Federal Democratic Republic of Ethiopia
Environmental Protection Authority

Environmental and Social Management Plan Guideline

July, 2022
Addis Ababa

Financed By:

Federal Democratic Republic of Ethiopia
Environmental Protection Authority

Environmental and Social Management Plan Guideline

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Environmental Protection Authority
Tele.: +251 (0)11-170-4038/4150
Website: http://www.efccc.gov.et
Email: efcccethiopia@gmail.com
Twitter: https://twitter.com/efccc14
Facebook: https://www.facebook.com/MefEth/
Telegram: https://t.me/efcccethiopia
P.O. Box: 12760
Addis Ababa, Ethiopia

July, 2022
Addis Ababa

Financed By

Table of Contents

Table of Contents ..... **iii**

Acronyms ..... **vi**

Forward ..... **vii**

Preface ..... **viii**

Glossary ..... **ix**

1 Introduction **1**

1.1 Overview of Environmental and Social Management Plan 1

1.2 Background 2

1.3 Justification for the ESMP 3

1.4 Scopes of the ESMP 4

1.5 Objective of ESMP 5

1.6 Purpose of the ESMP 6

1.7 Principles of ESMP 6

1.8 Intended Users 7

2 Components of ESMP **8**

2.1 Environmental and Social Management Legal Framework 8

2.1.1 The FDRE Constitution 8

2.1.2 Federal Environmental Policy 8

2.1.3 Environmental and Social Impact Assessment 9

2.1.4 Other relevant legal frameworks 9

2.2 Environmental and Social Management 10

2.2.1 Environmental and Social Management Framework 10

2.2.2 Environmental Management 10

2.2.3 Social Management 10

2.3 Stakeholder Consultations 10

2.4 Environmental Monitoring and Management Plan 10

3 Structure of ESMP **12**

3.1 Executive Summary 12

3.2 Introduction 12

3.3 Overview 12

3.3.1 Project description: 12
3.3.2 **Legal and technical basis of ESMP:** 12
3.4 Project Description 12
3.4.1 Location 12
3.4.2 Scope of Works 13
3.4.3 Objectives of the proposed project 13
3.5 Policy, Legal, and Administrative Framework 13
3.6 Environmental Compliance Framework 13
3.6.1 Environmental Legal Framework 13
3.6.2 Social and Safety Frameworks 13
3.7 Environmental and Socio-Economic Conditions 13
3.7.1 Environmental 13
3.7.2 Socio-Economic Conditions 14
3.8 Environmental and Social Impacts 14
3.8.1 Types and Scopes of Impacts 14
3.8.2 Impacts and Risk in Operation and Decommission Phase 14
3.9 Impact Mitigation Measures 14
3.9.1 Environmental (Bio-Physical) 14
3.9.2 Socio-Economic Environment 15
3.10 Roles and Responsibilities for ESMP Implementation and Regulation 15
3.10.1 Federal Level 15
3.10.2 Regional Level 15
3.10.3 Sectoral Level 15
3.10.4 Project Level 15
3.11 Environmental Monitoring Plan 16
3.11.1 Implementation Plan 16
3.11.2 Mitigation Measures Adopted 16
3.12 Capacity Development and Training 16
3.13 ESMP Cost Estimation 16
3.14 Public Consultation and Information Disclosure 16
3.15 Grievance Redress Mechanisms 17
3.16 Reporting and Reviewing 17
4 Structure of ESMP Reporting 18
5 Conducting Environmental and Social Management Plan 19
5.1 Steps to be followed during ESMP Preparation 19

5.2 Requirements in Conducting ESMP 20

6 References **22**

6.1 General References 22

6.2 Proclamations References 22

Appendixes **23**

Appendix - A Action Table 23

Appendix - B List of Environmental Management Plans Requirement 23

Appendix - C Grievance Redress Mechanism Procedures 23

Appendix - D Mitigation Measures During Operational Phases of Project 23

Appendix - E Generic Terms of Reference for Environmental and Social Management Plan 23

