 years is found working in the project, the PIU will take measures to terminate the employment or engagement of that person in a responsible manner, considering the best interest of that person.
- To ensure that the best interests of children under 18 years of age are considered, the PIU will undertake, and ensure that all contractors/ subcontractors, private sector, cooperative also undertake, remediation within a reasonable period agreeable to the World Bank. The remediation activities could include, among other options:
- Enrolling the child in a vocational training/apprenticeship program, but which does not interfere with the child's completion of compulsory school attendance under national law.
- Employment of a member of the child's family, who is at least 18 years of age, by the primary supplier, contractor, or subcontractor for project-related or other work.

Provisions Related to Women

The new proclamation recognizes further benefits addressing the special needs of women including provisions related to maternity leave, sexual harassment, and violence. A provision acknowledging affirmative action to women is also included. Accordingly, women candidates who score equal points with men will have the right to priority in competitions for employment, promotion, and related opportunities. The new labor Proclamation of Ethiopia, 1156/2019, articles 87 and 88 state provisions on the working conditions of women.

- Women shall not be discriminated against in all respects based on their sex. Without prejudice to the generality of this provision, priority shall be given to women if they get equal results with men when competing for employment, promotion, or any other benefit.
- It is prohibited to assign women to works that may be listed by the Ministry of Labor and Skill Development to be particularly dangerous to women or hazardous to their health.
- No pregnant woman shall be assigned to night work between 10 p.m. and 6 a.m. or be assigned overtime work.
- She shall be transferred to another place of work if her job is hazardous to her health or the fetus as ascertained by a physician.

Leave

Proclamation 1156/2019, Article 76-86 amended the provisions of different leaves including the number of days under the Labor Proclamation 377/2003. Every worker is entitled for annual leave after completing one year of continuous service with full pay as follows:

Rest: Workers are entitled to a weekly rest period consisting of not less than twenty-four non-interrupted hours in the course of each period of seven days. The weekly rest period shall be calculated to include the period from 6 a.m. to the next 6 a.m. Where the nature of the work or the service performed by the employee is such that the weekly rest cannot fall on a Sunday another day maybe made a weekly rest day as a substitute.

Maternity Leave: A pregnant woman is granted a total of 120 days of maternity leave; 30 consecutive days of prenatal and 90 consecutive days of post-natal leave. It also granted leave for medical examination connected with her pregnancy, as confirmed with a medical certificate. Besides, in the case where a woman encounters miscarriage of pregnancy and it is confirmed by a medical certificate, the provisions for reduction of wage upon sickness will not apply. Despite the reduction of wage applicable to a worker who has been sick for more than a month, a woman who encounters miscarriage will be entitled to 6 months sick leave with payment of 100% of her salary.

Annual leave: every worker is entitled for sixteen (16) working days of annual leave for the first year of service, plus one working day for every additional two years' service. Sub article (5) states that, Where the length of service of a worker is below one year, the worker shall be entitled to an annual leave proportional to the length of his service.

Sick leave: a worker should complete six months for sick leave entitlement of up to six months within a year. However, a worker should notify the employer the next day from absence from work. The worker should present a sick leave certificate issued by a duly recognized medical facility. The worker will be paid (i) the first month, with payment of 100% of his/her wages; (ii) for the next two months, with payment of 50% of his/her wage; and (iii) for the next three months, without pay.

Family events: workers are entitled for leave with pay for events such as marriage, paternity leave, maximum of two rounds of leave for exceptional and serious events.

Union members: a worker representing a union will be entitled for leave in cases in labor disputes, negotiating collective agreements, attending union meetings, participating in seminars or training courses.

Sexual Harassment and Violence

The new law obviates the need for interpretation of sexual harassment and sexual violence by providing definitions. It also provides prohibitions and punishment specific to the acts. The commission of either or both of the two acts at workplaces either by the employee or employer may be used as grounds for termination of an employment contract without notice by the employer or the employee. Additionally, an employee who resigns on the grounds of SH or violence is entitled to severance pay as well as compensation amounting to 90 times the daily rate of the last week of service of the employee. As per the definition of the new proclamation:

Wages

- The Labor Proclamation requires employers to pay wages in cash on a working day at the workplace unless otherwise agreed. In case, date of payment (where already decided) falls on a weekly rest day or public holiday, the wages are paid on the preceding working day. Wages are paid directly to the worker or the person authorized by the worker. Wages may be paid in kind but may not exceed the market value in the area of payment in kind and in no case may exceed 30% of the wages paid in cash.
- An employer is obliged to pay the worker wages and other emoluments per this law or the collective agreement. Wages are to be paid at such intervals as required under the national law, collective agreement, or employment contract.
- As per Proc. No. 1156/ 2019, a Regulation of the Council of Ministers shall determine the powers and responsibilities of a Wage Board which shall comprise representatives of the Government, employees, and trade unions together with other stakeholders that will periodically revise minimum wages based on studies which take into account the country's economic development, labor market, and other considerations.
- Generally, the employer is not allowed to make deductions from wages except where it is provided by the law or collective agreement or work rules or court order or a written agreement with the worker. The amount of deduction must not exceed one-third of the monthly wages of the worker.

- An employer must keep a record of payment in a register specifying the gross pay and method of calculation of wages; other variable remunerations; the amount and type of deduction; and the net pay unless there is a special arrangement on which the signature of the worker is affixed. This register must be easily accessible to all the workers, and the entries are explained to the worker on request.
- Workers who are paid monthly shall incur no reduction in their wages on account of having not worked on public holidays. A worker shall be paid his hourly wages multiplied by two for each hour of work on a public holiday.

Hours of Work

- *Arrangement of Weekly Hours of Work:* Hours of work shall spread equally over the working days of a week, provided, however, where the nature of the work so requires, hours of work in any one of the working days may be shortened and the difference be distributed over the remaining days of the week without extending the daily limits of eight hours by more than two hours.
- *Averaging of Normal Hours of Work:* Where the circumstances in which the work has to be carried out are such that normal hours of work cannot be distributed evenly over the individual week, normal hours of work may be calculated as an average over a period longer than one week, provided, however, that the average number of hours over a period shall not exceed eight hours per day or forty-eight hours per week. The labor law defined that normal hours of work for young workers shall not exceed seven hours a day and it also prohibited to employ young workers on night work between 10 pm and 6 am and overtime work, weekly rest day or on public holidays.

OHS Legislation

Ethiopia has a legal framework 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 this project. OHS promotion is also included as a priority in the National Health Policy Statement (1993). Ministry of Labor and Skills (MOLS) and its regional counterparts are responsible for OHS at Federal and Regional levels. MOLS has an OHS & Working Environment Department responsible for OHS responsibilities. Each administrative region has an OHS department within the Labor and Skill development office with the responsibilities of inspection service.

In the new Labor Proclamation of Ethiopia (Proc. No. 1156/2019), Occupational Safety, Health, and Working Environment the following are indicated under Obligations of an Employer and an employee respectively.

An employer shall take the necessary measures to safeguard adequately the health and safety of the workers; it shall in particular:

- Comply with the occupational health and safety requirements provided for in this Proclamation.
- Take appropriate steps to ensure that workers are properly instructed and notified concerning the hazards of their respective occupations and assign safety officer; and establish an occupational health and safety committee.
- Provide workers with protective equipment, clothing, and other materials and instruct them of their use.

- Register employment accidents and occupational diseases and report same to the labor inspection service.
- Arrange, according to the nature of the work, at his own expense for the medical examination of newly employed workers and those workers engaged in hazardous work, as may be necessary except HIV/AIDS Unless and otherwise, the country has the obligation of an international treaty to do so.
- Ensure that the workplace and premises of the undertaking do not pose threats to the health and safety of workers.
- Take appropriate precautions to ensure that all the processes of work in the undertaking shall not be a source or cause of physical, chemical, biological, ergonomic, and psychological hazards to the health and safety of the workers.
- Implement the instructions given by the Competent Authority following this Proclamation.

As obligation any worker shall:

- Co-operate in the formulation of work rules to safeguard the workers' health and safety and implement the same.
- Inform the employer of any defect related to the appliances used and incidents of injury to health and safety of workers that he is aware of in the undertaking.
- Report to the employer about any situation which he may have reason to believe could present a hazard and which he cannot prevent on his own, and any incident of injury to health which arises during or in connection with work.
- Make proper use of all safety devices and other appliances furnished for the protection of his health and safety or the protection of the health and safety of others,
- Observe all health and safety instructions issued by the employer or by the Competent Authority
It is prohibited for any worker to:
- Interfere with, remove, displace, damage, or destroy any safety devices or other appliances furnished for his protection or the protection of others.

The World Bank ESS2 stipulates compliance with the World Bank Environmental, Health and Safety Guidelines (EHSG).

Benefits in the Case of Employment Injuries

Where a worker sustains injury while on work, the employer shall cover the following expenses, among others, including:

- General and specialized medical and surgical care.
- Hospital and pharmaceutical care.
- Any necessary prosthetic or orthopedic appliances
- A worker who has sustained employment injury shall be entitled to
- Periodical payment while he is temporarily disabled
- Disablement pension or gratuity or compensation where he sustains permanent disablement
- Survivors' pension or compensation to his dependent when he dies.

The World Bank Environmental and Social Standards: ESS 2

ESS 2 recognizes 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 are as follows:

- To promote safety and health at work

- To promote the fair treatment, non-discrimination and equal opportunity of project workers
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate
- To prevent the use of all forms of forced Labor and child Labor.
- To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law
- To provide project workers with accessible means to raise workplace concerns

The World Bank Environmental and Social Standards: ESS 4

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 acceleration or intensification of impacts due to project activities. The objectives of ESS 4 include:

- To anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life cycle
- To promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure
- To avoid or minimize community exposure to project-related traffic and road safety risks
- To have in place effective measures to address emergency events
- To ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to project affected community

Terms and Conditions

The project will depend on the various laws; such as, (i) Labor Proclamation No. 42/1993 (replaced by Labor Proclamation No. 377/2003), (ii) Labor Proclamation No. 377/2003, (iii) labor Proclamation No.1156/2019 (complements (do not replace, Labor Proclamation No. 377/2003), (iv) Proclamation No. 632/2009, Employment Exchange Service Proclamation, (v) Proclamation No. 568/2008, Right to Employment of Persons with Disability. Further, Ethiopia is a signatory to the international UN conventions and has ratified the major international human rights instruments. Ethiopia has also ratified the following ILO conventions:

- Forced Labor Convention No. 29/1930.
- Freedom of Association and Protection of the Right to Organize Convention, No. 87/1948.
- Employment Service Convention, No. 88/1948.
- Right to Organize and Collective Bargaining Convention, No. 98/1949.
- Abolition of Forced Labor Convention, No.105/1957.
- Minimum Age Convention No. 138/1973.
- Occupational Safety and Health Convention, No. 156/1981.
- Termination of Employment Convention, No. 158/1982.
- The Rights of the Child Convention, 1989; and
- The Worst Forms of Child Labor Convention No. 182/1999.

Hence, the terms of conditions follow stringent international requirements where the gaps of the national law are filled by WB requirements and ILO convention. The terms of the condition include the name and legal domicile of the employer; the worker's name; the worker's job title; the date employment began; where the employment is not permanent, the anticipated duration of the contract; the place of work or, where the work is mobile, the main location; benefit packages; hours of work, rest breaks, leave entitlements and other related matters; rules relating to overtime and overtime compensation; the pension and other welfare arrangements applicable to the worker; the length of

notice that the worker can expect to give and receive on termination of employment; the disciplinary procedures that apply to the worker, including details of representation available to the worker and any appeals mechanism; and details of grievance procedures, including the person to whom grievances should be addressed.

Given the nature of the workforce involved, the project will not recruit children for project related work, and project monitoring will include this aspect.

The WB ESS2 states that the minimum age of employment is 14 years while the newly revised Ethiopian Labor Law has extended the minimum year of employment to 15 years. However, both WB and Ethiopian law prohibit the engagement of children under 18 years of age in works that have hazardous nature. The Project will not allow employment under the age of 18.

The other gap between the WB ESF and Ethiopian law is the fact that the national law does not indicate that it prohibits an employer to retaliate against a worker or reporting a dangerous work situation or removing himself/herself from a dangerous work situation. ESS2 of the World Bank ESF provides that project workers will not be retaliated against or otherwise subject to reprisal or negative action for reporting a dangerous work situation or removing/themselves from a dangerous work situation. The PCU will ensure that all project workers, including those engaged by contractors, will have the right to report and remove themselves from dangerous work situations without being subject to reprisal or negative action. This and other provisions of the LMP will be part of the awareness-raising and training sessions of the project.

Labor Type as per the Project Activities

Numbers of workers cannot be estimated at this point, as activities and their scope are not known. The labor requirements of the Project show that the LMP will have to cater to all four categories of project workers as described in ESS2, namely direct workers, contracted workers, community and primary supply workers. Direct workers may come from Ministries and para statal organizations.

Project Activities	Types of workers
Procurement and distribution of petroleum products	Direct workers, contracted and supply workers
Procurement and supply of fertilizer	Direct workers, contracted and supply workers
Cash transfers to households	Direct workers and contracted workers
Cash for work program	Direct workers, contracted workers and community workers
Distribution of essential non-food items and emergency supplies	Direct workers, contracted and supply workers
Emergency food assistance to households	Direct workers, contracted and supply workers
Emergency response and early recovery, including evacuation logistics, shelter administration,	Direct workers, and contracted workers
Emergency procurement of critical goods and services	Direct workers, contracted and supply workers
Rental of generators and light equipment	Direct workers, contracted and supply workers
Emergency trade facilitation measures	Direct workers and contracted workers
Sourcing of specialized national and international expertise	Direct workers and contracted workers
Preparation of technical documents required for procurement, environmental, and social compliance during emergency response	Direct workers and contracted workers
Strengthening of crisis monitoring and early warning systems	Direct workers and contracted workers

Labor Risk Assessment

The table highlights and analyses the potential labor risks and impacts in view of the anticipated labor utilization as per the positive list of the project.

Labor Risk Identification and Analysis

Risk/Impact	Analysis (Magnitude, Extent, Timing, Likelihood, Significance)	Risk Mitigation Measures
Labor standards are not in accordance with national laws and international standards	Actual labor practices may differ from labor standards and laws	Through the implementation of this LMP these gaps are addressed.
Workers' lack of understanding of their labor rights	Given the level of illiteracy, it is likely that some workers may not fully understand their labor rights.	Project workers will be provided with information and documentation that is clear and understandable regarding their terms and conditions of employment. The information and documentation will set out their rights under national labor and employment law (which will include any applicable collective agreements), including their rights related to hours of work, wages, overtime, compensation, and benefits, as well as those arising from the requirements of ESS2. This information and documentation will be provided at the beginning of the working relationship, and when any material changes are made to the terms or conditions of employment occur.
Underpayment of contracted workers or supply workers	There is no legally defined minimum wage in Ethiopia and therefore there is a risk that contracted and supply workers are underpaid.	The project will agree on a minimum wage and implement it throughout the project / cascade it down to suppliers. A workers' grievance mechanism will be adopted and implemented.
Labor disputes over contracts	It is possible that disputes over contracts emerge among contracted and supply workers.	The project will provide workers' GM with an appeals mechanism outside of the direct employer.
Poor working conditions: Unsafe work environment	The working conditions of contracted and supply workers may be poor. The impact is significant, as it is not known yet where supplies will be sourced from.	Supervision of Labor Management Practices is essential to mitigate this risk. A checklist will be used especially for primary supply workers.
Lack of access to workers' grievance mechanism	Workers may not have adequate access to a grievance mechanism to claim their rights	The Project will ensure a workers' grievance mechanism is in place, and sensitization of all workers on this mechanism is undertaken.
Injuries at the workplace / OHS risks	Given that PPE may be scarce for contracted workers, and health and safety regulations may not exist or be enforced especially for loading /unloading of products.	Contractor's occupational risk assessments and mitigation plans will be devised and implemented by the contractor. The contractor will further train workers on OHS risks, hazards and safe handling of equipment and procedures, based on WBG EHS Guidelines on OHS. The PIU will ensure through monitoring that all workers are provided with and able to always use appropriate PPE. Incidents and accidents will be reported and documented by the contractor to the PIU. An emergency preparedness plan will be prepared by the contractor and remedies for injuries/fatalities/disabilities provided by the employer. Workers' GM will be communicated and implemented.
Risks of discrimination and exclusion of vulnerable/disadvantaged groups	Workers may face discrimination during recruitment and while at work. There might be discrimination of workers based on their identity, physical ability or disability, political affiliation, HIV/AIDS, religion, and gender; discrimination can also happen in relation to provision of compensations, benefits and other opportunities such as access to training, job assignment, promotions; application of disciplinary measures and penalties; termination	Nondiscrimination in the working environment for all workers/employees through posting the country labor law and ESS 2 in local language, obey obligations of the vulnerable groups, create supportive environment in terms of expressing the grievance/ complaint related to any issues.

Risk/Impact	Analysis (Magnitude, Extent, Timing, Likelihood, Significance)	Risk Mitigation Measures
	of employment or retirement, working conditions and terms of employment; discriminations may arise due to favoritism, nepotism and corruption.	
Risks of restrictions on worker's organization	An employer may interfere and restrict workers from forming worker's organization or joining other similar organizations for collective rights negotiations, express grievances, to enable collective voicing on conditions of work, benefits, protection of rights, etc.	Provide managerial support during the formation of the workers' association/organization.
Lack of safety and security for project workers	Given the fragility in the country, there is a risk of security for all project workers	A Security Risk Assessment and Management Plan (SRAMP) will be prepared and implemented.
SEA/SH risks among workers	There is a possibility of sexual abuse of female workers by other workers.	The Project takes a zero tolerance stand vis-à-vis SEA/SH toward all workers by other project workers. It will require the signing of CoCs by every worker. The Direct workers will be governed by the country legal framework.
Use of child labor	The general minimum age for work is 15 years in Ethiopia. In activities such as procurement, distribution, cash transfer, the risk of child labor is low. However, in cash for work, households may bring minors to work to earn more money. Given that it is not known yet where goods are sourced from, there is a moderate to substantial risk of child labor among suppliers.	Recruitment of Direct Workers will be governed by the country's legal framework for civil servants; Suppliers and contracted workers will be contractually bound to comply with child labor prohibitions. During the procurement process, potential suppliers will be assessed for past abuse if any.
Forced Labor	Given that the main activities consist of procurement, the risk of forced labor is low among contracted workers. However, given that it is not known yet where goods are sourced from, there is a moderate to substantial risk of forced labor among suppliers.	Suppliers will be contractually bound to comply with forced labor prohibitions. During the procurement process, potential suppliers will be assessed for past abuse, if any.
Traffic accidents	Given that goods will be transported to their storage location, there is a risk of traffic accidents affecting community members and contracted and supply workers.	Prepare and implement Traffic Management Framework

Institutional Arrangements for Implementation of LMP

Given the categories of project workers (direct workers, contracted workers, primary supply workers), this section lays out the operational arrangements amongst the various institutions that are collaborating with the Project to ensure the smooth implementation of the LMP. The requirements of the LMP apply to all categories of project workers.

Direct Workers: The requirements of the LMP as applicable to the direct workers will be the responsibilities of the PIU. The PIU will however have an oversight role vis-a-vis other contractors or third-party providers through direct reporting arrangement on the requirements of the LMP in particular and other ESMP requirements in general. The PIU has the mandate to ensure that all the procedures for primary supply workers are observed.

Within the PIU, the Social Specialist will be the main responsible person for overseeing the implementation of the LMP for all workers. The Social Specialist will oversee contractors and ensure that contractors comply with this LMP, including OHS. The Social Specialist will further monitor that the contractor is providing a workers' grievance redress mechanism and conducting all required training of the workers. Where the Social Specialist identifies that the contractor does not have the capacity to implement training for workers, he or she will provide the training directly. The Social Specialist will also request all signed CoCs from the contractor and monitor that 100% of workers have signed the document.

Contracted workers: Where the LMP refers to contractor responsibilities, it also refers to any other third-party provider. The contractor has the responsibility to ensure LMP implementation at the interface with its respective sub-contractors, while the PIU oversees the LMP implementation at all levels. Contractors are expected to include a health and safety manager in the workforce, who will be the person responsible for the training of workers, the implementation of all OHS measures, and the engagement with potential sub-contractors on these issues. It is expected that the contractor will have a human resources function that will assist with the signing of the CoCs and with the implementation of these LMP.

The Primary Suppliers are identified by the PIU or by an implementing agency. Upon the selection of the supplier, the LMP will be affirmed. Implementing agencies have the obligation to ensure that all the procedures for primary supply workers are observed, though the PIU will have the overall responsibility.

Community Workers: Community members engaged in cash for work programs will come under this category. The LMP sets out the terms and conditions on which community labor will be engaged and that includes:

- The amount/method of payment, hours of work, and the methods by which these workers can raise workplace grievances should be clearly spelt out.
- No use of forced labor and restricts child labor to those of working age.
- Appropriate OHS measures will be provided to protect community workers from hazards associated with their tasks.
- Ensure that the work performed by community workers does not adversely affect the health and safety of the broader community.
- Ongoing consultation and inclusive communication channels that ensure community workers and vulnerable groups benefit from the project.

Terms and Conditions

Government civil servants, who may provide support to the Project, will remain subject to the terms and conditions of their existing public sector employment agreement or arrangement as provided in the Mozambique Public Service Regulations. The Project staff and consultants will remain subject to the terms and conditions of currently in place at the MoF. The following terms and conditions will guide management of workers engaged by the implementing partners under the project:

- Workers to be involved should be at least 18 years of age.
- Workers will have an opportunity to negotiate their wages equal or above the government set minimum wage rate.
- Difference in wages will not be influenced by race, color, sex, language, religion, political or other opinion, nationality, ethnic or social origin, disability, property, birth, marital or other status or family responsibilities or other matters arising out of the employment relationship.
- Payment of wages will be made at most on a monthly basis on the last day of each month.

During recruitment of workers, the Implementing Partners will explain the terms and conditions prior to commencement of work. The labor law makes it mandatory for employers to give employees a copy of the written particulars of employment, signed by both parties within one month of employment. Violation of the workers' Code of Conduct will constitute misconduct. In ensuring full compliance with the law in this regard, contractors will be required to furnish PIU with copies of the Written Particulars of Employment or copies of the contract of all its workforce.

Key Procedures

The Project will 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 PIU and implementing partners and all project workers will follow up in ensuring the full accomplishment of the objectives of ESS2 in specific.

Recruitment and Replacement Procedure

The objective of this procedure is to ensure that the recruitment process and placement of project workers is conducted in a manner which is non-discriminatory, and employees are inducted to all essential work-related matters. The process will have the following steps:

1. Contractors submit a recruitment plan to the PIU for review and approval. The following details will be shown:
 - Number of staff required
 - Intended working conditions
 - Intended locations of staff
 - Job specifications in terms of qualification and experience
2. Contractor publishes the job invitation in the appropriate media (local press or direct invitation for contracted worker, or word of mouth through local leaders for community workers) to ensure all potential candidates have access to the information, including women and persons with disabilities, actively addressing risks of nepotism, or other forms of recruitment or employment discrimination.
3. Shortlist and recruit candidates ensuring the following.
 - As far as possible, 50% shortlisted candidates are women.

- As far as possible, 50% engaged employees are women.
 - Screen out candidates under the age of eighteen.
4. On recruitment, ensure a contract of employment is signed voluntarily, for both contracted workers and community workers.
 5. Before commencement of work, the contractor will ensure the employee is inducted into the essential work-related issues, which include the following.
 - Key Job Specifications
 - Terms and Conditions of Employment
 - Special Codes of Conduct
 - Disciplinary Procedures
 - Workers' Grievance Redress Mechanism
 - Freedom to join and participate fully in Workers Association activities, Employment Council or Trade Union
 - Key E&S aspects of the Project and its ESMP and other E&S instruments
 - Emergency Preparedness
 6. Maintain all such employment records available for review by the respective PIU, the World Bank, or Regulatory Authority.