Acronyms

CV	Curriculum Vitae
EIA	Environmental Impact Assessment
ESIA	Environmental and Social Impact Assessment
EMP	Environmental Management Plan
EPA	Environmental Protection Authority
ESM	Environmental and Social Management
ESMP	Environmental and Social Management Plan
E&S	Environmental and Social
ESS	Environmental and Social Standards
FDRE	Federal Democratic Republic of Ethiopia
FEPA	Federal Environmental Protection Authority
GRM	Grievance Redress Mechanisms
OHS	Occupational Health and Safety
REPA	Regional Environmental Protection Authority
UN	United Nations

Forward

In furtherance of the mandate of the Environmental Protection Authority as the apex organization for the overall protection of the Environment as contained in proc. no.295/2002, the present Environmental and Social Management Plan guideline on various sectors of the federal democratic republic of Ethiopian economy have been developed. This is to ensure the environmental and social sustainability of these sectors in compliance with Environmental and Social Impact Assessment (ESIA) guideline 2000, which makes ESIA mandatory for all new major projects and ESMP for the existing major projects without ESIA.

To achieve sustainable development, the significance of ESMP and ESIA processes or activities cannot be over-emphasized. This guideline has been developed to assist project proponents with emphasis on the significant associated and potential impacts as well as future monitoring programs are also contained therein for guidance.

This guideline, if properly followed will assist the project proponent in conforming with the requirements of the ESIA proclamation No. 299/2002, and to obtain certification from the Federal Government of Ethiopia through the Federal Environmental Protection Authority and/or regional environmental agencies.

The ESMP guideline can be applied for number of development projects including manufacturing industries such as Chemical Industries, Pulp, Paper and Timber Processing Industries, Industrial Food Processing, Iron and Steel Manufacturing, and Fertilizer and Pesticide Industries. It also applied for any developmental activities, construction (dam, road, building/construction etc.), transport sectors, mining, irrigation, watershed development activities, and any related developmental activities.

The existence of this guideline does not. in any way, preclude the project proponent from complying with other applicable regulations and laws. This document can modify or replace this guideline in the whole or part as deemed for in the circumstances of the country.

Preface

This Environmental and Social Management Plan (ESMP) is for the Ethiopian Environmental Protection Authority through improved environmental governance and sustainable development and environmental management. The ESMP guideline provides guidance to assist in the preparation of the ESMP for proposed and existing developmental and industrial projects. Each of the sub-sections contains issues that must be addressed in the ESMP preparation on the projects. Each guideline sections also provides a specific criterion for preparing the ESMP to aid ESIA consultants.

The purpose of the ESMP guideline is to assist the Environmental and Social Impact assessment (ESIA) Practitioners in the identification of the grouping or types of development projects (various forms of industries, constructions, business etc.); project components or activities potentially causing significant environmental impacts; the identification of these potential impacts, characterization of mitigation measures, responsible organs for implementation of the mitigation plans and costs to ameliorate the impacts.

It is recommended that the ESMP guideline be used in conjunction with other manuals and guidelines such as federal Environmental audit and ESIA on environmental protection and control of impacts from development projects.

Glossary

Competent Agency: Any federal or regional government organ entrusted by law with a responsibility related to Environmental and Social Impact Assessment and Environmental and Social Management Plan.

Contractor: Is any firm, company, organization or other institution that has been awarded a contract to conduct infrastructure development works for the project and has hired/assigned managers and/or employees to conduct this work. This also includes sub-contractors hired to undertake activities on behalf of the contractor.

Disaster Risk: The potential disaster losses, in lives, health status, livelihoods, assets and services, which could occur to a particular community or a society over some specified future time period.

Environment: Environment includes water, air and land and the inter-relationship, which exists among and between water, air and land, human beings, other living things, plants, microorganism, and property.

Environmental Assessment: The generic term used for all forms of assessment of projects, plans, programs, or policies. This includes methods such as, environmental and social impact assessment, sustainability assessment, strategic environment assessment, etc.