Workers' Grievance Mechanism

According to Ethiopian Labor Proclamation No. 1156/ 2019, Workers' GRM for addressing and managing workers and employment-related conflicts or a complaint as well as Gender-Based Violence (GBV) is mandatory. Labor Proclamation No. 1156/ 2019, Chapter 3, Article 141, has also introduced that employers and workers or their respective associations may use social dialogue to prevent and resolve labor disputes amicably.

The objective of Workers' GM is to settle the grievance between an employer and employee or between employees bilaterally before recourse to formal dispute resolution. Workers will be informed of this grievance mechanism at the time of recruitment and the measures put in place to protect them from any reprisal for its use. The project will put in place measures to make the worker grievance mechanism easily accessible to all project workers as described below.

1. The PIU will only engage contractors who sign an undertaking to comply with the relevant provisions for contracted workers and contractors who will comply with community meetings resolutions on applicable rules in the case of community workers.
2. PIU and the implementing agencies conduct induction training for the employees on the applicable workers' GM to make them aware of their rights. All records of induction shall be kept and made available to the PIU.
3. In case of violation, the aggrieved employee must capture and present the details of the grievance to the person they report to or the supervisor's superior in case of conflict of interest.
4. The supervisor will verify the details and seek to address the matter within the shortest time (up to 48 hours).
5. The supervisor will escalate the matter if not resolved within 48 hours if a resolution is not found.
6. Where no resolution is found, the employee can escalate the matter to the sector specific institutions or courts who will resolve the matter between employer and employee. The Supreme Court's decision is final, where it has exercised lawful jurisdiction.
7. Where the formal courts are not accessible, do not exist in an area, or cannot render a judgment; the matter shall be reported to and handled under the PIU, for example through the Project Grievance Mechanism (GM). The PIU, in this case, will accommodate a fair agreement between the worker and the implementing partner.

8. The implementing partner shall keep records of all proceedings of grievance redress that are within their jurisdiction and furnish the PIU as part of the periodic progress reporting to the PIU.
9. In case of risk of retaliation, the employee may immediately escalate to the court system. If confidentiality is requested, the PIU will ensure it avoids any risk of retaliation, including in its follow-up actions.

Procedure for Primary Suppliers

Primary supply workers are employees of suppliers who, on an ongoing basis, provide goods and services to the Project. PIU/PCU has oversight of the implementation of the LMP requirements in this category. The objective of the procedure is to ensure that labor-related risks to the project from primary supply workers are managed in line with the requirements of ESS2. PIU will undertake the following measures:

- i. Procure supplies from legally constituted suppliers. The legal registration ensures that the company is legally obliged to comply with all applicable labor laws and other laws in Mozambique. This will include evidence of
 - Certificate of incorporation
 - Tax Clearance
 - Value Added Tax certificate
 - Registration of supplier with regulatory body for the goods or services where required
- ii. Make a physical check on the supplier's labor management system, including
 - employee contracts
 - OHS
 - any past work-related environmental or occupational incidents
 - Workers' committee in place
- iii. Check products quality certification and environmental rating where required
- iv. Undertaking to take back waste for reuse, for example containers and packaging where applicable
 - i. Possibility of training in safe use of product by community users where applicable
 - ii. Where potential child labor or forced labor or serious safety risks are identified in a specific sector or industry, in connection with the supply of goods, a mapping exercise should be conducted to identify suppliers relying on such goods.
 - iii. Where it is not possible to identify specific primary suppliers, the mapping should identify general industry labor issues relating to the supply of the respective goods.

Monitoring and Supervision

The performance monitoring of this LMP will follow the same institutional arrangement as the monitoring and supervision of the ESMP. In general, the respective PIU will be responsible for monitoring the implementation of the LMP. In particular, the Social Specialist in the PIU will work directly to ensure that the LMP is fully implemented.

The Social Specialist will undertake supervision missions and spot checks as per a schedule to be developed once sites have been selected. Through the initial activity- or site-specific screening process, the Social Specialist will be aware of potential labor-related risks and impacts of activities and will develop a monitoring schedule around these.

Non-compliance of the LMP will be reported to the PIU Project Manager and will be taken up in the regular E&S reporting.

Annex 3: Occupational Health And Safety (OHS) Protocol For CERP Activities

3.1 Purpose and Context

This Occupational Health and Safety (OHS) Protocol provides guiding measures to ensure that all activities under the CERP are implemented in a manner that protects workers from occupational risks. The nature of the CERP, which excludes civil works and focuses on rapid emergency response through procurement, logistics, and distribution, results in a distinct OHS risk profile. Risks are primarily associated with handling of fuels and fertilizers, transport and logistics operations, operation of small equipment such as generators, and distribution of assistance to communities under emergency conditions.

The Protocol adopts a proportionate and practical approach, consistent with ESS2 and Good International Industry Practice, ensuring that measures are feasible even in low-capacity and emergency settings. It focuses on prevention, simple controls, worker awareness, and continuous monitoring.

3.2 Nature of Occupational Risks

Under the CERP, occupational risks are largely operational rather than construction-related. Activities involving procurement and distribution of petroleum products present hazards related to flammability, vapor inhalation, and accidental spills. Fertilizer handling introduces risks of dust exposure and skin or eye contact, especially where handling practices are not controlled.

Distribution of emergency supplies and implementation of livelihood support activities may expose workers to physical strain, fatigue, and risks associated with managing large groups of beneficiaries. Emergency service restoration activities, particularly the use of generators, introduce risks related to electrical safety, exhaust emissions, and fuel handling. Transport operations across all components remain a major source of risk due to increased movement of goods and personnel. These risks, while generally moderate, can escalate quickly if not properly managed, particularly in fragile or high-pressure emergency contexts.

3.3 Approach to OHS Risk Management

OHS management under the CERP is based on a simplified risk management approach that integrates hazard identification, implementation of preventive measures, and routine supervision. Each activity should be screened prior to implementation to identify key risks and define practical control measures.

The hierarchy of controls should guide all mitigation efforts. Wherever possible, risks should be minimized at source for example, by ensuring safe storage systems for fuel or proper layout of distribution points before relying on administrative measures or personal protective equipment.

In line with established OHS systems, effective safety management should combine hazard identification, training, monitoring, and continuous improvement measures.

3.4 OHS Measures for Key Activities

Activity	Key OHS Risks	Mitigation and Control Measures
Fuel and Energy Supply (Procurement, Storage, Distribution)	Fire and explosion hazards; vapor inhalation; spills; transport accidents	- Store fuel in designated, well-ventilated, and secured areas away from ignition sources. - Install secondary containment (bunds, drip trays) to prevent leakage. - Provide fire extinguishers at all storage and transfer locations and ensure accessibility. - Train workers on safe handling, transfer, and emergency response procedures. - Maintain spill response kits (absorbents, containment materials) on site. - Use approved containers and well-maintained vehicles for transportation. - Enforce no-smoking and no open flames policy in fuel handling areas.
Fertilizer Supply (Transport, Storage, Distribution)	Dust inhalation; chemical exposure; improper storage; manual handling injuries	- Require use of basic PPE (gloves, masks, protective clothing) during handling. - Minimize exposure by ensuring controlled loading/unloading practices. - Store fertilizers in dry, ventilated, and covered facilities. - Provide basic training on chemical handling and hygiene practices. - Enforce handwashing after handling fertilizers. - Apply safe lifting techniques and team handling for heavy loads.
Distribution of Emergency Supplies and Livelihood Support	Manual handling injuries; fatigue; crowd-related incidents; unsanitary conditions	- Organize distribution sites with clear layout, entry/exit points, and movement flow. - Implement crowd control measures (queuing system, supervision, designated staff). - Assign site supervisors to oversee safety and coordination. - Limit heavy lifting and promote team lifting or simple mechanical aids. - Provide drinking water, sanitation facilities, and rest breaks for workers. - Monitor working hours to avoid fatigue and overexertion. - Maintain clean and waste-free distribution areas.
Cash-for-Work Activities	Unsafe task assignment; physical strain; lack of risk awareness	- Restrict to low-risk and non-hazardous activities only. - Conduct basic screening of tasks before implementation. - Provide OHS orientation prior to work commencement. - Supply appropriate basic PPE where necessary.

		- Ensure close supervision of workers. - Limit working hours and workload to prevent fatigue and strain.
Emergency Service Restoration (Generators and Equipment Use)	Electrocution; exhaust fumes; noise exposure; fuel handling risks	- Install generators in open or well-ventilated areas. - Ensure proper grounding and electrical safety systems. - Allow operation only by trained and authorized personnel. - Store fuel safely and prevent leaks during refueling. - Monitor and limit exposure to noise and emissions. - Conduct regular maintenance of equipment.
Transport and Logistics Operations	Traffic accidents; driver fatigue; unsafe loading; vehicle malfunction	- Use only qualified, trained, and licensed drivers. - Conduct regular vehicle inspection and maintenance. - Prohibit overloading and ensure proper load securing. - Apply basic road safety measures (speed control, defensive driving). - Plan routes considering road, traffic, and security conditions. - Manage driver schedules to avoid fatigue and ensure rest periods. - Ensure safe loading and unloading procedures.

3.5 Incident Management

Even with adequate controls, incidents may occur and must be managed promptly and effectively. All incidents, including near misses, should be reported and documented. This allows for identification of recurring issues and improvement of safety practices over time, consistent with good OHS practice where reporting and investigation are essential to prevent recurrence.

Incidents that will be reported to the WB include the following types: Fatality, Lost Time Injury, Acts of Violence/Protest, Disease Outbreaks, Displacement without Due Process, Child Labor, Forced Labor, Unexpected impacts on heritage resources, unexpected impacts on biodiversity resources, environmental pollution incident, dam failure, violence on the basis of Sexual Orientation and Gender Identity (SOGI), Discrimination on the basis of SOGI, Sexual exploitation, Sexual Abuse, Sexual Harassment.

The World Bank needs to be notified promptly (within 48 hours) of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, communities, the public or workers, including, inter alia, cases of SEA/SH and accidents that result in death, serious or multiple injuries (by the PIUs). The PIUs will need to provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it. The report should also include any information provided by any contractor or supervising entity. A record of indicative incidents is still required to identify any potential trends to be mitigated, e.g. repetitive similar incident, or repeat offender contractor, etc.

Key information in the incident report should respond to the following questions (the information given regarding the accident should be enough to conduct the Bank's ESIRT internal procedures):

- *What was the incident? What happened? To what or to whom?*
- *Where and when did the incident occur?*
- *What is the information source? How did you find out about the incident?*
- *Are the basic facts of the incident clear and uncontested, or are there conflicting versions?*
- *What were the conditions or circumstances under which the incident occurred?*
- *Is the incident still ongoing or is it contained?*
- *Is loss of life or severe harm involved?*
- *How serious was the incident? How is it being addressed? How is the response?*
- *What, if any, additional follow up action is required, and what are the associated timelines?*

With respect to SEA/SH, the Project Manager will confirm if an investigation of SEA/SH misconduct will be carried out, after considering whether it will be safe to investigate and whether the employer's misconduct (accountability and response framework) investigation process is appropriate for undertaking the investigation in a survivor-centric manner. The Bank will not request or be given an investigation report from the employer but will use the records available from the Project Manager for the ESIRT process.

For all other incidents, the PIUs will provide the information to the task team as quickly as possible and ideally within 10 days. The task team will review the investigation report and updated incident form, and if necessary, will request further clarification or information with respect to the causes of the incident.

The following report form is to be completed by the PCU within 24 hours in the case of an incident:

Incident report form- immediate

B1: Incident Details			
Date of Incident:	Time:	Date Reported to PIU:	Date Reported to WB:
Reported to PIU by:	Reported to WB by:	Notification Type: Email/'phone call/media notice/other	
Full Name of Main Contractor:		Full Name of Subcontractor:	

B2: Type of incident (please check all that apply) ¹
Fatality ☐ Lost Time Injury ☐ Displacement Without Due Process ☐ Child Labor ☐ Acts of Violence/Protest ☐ Disease Outbreaks ☐ Forced Labor ☐ Unexpected impacts on heritage resources ☐ Unexpected impacts on biodiversity resources ☐ Environmental pollution incident ☐ Dam failure ☐ Other ☐

See Annex for definitions

B3: Description/Narrative of Incident
For example: I. What is the incident? II. What were the conditions or circumstances under which the incident occurred (if known)? III. Are the basic facts of the incident clear and uncontested, or are there conflicting versions? What are those versions? IV. Is the incident still ongoing or is it contained? V. Have any relevant authorities been informed?

B4: Actions taken to contain the incident			
Short Description of Action	Responsible Party	Expected Date	Status
For incidents involving a contractor: Have the works been suspended under Contract GCC8.9? Yes ☐ ; No ☐ ; Name of Contractor:			

B5: What support has been provided to affected people

Incident form to be completed after investigation

For example:

- C2: Corrective Actions from the investigation to be implemented (To be fully described in Corrective Action Plan)**

Action	Responsible Party	Expected Date

C3a: Fatality/Lost time Injury information

Cause of fatality/injury for worker or member of the public (please check all that apply):

1. Caught in or between objects ☐ 2. Struck by falling objects ☐ 3. Stepping on, striking against, or struck by objects ☐
4. Drowning ☐ 5. Chemical, biochemical, material exposure ☐ 6. Falls, trips, slips ☐ 7. Fire & explosion ☐
8. Electrocution ☐ 9. Homicide ☐ 10. Medical Issue ☐ 11. Suicide ☐ 12. Others ☐

Vehicle Traffic: 13. Project Vehicle Work Travel ☐ 14. Non-project Vehicle Work Travel ☐ 15. Project Vehicle Commuting ☐
16. Non-project Vehicle Commuting ☐ 17. Vehicle Traffic Accident (Members of Public Only) ☐

Name	Age/DOB	Date of Death/Injury	Gender	Nationality	Cause of Fatality/Injury	Worker (Employer)/Public

C3b: Financial Support/Compensation Types (To be fully described in Corrective Action Plan template)

1. Contractor Direct ☐ 2. Contractor Insurance ☐ 3. Workman's Compensation/National Insurance ☐
4. Court Determined Judicial Process ☐ 5. Other ☐ 6. No Compensation Required ☐

Name	Compensation Type	Amount (US\$)	Responsible Party

C4: Supplementary Narrative

3.6 OHS Monitoring Plan for CERP Activities

Activity Area	Monitoring Indicator	Means of Verification	Monitoring Frequency	Responsibility
Fuel and Energy Supply	Fuel storage areas are secure, ventilated, and protected against spills and fire	Site inspection; observation of storage conditions; verification of fire extinguishers and spill containment systems; supervisor records	During fuel storage and distribution operations; periodic supervision	Contractors / Suppliers (implementation); Site Supervisors (daily monitoring); PIU (oversight)
Fuel and Energy Supply	Workers handling fuel follow safe handling procedures and understand emergency response measures	Training records; toolbox talk records; worker interviews; observation of practices	Prior to deployment and periodically during implementation	Contractors / Suppliers; Site Supervisors; PIU verification
Fertilizer Supply	Fertilizers are stored in dry, covered, and ventilated conditions	Visual inspection of storage facilities; warehouse records; photographic documentation where applicable	During storage and distribution periods	Suppliers / Warehouse Supervisors; PIU oversight
	Workers use appropriate PPE and follow hygiene practices	Observation of workers; PPE availability records; worker interviews	During handling and distribution activities	Suppliers / Distribution Supervisors; PIU spot checks
Distribution of Emergency Supplies	Distribution sites are organized and managed to prevent congestion and safety risks	Site observation; supervision checklists; review of site layout and crowd control arrangements; incident/grievance records	During each distribution event and periodic supervision	Implementing Agency / Distribution Teams; Site Supervisors; PIU field monitors
Distribution of Emergency Supplies	Worker welfare measures (water, sanitation, rest) are available and adequate	Site inspection; worker interviews; supervisor records	During distribution operations	Site Supervisors; Implementing Agency; PIU oversight
Cash-for-Work Activities	Activities assigned are low-risk and appropriate to program	Field observation; activity records; supervisor reports	Prior to implementation and during activity	Implementing Agency; Local Supervisors; PIU monitoring

	design		execution	
Cash-for-Work Activities	Workers receive basic OHS orientation and demonstrate awareness of safety practices	Training/attendance records; worker interviews; supervision reports	Prior to work commencement and periodically as needed	Implementing Agency; Local Supervisors; PIU verification
Emergency Service Restoration (Generators and Equipment)	Generators are installed and operated safely in ventilated areas	Site inspection; equipment log; observation of placement and operation practices	During installation and operation; periodic supervision	Contractors / Service Providers; Facility Supervisors; PIU oversight
Emergency Service Restoration (Generators and Equipment)	Equipment maintenance and fuel handling are conducted safely	Maintenance records; inspection of refueling practices; supervisor reports	During operation and periodic monitoring cycles	Contractors / Service Providers; Facility Supervisors; PIU oversight
Transport and Logistics	Vehicles are roadworthy and maintained safely	Vehicle inspection checklists; maintenance logs; visual inspection before deployment	Before use and periodically during operations	Transport Providers; Fleet Supervisors; PIU oversight
Transport and Logistics	Drivers follow safe driving practices and goods are safely loaded/unloaded	Driver records; observation; trip logs; loading/unloading inspection	During transport operations and spot checks	Transport Providers; Fleet Supervisors; PIU spot checks
Cross-Cutting OHS Management	Incidents and near misses are recorded and reported	Incident registers; supervision reports; OHS monitoring records	Continuous recording; periodic review and reporting	Contractors / Supervisors (initial recording); PIU (consolidation and follow-up)
Cross-Cutting OHS Management	Corrective actions are implemented and tracked	Corrective action logs; follow-up inspection reports; supervision notes	During supervision cycles and post-incident review	PIU; Site Supervisors; Contractors / Suppliers

3.7. HSE AUDIT/INSPECTION CHECKLIST / COMPLIANCE REPORT

Project..... Contractor/ Project Proponent.....				
Date.....				
Inspection by.....				
Item	Yes	No	Remarks	Action
Housekeeping				
Waste containers provided and used				
Passageways and walkways clear				
General neatness of working area				
Other				
Personnel Protective Equipment				
Vehicle and Traffic				
Rules and regulations observed				
Inspection and maintenance				
Licensed drivers				
Other				
Temporary Facilities				
Emergency instructions posted				
Fire extinguishers provided				
First-aid equipment available				
General neatness				
Others				
Fire Prevention				
Personnel instructed				
Fire extinguishers checked				
No smoking in prohibited areas				
Hydrants				
Clearance				
Others				
Electrical				
Handling & Storage of Materials				
Properly stored or stacked				
Passageways clear				
Other				
Flammable Gases and Liquids				
Containers clearly identified				
Proper storage				
Fire extinguisher nearby				
Other				
Environment				
Lubricant waste/engine oils properly dispose.				
Waste from Canteen disposed properly. offices, sanitation etc.				

Disposal of surplus earth, stripping materials, expired batteries, oily r				
Health Checks				
Hygienic conditions at camps O.K.				
Availability of first-aid facilities				
Proper sanitation at site, office & labor camps.				
Arrangement of medical facilities.				
Measures for dealing with illness.				
Availability of potable drinking water for workmen & staff				
Provision of crèches for children.				

3.8 Worker Welfare and Safety Culture

Worker welfare is a core component of this Protocol. Emergency response activities can place significant physical and psychological demands on workers. Ensuring reasonable working hours, access to rest, and availability of basic facilities such as clean water and sanitation is essential.

Workers should also be encouraged to report unsafe conditions without fear of retaliation. Establishing a simple and accessible grievance mechanism helps reinforce accountability and improve overall safety performance.

3.9 Institutional Arrangements

The CERP implementing agency retains overall responsibility for ensuring that OHS measures are integrated into project activities and adequately monitored. Contractors and suppliers are responsible for implementing safety measures in their day-to-day operations. Supervisors play a critical role in ensuring that procedures are followed and that workers understand and adhere to safety requirements.

Given the emergency nature of the CERP, responsibilities should be applied in a practical and flexible manner, focusing on risk reduction rather than procedural complexity.

Annex 4: Grievance Mechanism

During design and implementation of the Project activities, stakeholders may be adversely impacted directly or indirectly. The grievances that may arise might relate to social issues such as exclusion from cash transfers, cash for work, traffic management concerns, or gender-based violence, and other social and cultural issues. To address such issues, Project will establish an efficient, unbiased, transparent, timely and cost-effective grievance mechanism (GM). This Project GM should facilitate the project to provide a timely response to concerns and grievances of the project-affected parties related to the environmental and social performance of the project. The Project will provide mechanisms to receive and facilitate resolutions to such concerns.

Project GM will be operated in addition to a specific workers' GM, which is laid out in the Labor Management Procedures (LMP). The GM is designed to ensure that project related grievances and perceived injustices are timely and effectively handled by the Project. The Project will ensure that the GM is efficient and accessible to project affected parties. The GM shall have a well defined institutional framework, instruments and methodological approach that will guide the grievance resolution process. Information on the GM will be readily available to all project-affected parties. The GM is designed in a culturally appropriate and socially inclusive way and is able to respond to all needs and concerns of project-affected parties. The availability of the GM does not prevent recourse to judicial and administrative resolution mechanisms.

The Social Specialist of the PIU and also of implementing agencies will be responsible for ensuring that grievances are resolved. The Project GM provides for multiple channels through which complaints can be registered in a safe and confidential manner can be enabled. The complaint should be related to the project activities and/or to its implementation and management. Any complaint not directly related to the Project will be referred to the relevant Traditional or Government Authority. The Project GM will involve the following main steps:

- Receipt of grievance: any stakeholder including people from the affected communities can submit a grievance (written, verbal, text message, telephone, etc. as appropriate for the complainant).
- Registering the complaint: the complaint will be registered in the GM logbook.
- Referral and examination of complaints: a GM Committee shall be established (comprising of members from representatives of implementing agencies, elders, community facilitators, etc.) who will examine the complaint, resolve, or escalate the grievance as needed.
- 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 of complainant.

The Grievance Mechanism Structure

In case disputes arise between the implementing agencies and the beneficiaries / affected persons, the preferred way of settlement is through amicable means. This will save time and resources as opposed to taking the matter to court.

Grievances can be submitted orally or in writing. This can be done via dedicated phone hotlines, grievance/suggestion boxes in the community, email, SMS, or face-to-face with the GRC or community

liaison. Beneficiaries will be guided to identify the specific project activity, clearly state how the project is adversely affecting, and provide your name and contact details. Anonymous complaints will also be considered, and specific protections will apply if grievance concerns sensitive issues like sexual exploitation or abuse. The project will set up a multi tier grievance mechanism as described below:

Tier 1: Traditional Grievance Redress System. In case of any grievance / disagreement, the aggrieved person will approach the traditional grievance cell as first level of contact. The traditional system includes elders' councils, clan leaders, religious leaders. In some cases, this also include customary courts (like Oromo Gadaa) system (Oromia Customary Court). This mechanism will work well in regions such as Somali, Oromia, Dire Dawa, and Harari. The Social Development Specialist of the implementing agency will remain in constant touch with the traditional system focal point. Such grievance redressing mechanisms have a legal backup in the constitution and other proclamations like, Articles 3325-3336 of the civil code (1960), proclamation No.1161/2019. The traditional grievance cell will respond in 15 days.

Tier 2: Woreda level Grievance Cell: In case the aggrieved person is not satisfied with the verdict of traditional GC, he or she can approach the Woreda level grievance cell. The composition of the GC is indicated in the table below.