Environmental Awareness: The amount of information a person knows about the environment, that is, how much they are aware of the environment.

Environmental Consultant: An individual or firm who act in an independent manner to provide information for decision-making.

Environmental Impact Assessment: A process, which is used to identify, predict or assess the potential environmental impact of a proposed project on the environment. It is compulsory requirement in many countries.

Environmental and Social Management Plan: An action plan that addresses the how, when, who, where and what of the environmental mitigation measure aimed at optimizing benefits and avoiding or mitigating adverse potential impacts of proposed operation or activity. It encompasses mitigation, monitoring, rehabilitation and contingency plans.

Environmental Impact: A positive or negative condition that occurs to environment as a result of the activity of a project, facility, or entity.

Environmental Protection Organs: Refers to The Authority, the Council, the Sectoral and Regional environmental agencies.

Hazard: A dangerous phenomenon, substance, human activity or condition that may cause loss of life, injury or other health impacts, property damage, loss of livelihoods and services, social and economic disruption, or environmental damage.

Impact: The positive or negative effects on human wellbeing and/ or on the environment.

Management Tool: Something that can be integrated into the management system of a company/organization, for example, an audit.

Mitigate: Implementation of measures to reduce adverse impacts on environment.

Monitoring: The repetitive and continuing observations, measurements and evaluation of changes that relate to the proposed activity. It can help to follow changes over a period of time to assess the efficiency of control measures.

Natural Resources: The resources (stock that can be drawn on) which occur naturally in the World, for example fossil fuels such as coal, gas and oil, biodiversity, water, land, etc.

Project: Any activity includes new and existing development activity, major expansion or alteration of any existing undertaking, or any resumption of work that has been discontinued.

Proponent: Any individual, authority, industry, or association proposing an activity, project or program. According to FDRE EIA guideline (2000), proponent is responsible for complying with the requirements of the ESIA process.

Risk management: The systematic approach and practice of managing uncertainty to minimize potential harm and loss.

Stakeholder: People or groups of people who have an interest, or stake, in an organization/project/activities/polices. Sub-group of the public whose interests may be positively or negatively affected by a proposal or activity and/or who are concerned with a proposal or activity or its consequences. In environmental issues even public at large is a major stakeholder.

Sustainable Development: A concept developed as a result of concern over the Earth's natural resources and is defined as '... development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

1 Introduction

1.1 Overview of Environmental and Social Management Plan

Environment and Social Management Plan (ESMP) is required for ensuring sustainable development. The management plan presented here needs to be implemented by the running/operational projects. The environment and social management plan aims at controlling pollution/damage to the environment at source with available and affordable technology followed by treatment/mitigation measures.

ESMP describes how an action might impact on the natural and social environment in which it occurs and set out clear commitments from the person/company taking the action on how those potential impacts will be avoided, minimized, and managed so that they are environmentally benign and socially acceptable. The ESMP identifies, analyze, and assess the significant environmental and social effects and impacts of project activities. It then recommended the mitigation, improvement, safety, follow-up, and environmental monitoring measures to be implemented. It also determined the costs associated with various measures. The ESMP will become an integral part of the project proposal.

The purpose of the ESMP is to ensure that social and environmental impacts, risks, and liabilities identified during the ESIA process are effectively managed during the phases of pre-construction, construction, operation and closure of the proposed/operational project or program. The ESMP specifies the mitigation, adaptation, prevention, and management measures to which the proponent is committed and shows how the project will mobilize organizational capacity and resources to account for the factors evaluated to implement the compiled measures. The ESMP also shows how mitigation and management measures will be scheduled.

This guideline was developed in consultation with a selection of state agencies, regional sectorial bureaus, and environmental consultants. This process highlighted the need for the guidelines to be flexible to account for a diverse range of industries, development projects scales of development and regulatory contexts. General guidance on establishing ESMP is also available in Environmental Impact Assessment (EIA) Guideline (EPA, 2002) – Requirements with Guidance for use and is reflected in these guidelines.