Table XX: Woreda Level Grievance Cell

No.	Member /Organization	Position in office	Position in the GRC
1	Woreda Administration office	Woreda Chief Administrator or his/her nominee	Chairperson
2	Implementing agency	Social Development Specialist	Secretary
3	Woreda women and youth office	Office Leader/Expert	Member
4	Woreda Agriculture office	Office Leader/Expert	Member
5	Woreda Legal Office	Office Leader/Expert	Member
6	Kebele Head		Member
7	Local elders (2)		Member

The Woreda level GC will respond in 15 days.

Tier 3: Ministry of Finance CERP PIU: In case the aggrieved person is not satisfied with the decision of Woreda GC, he or she can approach the CERP PIU at MoF. The social development Specialist of CERP PIU will be responsible for attending such grievances. The PIU should respond in 15 days.

Tier 4: Judiciary: The aggrieved person in case is not satisfied with the project GM, can approach the judiciary for resolution. Decisions of the court shall be final.

Special cases

It is not always appropriate for a case to be handled by a committee within the GM structure. Accordingly, committee members will be trained on the appropriate channel to use in special cases:

- **Criminal cases:** Cases received by the GM that are found to be criminal in nature shall immediately be reported to the law-and-order agency. Stakeholders will also be sensitized to report criminal cases directly to the police.
- **Sexual Exploitation and Abuse / Sexual Harassment (SEA/SH) and Gender based violence (GBV):** SEA/SH and GBV cases are substantively different from other complaints that are typically handled by grievance mechanisms and that requires that all GM actors to be oriented on survivor centric approach. GM will identify and work closely with a service provider in the

area. Participating communities will also be made aware of the national Toll-free and confidential legal aid for women number (7711). A SEA/SH Prevention Action Plan has been prepared for the project (see Annex XX). Please note that this Plan is indicative and should be read in conjunction with existing instruments and the PIU level of the implementing agencies.

- **Child labor:** Any form of child labor is not allowed under social support programs. Any household found to be engaging in this malpractice will be automatically removed from the programs.
- **Courts:** Where the case is not closed by the Project, the PAP shall be advised to seek justice from a court of law, and the decision made by the courts shall be final.

Eligibility Assessment

When a grievance is received, a maximum of 15 days is provided at all tiers except the judiciary to respond to the aggrieved person. This is to ensure that there is ample time for assessment of the grievance and that it is resolved thoroughly and in a timely manner. Where possible, provision of instant feedback will be provided depending on the nature of the case.

Once a complaint is received, the committee shall assess the issue by looking at, among other things, the following:

- Whether the complaint is related to the project or not
- Whether the case can be effectively handled by the project committee or referral to an alternative mechanism is needed (e.g. in special cases)

If the committee is confident in its ability to handle the case it will proceed to hear the case and carry out the necessary investigation. If, for whatever reason, the committee determines that it cannot ably handle the complaint, the complainant shall be advised to escalate their grievance to next tier.

Grievance Resolution

Following case validation, the committee shall deliberate on a resolution. This resolution will then be shared with the aggrieved person for consideration. The resolution will be shared in writing as well as be read out to the complainant. In case the resolution is acceptable to the aggrieved person, the complainant will inform in writing or will be required to sign the closure section in the Grievance Log and Resolution Form. Two members of the committee (preferably the chairperson and secretary) shall be required to counter sign. This shall signify that the complaint or grievance has been fully discussed, resolved and closed. All grievances received will be publicly entered into an accessible recording system known as the GM registry, which will be maintained at all levels.

If the resolution is not acceptable to the complainant, a summary of the resolution and how it was arrived at will be recorded in the referral section of the GRM Form. It is the responsibility of the committee to provide options for referral of the case to the next tier.

The GRC will maintain the confidentiality and only key information such as sex and age of complainant, date that case was reported, nature of case, resolution made, and date of closure or referral will be recorded. In case complainant agrees to disclose his or her name, GRC will register the name.

Monitoring and Evaluation

Monitoring and evaluation of the GRM will be undertaken regularly alongside any other monitoring and evaluation exercises for the project. This will assist in establishing the levels of functionality and identify areas for improvement to optimize the efficiency of the GRM system.

The committee will keep a Grievance Resolution Form or a Grievance Log that will indicate the date the complaint was lodged, action taken, and personnel or team responsible for the complaint.

Annex 5: Waste Management Framework

5.1 Purpose and Objective

This Waste Management Framework establishes procedures for the handling, segregation, storage, collection, and disposal of waste generated during project implementation. It is designed to ensure that all waste is managed in a manner that prevents harm to human health and the environment, in compliance with applicable environmental regulations and Good International Industry Practice.

The Framework applies to both **hazardous and non-hazardous waste** arising from project activities, including packaging waste, fuel-related waste, chemical containers, domestic waste, and operational waste streams. It supports the broader ESMP objective of ensuring that waste generation is minimized and managed responsibly throughout the project lifecycle, consistent with standard ESMF waste management principles.

5.2 General Principles of Waste Management

Waste management under the Project shall be guided by the following principles:

- **Waste minimization:** Reduce waste generation at source through efficient material use and procurement practices
- **Segregation:** Separate waste streams to facilitate safe handling and disposal
- **Safe handling and storage:** Prevent contamination, leakage, and exposure risks
- **Reuse and recycling:** Promote recovery of materials where feasible
- **Safe disposal:** Dispose waste only at approved and authorized sites
- **Legal compliance:** Adhere to national environmental and waste management regulations and standards

All contractors and implementing entities shall ensure compliance with **legal requirements related to storage, transport, and disposal of hazardous materials**, including paint drums, lubricant containers, and chemical containers.

5.3 Waste Classification

Waste generated under the Project may include:

- **General (non-hazardous) waste:** paper, plastics, packaging materials, organic waste
- **Hazardous waste:** fuel residues, oil-contaminated materials, lubricants, chemical containers, oily rags, paint drums
- **Operational waste:** domestic waste from work areas, temporary facilities, and logistics operations

Waste shall be classified at the point of generation and managed accordingly.

5.4 Waste Management Protocols

1. Provision of Waste Management Facilities (Bins and Equipment)

Adequate waste management facilities shall be provided at all work areas to ensure proper handling and disposal of waste. Sufficient rubbish bins shall be placed close to workplaces to facilitate immediate disposal. These bins should be clearly marked (e.g., painted and numbered) to enable identification and tracking.

To prevent contamination from oil and grease, drip trays shall be provided in areas where equipment is operated or maintained. Basic cleaning tools, including broomsticks with handles, shall be made available to maintain site cleanliness. Adequate personnel shall be assigned to ensure daily monitoring and servicing of waste management facilities.

2. Waste Storage and Collection

Waste shall be collected and stored in a controlled manner to prevent accumulation and environmental contamination. Different types of waste shall be stored separately in designated containers. For example:

- Flammable materials, oily rags, and chemical waste shall be stored in containers with close-fitting lids
- Paper, scrap metal, and general waste shall be placed in separate bins

Waste shall not be allowed to accumulate in work areas, and sites shall be kept free of unmanaged waste at all times. Open burning of waste at or near the worksite shall be strictly prohibited.

3. Waste Segregation

Segregation of waste is critical to ensure safe handling and disposal. Designated scrap and waste storage areas shall be established, with clear separation of different waste types. Waste shall be stored away from active work areas and buildings to reduce safety risks.

Oil-contaminated materials (e.g., absorbents used for spill cleanup) shall be stored separately in appropriate containers. Clinical or first-aid-related waste (where applicable) shall be handled and disposed of separately in accordance with appropriate safety procedures.

4. Waste Disposal

Waste disposal shall be carried out in accordance with approved practices and regulatory requirements. Sufficient containers and designated disposal areas shall be provided to facilitate proper waste handling.

Self-closing containers shall be used for flammable or combustible materials. Waste shall be removed from the site regularly based on an established schedule. Disposal shall only be undertaken at **authorized disposal facilities**, and waste shall not be discharged into public drainage systems or open environments.

Drainage systems shall be kept free of obstruction to avoid pollution and flooding risks.

5. Signage and Safety Measures

Clear and visible signage shall be installed at waste storage and disposal areas to guide workers on proper waste handling practices. This includes:

- Identification of waste types
- Prohibition signs (e.g., “No dumping in drains”, “No open burning”)
- Hazard warnings for flammable, toxic, or corrosive materials

No hazardous substances (toxic, corrosive, or flammable) shall be disposed of into public sewage systems or uncontrolled areas. All waste handling shall follow best practice and regulatory requirements.

5.5 Monitoring and Reporting

Waste management practices shall be monitored regularly to ensure compliance with this Framework and applicable regulations. Monitoring shall include verification of:

- Proper segregation and storage of waste
- Availability of waste management facilities (bins, containers)
- Safe handling of hazardous materials
- Cleanliness of work areas
- Compliance with disposal procedures

Contractors shall maintain records of waste generated, transported, and disposed of, and shall report this information as part of periodic environmental and social monitoring reports, consistent with ESMP requirements for tracking and reporting waste management performance. Below is a Waste Management ESMP Table tailored to your CERP activities.

5.6 Waste Management ESMP Table

Activity / Source of Waste	Key Risks / Impacts	Mitigation Measures	Monitoring Indicators	Means of Verification	Frequency	Responsibility
Fuel and Energy Supply (Fuel storage, transport, handling)	Soil and water contamination from spills; fire hazards; hazardous waste generation (oil, contaminated materials)	Store fuel in designated areas with containment. provide drip trays; collect oil-contaminated waste separately. prohibit discharge into drains; ensure safe disposal of containers and hazardous waste	No visible spills or leakage; hazardous waste stored separately; drip trays installed; no improper disposal observed	Site inspection; spill records; storage condition review	During operations and periodic supervision	Contractors / Suppliers; Site Supervisors; PIU oversight
Fuel Containers, Lubricants, Chemical Containers	Improper disposal leading to environmental contamination; unsafe reuse of containers	Store empty containers safely. prohibit reuse for domestic purposes; dispose through authorized handlers; maintain inventory of hazardous materials	Containers properly stored; no uncontrolled dumping; hazardous waste records maintained	Inspection; waste inventory logs; transport/disposal records	Periodic monitoring	Contractors / Suppliers; PIU oversight
Fertilizer Supply (handling and storage)	Soil and water contamination; plastic waste from packaging; chemical exposure	Store fertilizers in dry, ventilated areas; collect packaging separately; prevent mixing with general waste; manage spills properly	Fertilizer properly stored; no visible contamination; packaging waste collected separately	Visual inspection; storage records; worker interviews	During storage and distribution	Suppliers / Warehouse Supervisors; PIU oversight
Distribution of Supplies (food,	Accumulation of	Provide sufficient waste bins at	Waste bins available and	Site inspection;	During each	Distribution

NFI, emergency goods)	packaging waste; littering; local environmental pollution	sites; segregate waste; ensure daily cleaning. remove waste after distribution; prohibit open burning	used; no accumulation of waste; sites cleaned after use	supervision checklist; photographic records	distribution cycle	Teams; Site Supervisors; PIU monitors
General Workplace Waste (offices, temporary sites)	Poor sanitation; waste accumulation; health risks to workers	Provide adequate bins (marked and numbered); ensure daily waste collection; assign staff for waste management; maintain cleanliness	Bins available and labeled; waste removed regularly; workplace clean	Observation; housekeeping records	Daily monitoring; periodic reporting	Site Supervisors; Contractors; PIU
Hazardous Waste (oily rags, absorbents, chemical waste)	Environmental contamination; fire risk; unsafe handling	Store hazardous waste in sealed, labeled containers; segregate from general waste; dispose through licensed facilities; no mixing with other waste streams	Hazardous waste segregated; labeled containers in use; safe storage conditions maintained	Inspection; hazardous waste logs; disposal records	During operations and periodic monitoring	Contractors / Suppliers; PIU oversight
Waste Segregation Activities	Improper waste mixing leading to unsafe disposal and recycling constraints	Establish designated scrap areas; separate waste streams (metal, flammable, organic, hazardous); maintain proper labeling	Waste segregated at source; separate bins used correctly	Visual inspection; site organization check	Continuous during operations	Contractors; Site Supervisors
Waste Collection and	Accumulation of waste; fire hazards;	Provide sufficient containers; use self-closing bins for	No accumulation of waste; containers appropriately used and	Inspection; collection records	Daily/periodic monitoring	Contractors; Site Supervisors

Storage Areas	unsanitary conditions	flammable waste; maintain collection schedule; store waste away from buildings	located			
Waste Disposal Activities	Improper disposal causing environmental pollution; illegal dumping	Dispose waste at authorized sites; maintain disposal schedule; prohibit discharge into public drains; comply with regulatory requirements	Disposal records available; waste transported to approved sites; no evidence of illegal dumping	Disposal receipts; waste logs; inspection	Periodic monitoring	Contractors; PIU oversight
Drainage and Pollution Control	Blockage of drainage; water pollution	Keep drainage channels free from waste; ensure no waste enters water systems; monitor runoff areas	Drainage systems clean and functional; no blockage observed	Inspection; maintenance logs	Routine inspection	Contractors; Site Supervisors
Signage and Awareness	Unsafe disposal due to lack of awareness; accidental exposure to hazardous waste	Install clear signage for waste types and hazards; display prohibition signs (no burning, no dumping); ensure worker awareness	Signage visible and maintained; workers aware of waste practices	Site inspection; worker interviews	Periodic supervision	Contractors; PIU

Annex 6: Traffic Safety Management Framework

6.1 Purpose and Objective

This Traffic Management Framework establishes procedures to manage traffic-related risks associated with the transportation of goods, personnel, and equipment under the CERP. It aims to:

- Minimize road traffic accidents and injuries to workers and communities
- Ensure safe transport, loading, and unloading operations
- Reduce disruption to local traffic and access routes
- Protect vulnerable road users, particularly in high-density or fragile settings

This Framework focuses on **logistics-driven risks**, as CERP activities rely heavily on transportation rather than construction works.

6.2 Scope and Applicability

The Framework applies to all transport-related activities under the Project, including:

- Transport of fuel and hazardous materials
- Distribution of fertilizers and emergency supplies
- Movement of goods for livelihood support programs
- Transport linked to emergency service restoration (generators, equipment)
- Staff and technical assistance travel

6.3 Key Traffic and Road Safety Risks and Mitigation Measures

Traffic-related risks under the Project include: Road accidents due to increased vehicle movement, unsafe handling and transport of fuel and hazardous materials, vehicle overloading and improper load securing, driver fatigue during emergency operations, risks to communities, including pedestrians and vulnerable groups, congestion and safety hazards at distribution points. These risks are significant given the time-sensitive and large-scale movement of goods in emergency contexts.

Look at the Traffic Management Plan table for details of risks, measures and monitoring frameworks.

6.4. Traffic Management ESMP

Activity / Transport Type	Key Risks / Impacts	Mitigation Measures	Monitoring Indicators	Means of Verification	Frequency	Responsibility
General Transport of Goods (fuel, fertilizer, supplies)	Road accidents; injury to workers and communities; congestion	Ensure vehicles are roadworthy and maintained. prohibit overloading, secure loads properly. use designated routes where feasible	Vehicles in good condition; no overloading; loads secured; no accidents reported	Vehicle inspection logs; observation; supervision reports	Before deployment and periodically during operations	Transport Providers / Contractors; Fleet Supervisors; PIU oversight
Driver Operations	Unsafe driving; accidents due to human error; driver fatigue	Use qualified and licensed drivers. provide defensive driving training; enforce speed limits; prohibit alcohol/drug use; ensure rest breaks	Drivers licensed; no unsafe driving observed; compliance with speed and safety rules	Driver records; spot checks; trip logs; observation	During operations and periodic supervision	Contractors / Transport Providers; PIU monitoring
Transport of Fuel and Hazardous Materials	Fire, explosion, spills; environmental contamination; public safety risks	Use approved containers and vehicles; provide fire extinguishers and spill kits; supervise loading/unloading; prohibit unsafe handling; implement emergency procedures	No fuel leakage/spills; fire extinguishers available; safe loading/unloading observed	Site inspection; transport records; spill/incident logs	During transport and handling operations	Contractors / Suppliers; Site Supervisors; PIU oversight
Loading and	Injuries due to	Conduct loading/unloading in	Safe	Observation;	During	Site

Unloading Activities	improper handling; falling materials; unsafe operations	designated areas; ensure supervision; use safe handling techniques; secure loads; avoid manual overexertion	loading/unloading practices observed; no injuries reported; materials properly secured	supervisor reports; incident records	loading/unloading activities	Supervisors; Contractors; PIU spot checks
Distribution of Emergency Supplies (site traffic)	Traffic congestion; pedestrian accidents; unsafe interactions between vehicles and beneficiaries	Organize distribution sites with clear entry/exit points; designate parking/turning areas; deploy personnel to manage traffic flow; avoid blocking public roads	Controlled traffic flow; no congestion; safe separation of vehicles and pedestrians	Site inspection; supervision checklist; community feedback	During each distribution event	Distribution Teams; Site Supervisors; PIU monitoring
Transport in Community Areas (villages, markets, schools)	Injury to pedestrians and vulnerable road users; community disturbance	Plan routes to avoid high-risk areas where possible; reduce speed in populated zones; instruct drivers to exercise caution; raise awareness where needed	Reduced speed in sensitive areas; no incidents involving pedestrians; safe interaction observed	Observation; incident records; community feedback	Continuous during transport operations	Transport Providers; Drivers; PIU oversight
Generator and Equipment Transport (Service Restoration)	Accidents during delivery; damage to equipment; unsafe	Use suitable vehicles for equipment transport; ensure secure loading; supervise unloading; use trained workers for handling	Equipment transported safely; no damage or accidents; safe handling observed	Inspection; supervisor reports; delivery logs	During transport and installation	Contractors / Service Providers; Site Supervisors

	unloading	heavy equipment				
Vehicle Parking and Temporary Storage Areas	Obstruction of roads; safety hazards; unauthorized access	Designate safe parking areas; avoid blocking roads and public access; ensure controlled access to parked vehicles	Vehicles parked in designated areas; no obstruction observed	Site inspection; supervision records	During operations	Contractors; Site Supervisors
Traffic Incident Management	Delayed response to accidents; recurrence of incidents	Establish incident reporting procedures; equip vehicles with first aid kits; ensure rapid reporting and corrective action	Incidents recorded and reported; corrective actions implemented; response time adequate	Incident logs; supervision reports; follow-up records	Continuous; immediate post-incident review	Contractors / Drivers; PIU oversight
Cross-Cutting Traffic Safety Management	Weak enforcement of safety measures; lack of coordination	Conduct routine supervision; maintain traffic management logs; implement corrective actions for non-compliance	Monitoring records maintained; corrective actions implemented; improved compliance over time	Monitoring reports; supervision checklists; audits	Regular and periodic (weekly/monthly reporting)	PIU; Contractors; Supervisors

6.5 Protection of Communities and Vulnerable Road Users

Transport operations should be planned and managed to minimize risks to communities. Routes shall be selected to avoid densely populated areas where feasible; Additional caution shall be exercised in areas with pedestrians, schools, and markets; Drivers shall be instructed to reduce speed and remain vigilant in community zones; Where necessary, awareness shall be raised among communities on traffic safety during project activities.

6.6 Loading and Unloading Operations

Improper loading and unloading of goods can result in injuries and accidents.

- Loading and unloading shall be conducted in designated safe areas
- Workers shall use safe lifting techniques and handling procedures
- Materials shall be stacked securely to prevent falling hazards
- Supervision shall be ensured during loading and unloading operations

6.7 Emergency Preparedness and Incident Management

Transport-related incidents shall be managed promptly and effectively.

- All vehicles shall carry basic emergency supplies (first aid kit, communication means)
- Drivers shall be trained on incident reporting and emergency response procedures
- Accidents and near misses shall be reported, documented, and investigated
- Corrective actions shall be implemented to prevent recurrence

Please refer to the incident Management section under annex XX- OHS management plan

6.8 Monitoring and Reporting

Traffic management performance shall be monitored through observation of driver behavior and vehicle condition, verification of compliance with loading/unloading procedures, review of incident and accident records and monitoring of safety conditions at distribution sites.

Contractors shall maintain records of transport operations and incidents, and report these as part of regular environmental and social monitoring reports. Monitoring results shall be used to implement corrective actions and improve traffic safety performance throughout project implementation.

Transport Providers / Contractors: Responsible for safe vehicle operation, driver management, and compliance with traffic safety measures; Site Supervisors are responsible for monitoring transport activities and ensuring safe loading/unloading and site-level traffic control. Further, PIU / Implementing Agency: Responsible for oversight, monitoring compliance, and addressing systemic risks.

Annex 7 SEA/SH Risk Assessment and Action Plan

To assist in the mitigation of risks and impacts and to comply with the World Bank's Environmental and Social Framework and Ethiopian legislation, the recipient has prepared this Social Assessment, Social Development Plan and Sexual Exploitation and Abuse (SEA) and Sexual Harassment Prevention and Response Plan, alongside the Environmental and Social Management Framework (ESMF) including Labor Management Procedures (LMP), a Stakeholder Engagement Plan (SEP), as well as a Security Risk Assessment and Management Plan (SRAMP).

Project Beneficiaries

The project has a national scope. The Crisis Response Plan, to be prepared upon activation, will define the exact beneficiaries, eligibility criteria, and geographic scope based on the nature and spread of the eligible crisis at the time of activation. Beneficiaries will include the population affected by the crisis, particularly vulnerable groups including women, children, the elderly, persons with disabilities, internally displaced persons, pastoralist communities, and other historically underserved populations who may be disproportionately exposed to energy and economic shocks. Given Ethiopia's FCV status, the Crisis Response Plan will incorporate specific provisions to ensure equitable access to emergency response resources in conflict-affected areas, subject to applicable security risk assessments

Policy and Legal Framework

National Legislation and Policies

Constitution of the Federal Democratic Republic of Ethiopia (FDRE) (Proc. № 1/1995):

The 1995 Constitution of the FDRE is the highest policy and legal document that lays the basis for all laws and policies in the country. The Constitution recognizes the presence of different socio-cultural groups, including historically disadvantaged and underserved communities, pastoralists, and minorities, as well as their rights to socio-economic equity and justice. The Constitution provides a number of basic and comprehensive principles that consider social protection and management in the country, including sustainable development. The relevant articles with environmental and social provisions are listed here:

Article 25: Rights to Equality: All persons are equal before the law and are entitled without any discrimination to equal protection by the law. In this respect, the law shall guarantee all persons equal and effective protection without discrimination on grounds of race, nation, nationality, or other social origin, color, sex, language, religion, political or other opinion, property, birth or other status.

Article 35: Right of Women: Women shall, in the enjoyment of rights and protections provided for by this Constitution, have equal right with men.

- Women have the right to full consultation in the formulation of national development policies, the designing and execution of projects, and particularly in the case of projects affecting the interests of women.
- Women have the right to acquire, administer, control, use and transfer property. In particular, they have equal rights to men with respect to use, transfer, administration and control of land. They shall also enjoy equal treatment in the inheritance of property.

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".

Universal Declaration of Human Rights: According to the Universal Declaration of Human Rights, attaining equality between women and men and eliminating all forms of discrimination against women are fundamental human rights and United Nations values. Women around the world nevertheless regularly suffer violations of their human rights throughout their lives, and realizing women's human rights has not always been a priority. Achieving equality between women and men requires a comprehensive understanding of the ways in which women experience discrimination and are denied equality so as to develop appropriate strategies to eliminate such discrimination. Thus, the Universal Declaration of Human Rights (1948) stipulates.