This document therefore provides general guidance to stakeholders preparing environmental management plans for environmental and social impact assessments and approvals under authority of environmental regulatory body of Ethiopia's national environment law, the Environment Protection Law 2002 (EPA, 2002).

Environmental management plans are often submitted during the environmental and social impact assessment process and may be part of the documentation considered by the Authority, or their delegate, when deciding whether to approve a proposed action and improve the performance of operational projects. If the proposed action is approved, environmental management plans are often referenced in the conditions of approval. In addition, approval conditions sometimes require revised or additional environmental management plans to be approved before the approved action can begin. These guidelines will assist with the preparation of environmental management plans in all these circumstances.

The department understands that at times, in addition to meeting obligations under national environment law, an environmental management plan may also be required to satisfy the requirements of other regulatory bodies or regulations and that formats may vary. This guideline only identifies the information needed to prepare an environmental and social management plan in accordance with the requirements of the EPA EIA guideline (see EIA Guideline-2002 and 2017 draft guideline) for projects/programs already operational. This ESMP closely accompanies the ESIA, the Feasibility Study and the Financial Plan, if any.

The ESMP will firstly set out the project standards and safeguards that the ESMP addresses, and then differentiate between the unintended negative impacts and the external risks associated with the project or any development interventions that the ESMP Actions meet. The importance of project specific details is highlighted before the institutional implementation partners are identified. The roles and responsibilities of the environmental and social management team shall be stated clearly whenever possible and task specific consultants that are needed for implementation, including organizational capacity requirements, in order to support the ESMP are gone through, followed by the overarching objectives as stipulated in the ESMP guideline.

1.2 Background

Industrial development can beneficially contribute to a country's socio-economic development through the production of goods for export and foreign exchange earnings, and/or tools and machinery for other sectors of the national economy. Industrial developments could also provide employment and promote the development of infrastructure.

However, industrial development can be the primary causes of downgrading/degrading of environmental resources through their detrimental impacts on the human environment. The impacts seem unavoidable as industries are inherently planned to utilize and develop limited natural resources to generate products for the human use and consumption.

Industrial development apart from using raw materials and limited natural resources in conversion processes and therefore alters the natural system, but also always produces residues in the form of energy or matter which are often discharged as wastes. If the residues are not utilized, then these wastes on discharge become biosphere pollutants, which may adversely affect the quality of the environment as well as human health. The degree to which the pollutants affect the physical environment depends upon their quantitative and qualitative characteristics as well as the receiving media. Also, some pollutants have low toxicity, whereas others are highly toxic or carcinogenic in trace quantities. As measurements, monitoring, analysis and bioassay techniques improve; the eco-toxicological effects of pollutants also become better known.

In addition to the effects on the physical environment, economic developments also have societal impacts. Their impacts are generally much more difficult to assess and often cannot be perceived at the initial stages because of complex interacting, synergistic and symbiotic factors which do not follow any set rules. As these societal impacts can be, very significantly, they need to be considered at the national and regional levels of environmental strategy formulation and policy making. Hence, while the economic gains of development activities and industrialization may be vast, the damage from improperly conceived or operated projects could also be huge on the bio-

physical environment and society such as climate change, disaster risk, health impacts, livelihood damage, resettlement, etc.

The identification and institutionalization of appropriate mitigation plans of harmful side effects of developmental activities and industrialization through Environmental and Social Impact Assessment (ESIA) is now universally recognized as an important component of the establishment of an execution of development activities (projects, programs), and industrial development activities either for the project preparation or monitoring.

It is now widely recognized that proper control of industrial/business development and processing is feasible and does not unduly increase the cost of production. The ESIA process is now well established as a key to successful control of impacts of industrial development on the environment, especially with respect to the controlled use of limited natural resources and mitigated discharge of pollutants. The process ensures the incorporation of desirable and appropriate steps to mitigate/reduce huge environmental impacts from the project activities at the project planning stages.