- Article 1: that "all human beings are born free and equal in dignity and rights" that "everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion.
- Article 2: all rights and freedoms equally to men and women and prohibits discrimination on the basis of sex. These freedoms and rights include equal pay for equal work, the right to health and the right to an education for all
- Article 16: Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and its dissolution, and to found a family; marriage shall be entered into only with the free and full consent of the intending spouses; and the family is the natural and fundamental group unit of society and is entitled to protection by society and the State.
- Article 25: everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

Convention on the Elimination of all Forms of Discrimination against Women (CEDAW): CEDAW is one of the UN's nine core conventions and was adopted by the United Nations General Assembly in 1979. It states that discrimination against women is an offence against human dignity and calls on States to "abolish existing laws, customs, regulations and practices which are discriminatory against women, and to establish adequate legal protection for equal rights of men and women".

The Committee on the Elimination of Discrimination against Women's general recommendation No. 25 (2004) clarifies that the term "special measures" can encompass a wide variety of legislative, executive, administrative and other regulatory instruments, policies and practices, such as outreach or support programs, allocation and/or reallocation of resources, preferential treatment, targeted recruitment, hiring and promotion, numerical goals connected with time frames, and quota systems. They should be adopted with a view to achieving substantive gender equality, which is required by the Convention.

The Convention guarantees women equal rights in deciding "freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights" (art. 16). It also specifies that women's right to education includes "access to specific educational information to help to ensure the health and wellbeing of families, including information and advice on family planning" (art. 10). Furthermore, sexual and reproductive health is considered to be a vital element of the right to the highest attainable standard of physical and mental health.

The Convention defines discrimination in its article 1 as "... any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." Such discrimination encompasses any difference in treatment on the grounds of sex which:

- Intentionally or unintentionally disadvantages women.
- Prevents society as a whole from recognizing women's rights in both the private and the public spheres.
- Prevents women from exercising the human rights and fundamental freedoms to which they are entitled.

The Convention also specifies the different ways in which State parties are to eliminate discrimination, such as through appropriate legislation prohibiting discrimination, ensuring the legal protection of women's rights, refraining from discriminatory actions, protecting women against discrimination by any person, organization or enterprise, and modifying or abolishing discriminatory legislation, regulations and penal provisions. The Convention foresees that achieving equality may require positive action on the part of the State to improve the status of women. To accelerate women's actual equality in all spheres of life, States are permitted to use temporary special measures for as long as inequalities continue to exist. The Convention thus reaches beyond the narrow concept of formal equality and aims for equality of opportunity and equality of outcome. Temporary special measures are both lawful and necessary to achieve these goals. In principle, these measures should be removed once equal status has been achieved.

African Charter on Human and People's Rights: The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (the Maputo Protocol) is the main legal instrument for the protection of the rights of women and girls in Africa. It states that:

- Article 14.1.a), b) and c): the right to exercise control over one's fertility, decide one's maternity, the number of children and the spacing of births, and choice of contraceptive methods
- Article 14.1.f): the right to family planning education: State parties are required to provide complete and accurate information which is necessary for the respect, protection, promotion and enjoyment of health, including the choice of contraceptive methods.
- Article 14.2 a): the right to adequate, affordable health services at reasonable distances, including information, education and communication programs for women, especially those living in rural areas
- Article 14.2 c): the right to safe abortion in cases of sexual assault, rape, incest and when the pregnancy endangers the mental and physical health of the mother or the life of the mother or the fetus
- Article 15.1.b) of international Covenant on Economic, Social and Cultural Rights (ICESCR) states that every individual must benefit from scientific progress and its applications. Women see themselves denied the right to benefit from the fruits of this progress as soon as they are denied the means to interrupt an unwanted pregnancy safely, using effective modern services
- Article 5 of the African Charter prohibits cruel, inhuman and degrading treatments, a prohibition reiterated in Article 4 of the Protocol. State parties must ensure that women are not treated in an inhumane, cruel or degrading manner when they seek to benefit from reproductive health services such as contraception/family planning services or safe abortion care, where provided by national law and Specific obligations of the State

Context of the GBV Situation in Ethiopia

Ethiopia is the second most populated country in Africa with a total population of 112 million and a 2.4% growth rate in 2019⁵ showing substantial demographic and spatial transitions which results in large projected increases of working-age population and rural-to-urban migration. The labor force and migration survey reveals that unemployed people in the country have an unemployment rate of 8.0 percent. In terms of sex, female unemployment rate is 11.7 percent) is more than double the male (5.0 percent) at national level⁶. Gender-Based Violence (GBV) is a key concern within the communities affected by different emergencies in Ethiopia including conflicts, ethnic clashes/tensions, floods, and droughts. Conflicts and situations of instability exacerbate pre-existing patterns of discrimination against women and girls, exposing them to heightened risks of GBV and other harmful practices.

The other major factors and causes of violence are economic dependency and lack of alternative income-generating skills and opportunities that push young girls and youth to migrate and cross borders illegally to different abroad countries. Migration in local cities and town centers is another way to search for domestic work opportunities. Forced survival sex work is often time an easy task to find and engage in, which predisposes them to sexual, emotional, and physical violence and other reproductive health-related problems. Substances abuse, social stigma, and discrimination, finally lead them to loss of personality and related mental health disorders⁷. Extreme household poverty, walking distance to school, inadequate school resources, lack of sanitation facilities, child labor and marriage, and female

⁵ United Nations (2019). "World Population Prospects 2019: Highlights". Department of Economic and Social Affairs, Population Division, (ST/ESA/SER.A/423).

⁶ CSA, Ibid

genital cutting are among obstacles that prevent girls from education. Lack of education means girls are forced into informal labor market at an early age. Women and girls continue to suffer disproportionately from GBV and violations of basic rights due to conflict, insecurity, overcrowding in IDP sites, forced relocations and returns, lack of livelihood opportunities, lack of community awareness on women's rights as well as lack of access to response services. In addition, negative coping mechanisms expose them to GBV risks including SEA and survival sex.

Available information indicates that people need GBV response services spread across the conflict, drought, and flood-affected regions. The escalation of the conflict in Northern Ethiopia has led to a marked increase in GBV, especially sexual violence across the affected regions in Tigray, Amhara, and Afar. GBV response needs are also high in Benishangul Gumuz, Somali, Oromia, and SNNP regions as a result of increased violence and drought.⁸

The different factors that can be sited in association with violence against women, girls and children, include the public deep rooted and long-lived traditional insights, socio-cultural beliefs, and limited access to information (knowledge and awareness) on violence and its health-related consequences. The number of women and girls accessing multi-sectoral GBV services remains low due to factors such as fear of stigma, access to services and low availability of services. Some of the different forms of Gender-Based Violence (GBV) that are prevalent in Ethiopia include, among others, intimate partner violence (physical, emotional and sexual), domestic violence, female genital mutilation/cutting, sexual assault, rape, marriage by abduction, and child marriage⁹. These forms of GBV mainly encounter girls and women, which is rooted in unequal power dynamics between women and men, which hinder women's and girls' development, health, livelihood, and physical and mental well-being.

Mapping of GBV Service Providers

The major GBV service providers (i) at Kebele level are kebele administrations/manager, women's affairs office, health posts, schools, elders and religious leaders; and (ii) at woreda level, the service providers are women's and children's affairs office, social affairs office, police, justice office, courts, hospitals or health centers and stakeholders' platforms.

Table 1: Government Service Providers

Level	Administrative Unit	Role
Kebele	Kebele Administration/manager	Receives complaints from the victims or their families and facilitates necessary steps on behalf of the survivor
	Kebele women's affairs	informs woreda service providers about the incident, provides temporary shelter to the survivor, provides psychosocial support
	Health post	provides psychosocial support; carries out diagnosis for STDs and pregnancy; provides medical treatment
	Elders & religious leaders	Helps in resolving physical and emotional violences by an intimate partner and forced marriage

⁸ Ministry of Women, Children and Youth Affairs MoWCYA). National Strategy and Action Plan on Harmful Traditional Practices (HTPs) against Women and Children in Ethiopia. 1–61 (2013)

⁹ CSA (July 2017) The 2016 Demographic and Health Survey Addis Ababa Ethiopia

Woreda	Women's and children's office	Facilitates the transportation of the victim to woreda, provides economic support including transportation cost, food, etc. temporary shelter and psychosocial support. reports the status of the of the cases, collects data on GBV cases, raises awareness for the communities on GBV
	Health Office	psychosocial and medical support, nutritious food if the victim is a pregnant women or child

A study conducted by UNWOMEN¹⁰ are an estimated 12 shelters currently in Ethiopia, which provide rehabilitation and reintegration services for women and girl survivors of violence. While most of the shelters available are found in Addis Ababa (five), few other shelters are found across the regions, albeit unevenly. Among the regions that established shelters include: Benishangul Gumuz (two), Amhara (one), Oromia (two), SNNP (one) and in the city administration of Dire Dawa (one). Of all the available shelters, the one in Dire Dawa is the only one managed and fully funded by the government.

Table 2: Shelters for survivors of SGBV

Sl. No.	Region	Name of the Shelter
1	Addis Ababa	AWSAD, MCRC, IFSO, Family Service Association, OPRIFS
2	Amhara	OPRIFS
3	Oromia	AWSAD, Oromia and AWSAD Adama
4	SNNP	BIGA
5	Dire Dawa	Dire Dawa Women's Rehabilitation Center
6	Benishangul	Mujejegwa Asossa Shelter, Mujejegwa Metekel

The findings of the assessment indicate that there is a high demand for shelters in Tigray, Harari, Somali, Gambella and Afar regions since none of them have a single rehabilitation center. The forms and degree of cases of violence against women might differ from region to region but nearly all regions reported incidence of rape, abduction, domestic violence, and early marriage (mostly in Amhara), exchange marriage⁴⁰ (in the case of Benishangul), trafficking and migration (nearly in all regions) and sexual violence on boys/men (by men: Addis Ababa, Amhara, Oromia, Harari and Dire Dawa, etc.).

Risk Assessment and Mitigation Measures for GBV Risks in the Project

In general, the project will

- Develop, translate into simple, understandable language, and sign the code of conduct (CoC) for SEA/SH to be signed by all project workers.
- Ensure any contracted entity has or adopts an SEA/SH risk management framework.

¹⁰ UN WOMEN Ethiopia (2016) Shelters for Women and Girls who are Survivors of Violence In Ethiopia

- Implement reporting and referral protocols that outline key requirements for reporting and responding to SEA/SH cases if they arise and measures to enable safe, ethical, survivor-centered response.
- Train all project staff and workers to ensure understanding of CoC, GBV, SEA/SH as well as accountability and response framework including the referral processes, responsibilities and reporting.
- Identify relevant organizations for referrals, development of procedures and processes for referrals, development of accountability framework for handling allegations, including related to investigation (in alignment with national processes) and sanctions for potential perpetrators.
- Develop materials for all stakeholders providing information, education, and communication to indicate that the project and/area is a GBV free zone as well as provide information on GBV response services (such as where to seek assistance when needed).
- Establish an effective GRM with specific and multiple channels to initiate a complaint related to SEA/SH. GBV-related incidents should be reported in a safe, confidential survivor centric manner with linkages directly to the Project GRM.
- Train identified GRM operators on how to respond to cases that come forward.

The table below provides the measures to be taken in a given situation.

Table 3: SEA/SH Risk Mitigation Measures

Risks and Considerations	Recommendations, Mitigation, and Prevention Measures	Responsible Party
• rural areas that are hard-to-supervise areas for cash for work or distribution of non-food supply • interaction of workers and community members (women and girls) may potentially create a bond of "false trust" or through promises (material or monetary) to women and girls in rural areas, which can result in sexual involvement or sexual harassment. • GBV risks may be exacerbated due to conflict / poverty levels in project implementation areas.	• Disseminate and ensure the signing of codes of conduct that include clauses on GBV/SEA to regulate the conduct and behavior of project workers. • Disseminate Toll-free and confidential legal aid for women (7711) • Train trainers and facilitators in financial management on GBV/SEA and SH topics to pass on to beneficiaries in their sessions. • Prioritize awareness campaigns using physical and digital media, such as community radios, television, pamphlets, and prioritize local actors for awareness creation.	PIU Implementing agencies
• Exclusion of women and girls from beneficiary list that exacerbate risks of GBV/SEA/SH in those spaces. • GBV/SEA/SH related to the labor selection process (especially the hiring of female labor) where women may be enticed for inclusion in subproject activities or promises of better salaries/better positions.	• Comprehensive guidelines for beneficiary selection as part of CERP manual • Establish standards to be used in the labor selection process and institute different levels of verification in the selection process. • Conduct GBV (prevention and sexual abuse, and sexual harassment) sessions at the workplace and inform workers about the risk of being sanctioned by law in case of violation and repeat orientation and training sessions • Set up SEA/SH grievance mechanism and establish strong follow up mechanism. • Disseminate Toll-free and confidential legal aid for women (7711) • Preferably identify a woman in the workplace as a gender and GBV focal point to liaise and support women in case of related acts.	PIU Implementing agencies
• Better conditions provided to community workers involved in the project can lead to a high risk of early or forced marriage, especially in communities where marriage to an employed man is seen as the best subsistence strategy for a teenager. Additionally, higher wages for workers in a community can lead to an increase in transactional sex.	• Community awareness on GBV/SEA, risk of early marriages, and early pregnancy • Implement SEA/SH grievance mechanisms at all levels, including their availability to the community • Identify a woman in the workplace or community as a gender and GBV focal point to liaise and support women and girls in case of related acts. • Disseminate Toll-free and confidential legal aid for women (7711)	PIU Implementing agencies
• Potential for paid security	• Disseminate Toll-free and confidential legal aid for	PIU

Risks and Considerations	Recommendations, Mitigation, and Prevention Measures	Responsible Party
forces to be contracted under the project to ensure delivery of goods in insecure areas. Having military or paid security forces contracted as part of a project can increase the risk of SEA/SH. These groups are often predominantly or entirely male and may exploit the power imbalance arising from their position to engage in inappropriate or harmful behavior.	women (7711) Disseminate and ensure the signing of codes of conduct that include clauses on GBV/SEA to regulate the conduct and behavior of security personnel.	Implementing agencies
When women are hired to carry out activities within the project, there is a risk of economic violence characterized by the retention of women's salaries by their partners, making the woman financially dependent and without control over her salary.	- Disseminate and ensure the signing of codes of conduct that include clauses on GBV/SEA/SH to regulate the conduct and behavior of project workers. - Train project workers on GBV/SEA and SH topics. - Raise community awareness on GBV/SEA and SH and complaint mechanisms. - Implement the complaint management mechanism, including awareness for effective use and map prevention and response actors to GBV in communities adjacent to the project.	PIU Implementing agencies
Risk of sexual harassment perpetrated by project workers taking advantage of their position of power to abuse and exploit colleagues or women and girls in the community, including other forms of violence (e.g., psychological, economic, etc.). This is a common aspect when involving people in situations of social and/or economic vulnerability, giving them little possibility to resist the pressure and report – as they fear losing the opportunities offered to them.	- Disseminate and ensure the signing of codes of conduct that include clauses on GBV/SEA/SH to regulate the conduct and behavior of project workers. - Train project workers on GBV/SEA and SH topics. - Raise community awareness on GBV/SEA and SH and complaint mechanisms. - Implement the complaint management mechanism, including awareness for effective use and map prevention and response actors to GBV in communities adjacent to the project.	PIU Implementing agencies

Annex 8: Standard Fertilizer Application Procedure *(Applicable to smallholder-based fertilizer supply programs)*

1. Purpose

The main purpose of this procedural outline is to ensure safe, efficient, and environmentally responsible application of fertilizers, minimizing risks to soil, water resources, biodiversity, and human health, in line with ESMP requirements.

2. Key Environmental Risks Addressed

Improper fertilizer use can degrade soil and water quality and must be carefully managed under ESMP provisions. Key Risks include:

- Nutrient runoff into surface water bodies
- Groundwater contamination
- Soil degradation and nutrient imbalance
- Greenhouse gas emissions (overuse)
- Health risks from improper handling

3. Standard Application Procedure

A. Pre-Application Planning: Conduct soil testing or use recommended regional fertilizer guidelines and match fertilizer type and quantity to crop and soil conditions

B. Crop-Specific Planning: Determine correct fertilizer type, dosage, and timing; Follow extension service recommendations

C. Weather Check: Avoid application before heavy rainfall and during strong winds. This reduces runoff and drift risks

D. Fertilizer Handling and Storage: Proper handling and application techniques are essential for safe agrochemical use

- Store fertilizers: In dry, well-ventilated areas
- Away from water sources: Prevent spillage during transport and distribution
- Clearly label all bags

E. Application Methods: Correct Dosage (Critical Control): Apply only recommended quantities (avoid over-application) and use calibrated tools/equipment

F. Application Techniques

- ✓ Prefer: Band placement near roots and spot application

- ✓ Avoid: Broadcasting near rivers or slopes

G. Buffer Zones: Maintain minimum untreated buffer zones (around rivers, lakes, and wells) and prevent fertilizer entry into water bodies

H. Timing: Apply during early morning or late afternoon; split applications where feasible (reduce leaching)

I. Worker and Farmer Safety: Provide and use basic PPE (Gloves and Masks (if dusty fertilizer), avoid direct contact with fertilizers, wash hands after handling. Training farmers on safe agrochemical use is required under ESMP provisions.

J. Post-Application Measures: Incorporate fertilizer into soil where possible: Clean equipment safely (no washing near water bodies); Collect and properly dispose of empty bags

4. Environmental Risk Mitigation Measures (Summary Table)

Risk	Mitigation Measure
Runoff to rivers	Avoid application before rain; maintain buffer zones
Soil degradation	Apply correct dosage based on soil testing
Groundwater contamination	Use split application; avoid overuse
Air/dust exposure	Apply during low wind; use PPE
Misuse by farmers	Provide training and extension support

Annex 9 Integrated Spill Response Framework (Fuel, Fertilizer, and Emergency Supplies)

In the event of a spill, activities will be immediately halted, the source controlled, and the affected area contained using absorbent materials or earthen berms to prevent dispersion, particularly into nearby water bodies. Spilled materials will be recovered where feasible, and contaminated soil removed and disposed of in accordance with waste management procedures. Special measures will apply for fuel handling to address fire and explosion risks. Training will be provided to contractors, extension workers, and beneficiaries to ensure effective response under low-capacity conditions. All spill incidents shall be documented and reported through the project's ESMP monitoring system.

1. Purpose of the Spill Response Plan

To ensure rapid, coordinated, and effective response to spills of fuel, fertilizer, and other hazardous materials during procurement, storage, transport, and use, minimizing risks to human health, soil, water resources, and communities, particularly in fragile and emergency contexts.

2. Scope (Component-Based Application)

This plan applies to:

Fuel and Energy Emergency Supply (Petrol, diesel, kerosene, LPG; generator fuel storage and use; fuel transport and distribution networks)

Fertilizer Supply (Solid fertilizer handling and distribution; farm-level use by smallholder farmers) and,

Emergency Livelihood & Service Support (Storage/transport of goods (including potentially hazardous materials such as fuel for generators); distribution points and emergency logistics)

3. Key Risk Context :

Across components, spill risks include:

- **Fuel spills** → fire, explosion, soil and water contamination
- **Fertilizer spills** → nutrient runoff, groundwater contamination
- **Transport accidents** → large-volume releases in sensitive areas
- **Low-capacity environments** → weak response at community level

4. Spill Classification

Spill Level	Description	Response
Minor	Small localized spill (e.g., 1 bag fertilizer, small fuel leak)	Local containment
Moderate	Multiple containers or localized fuel spill	Contractor/extension response
Major	Bulk fuel spill, transport accident, spill near water body	Emergency coordinated response

5. Spill Response Procedure

Spill response procedures shall be implemented in a stepwise manner covering safety, source control, containment, clean-up, and reporting. Particular attention shall be given to the prevention of contamination of water bodies and to managing fire risks associated with fuel spills. Responsibilities shall be clearly assigned to contractors, site operators, and supervising agencies, with escalation procedures

Table: Standard Spill Response Procedures

Step	Action Area	Key Actions	Specific Considerations (Fuel / Fertilizer)	Responsibility
Step 1	Ensure Safety	• Stop all activities immediately • Evacuate non-essential personnel • Use PPE (gloves, boots, masks)	• For fuel: eliminate ignition sources (no smoking, switch off engines)	All personnel on site (first responder, contractor, farmer)
Step 2	Stop the Source	• Close valves or upright containers • Shut down leaking equipment • Isolate damaged storage units	• Fuel: isolate tanks/pipelines • Fertilizer: secure damaged bags/containers	Contractor / Transporter / Operator
Step 3	Contain the Spill (Critical)	• Construct soil/sand berms • Apply absorbent materials • Block drainage paths	• Fuel: prevent flow to drainage, rivers, public areas • Fertilizer: use soil barriers; cover during rainfall • Priority: protect water bodies	Contractor / Site Manager / Extension Worker
Step 4	Assess the Situation	• Identify type of material • Estimate volume • Determine location (dry, wet, near water) • Decide escalation level	• Fuel: assess fire/explosion risk • Fertilizer: assess runoff/leaching risk	Site Supervisor / PIU (if escalated)
Step 5	Clean-Up and Recovery	• Collect spilled material using	• Fuel: absorb with sand/soil or	Contractor / Trained

		tools • Store recovered material safely in containers	absorbents; collect contaminated materials • Fertilizer: sweep and reuse if uncontaminated; remove contaminated soil if needed	Personnel
Step 6	Prevent Environmental Contamination	• Block drainage pathways • Avoid washing spill into water systems • Isolate affected area	• Fuel: prevent infiltration into soil and groundwater • Fertilizer: prevent nutrient runoff to surface water	Site Supervisor / Environmental Focal Point
Step 7	Disposal	• Dispose of contaminated materials (soil, absorbents, containers) • Follow approved waste management procedures	• Fuel-contaminated waste handled as hazardous • Fertilizer-contaminated waste disposed in designated site	Contractor / PIU oversight
Step 8	Reporting and Notification	• Record incident details (location, type, quantity, cause) • Report based on severity level	• Minor: site-level recording • Moderate/Major: notify PIU and local authorities • Major: activate emergency response coordination	Contractor / PIU

6. Special Procedures by Project Activity

A. Fuel and Energy Supply (High-Risk)

For fuel and energy supply, which are considered high-risk, it is essential to establish designated fueling areas equipped with proper containment measures and implement emergency shutdown procedures. Maintaining adequate safety equipment, such as fire extinguishers, and ensuring that spill kits are available at all fuel handling points, are also critical steps to minimize hazards.

B. Fertilizer Supply (Decentralized Risk)

For fertilizer supply, which presents decentralized risk, farmers should be trained on simple containment methods, such as using soil or sand, to manage spills effectively. It is also important to avoid both the application and storage of fertilizers near water bodies to prevent environmental contamination.

C. Emergency Logistics and Service Restoration

In emergency logistics and service restoration, it is necessary to ensure controlled storage conditions and adopt safe transport practices to protect supplies and personnel. Monitoring temporary storage sites is also important to maintain safety and prevent potential risks during emergency operations.

7. Preparedness Measures

To ensure effective spill response preparedness, it is mandatory to have spill kits available at fuel storage sites, distribution centers, and transport vehicles. Additionally, training must be provided for contractors, extension workers, and community beneficiaries so they are equipped to handle emergency situations. Maintaining up-to-date emergency contact lists is also required as part of these preparedness measures.

8. Roles and Responsibilities

Actor	Responsibility
PIU	Oversight, reporting, escalation
Fuel Suppliers/Transporters	Immediate response to fuel spills
Distribution Centers	Onsite containment
Extension Workers	Farmer training (fertilizer)
Contractors	Spill control during logistics
Communities/Farmers	First response for small incidents