1.3 Justification for the ESMP

The Ethiopian environmental policy triggered to have ESMP and/or ESIA for any development project because it is a requirement that all projects proposed must undergo environmental and social impacts assessment and must be environmentally sound and sustainable or its adverse impacts are mitigated against. Environmental and social management plan improve decision making of regulatory body (competent agencies) and improves the socio-environmental condition. The ESMP process considers the natural environment (air, water, and land); human health; occupational health safety; social aspects (involuntary resettlement, local people's rights, and cultural property) and transboundary and global environmental aspects.

The ESMP, a mitigation plan for impacts created as a result of development interventions has its precedence from several local and international laws and policies. Most notable among these are the Constitution of Ethiopia (1995), Environmental Policy of Ethiopia (1997), Environmental Protection Agency regulation law (295/2002), Environmental Impact Assessment (EIA) Regulations 2002 (295/2002), Environment Pollution Control (EPC) Proclamation, 300/2002) and World Bank Operational Policies.

Primarily, the ESMP is to establish and ensure the implementation of a programme of measures and actions for mitigating social and environmental risks and impacts. It is a combination of policies and operational practices designed to prevent impacts whenever technically and financially feasible or to enhance positive or beneficial impacts based on the following mitigation hierarchy:

- Avoidance,
- Minimization, and
- Compensation.

This generic ESMP guideline was, therefore, developed based on the need for sustainable development, technical norms, national and regional legislations, regulations, and international treaties that are pertinent to the project design and implementing process during the operational

phases of the project (operation and decommissioning phases). This guideline has been developed for any developmental projects, industry, business and community watershed activities, and climate change adaptation/mitigation, disaster risk reduction, Occupational Health and Safety (OHS) management etc. for projects/programs under operation. The ESMP guideline is developed in accordance with the national ESIA guideline and international experiences.

1.4 Scopes of the ESMP

ESMP is a separate management tool that details the set of mitigation, monitoring, and institutional measures to be taken during operation and decommissioning of a project to eliminate adverse environmental and social risks and impacts, offset them, or reduce them to acceptable levels.

Environmental and social management plan outlines the environmental protection measures to be implemented on the project site to eliminate or reduce environmental effects. Federal EPA has developed this ESMP to identify the environmental and social management and mitigation actions required to implement the project in accordance with the requirements of the applicable national and regional legislation and international Performance Standards and operational guidelines applicable to Ethiopian development context and the nature of the projects. It provides an overview of the environmental and social baseline conditions on the route of the proposed scheme, summarizes the potential impacts associated with the project activities and sets out the management measures required to mitigate any potential and/or ongoing impacts in a series of discipline specific ESMP. This ESMP is to be applied by the sectorial offices, project proponents, consultants, contractors and will form the basis of site-specific (also considers the buffer areas of the project operation) management plans that will be prepared by the project proponent/consultants and contractors as part of their implementation methodology for ongoing project activities/business.

Each ESMP will include the written procedures, specifications, and controls that provide direction towards operations activities, and:

- Comply with all the project-specific environmental obligations and assurances, including, without limitation, those set forth in the ESIA, if any;
- Identify roles and responsibilities of the environmental management team;
- Identify monitoring and reporting requirements;
- Comply with the ESMP framework the project operations; and
- Are expanded and updated throughout the term of the contract to reflect changes in scheduling, site conditions, and weather-dependent contingency measures.

The management plans will guide the development of environmental work plans for developmental activities and any required site-specific management plans and will provide effective environmental protection during the operation phase of the project.

In addition to the management procedures and plans presented in this document, reference is also made to the Stakeholder Engagement Plan (SEP) which shall be prepared as a stand-alone document for the specific Project. The SEP outlines the measures to be used for community engagement, dissemination of project information and grievance management and will be utilized

as a key element in all the project management, monitoring and mitigation measures outlined in this guideline. This ESMP is live document and will be up-dated as required in consultation with key stakeholders.

The scope of this environmental and social management plan includes, but not limited to, air and water pollution, water resources, waste management, soil contamination, watershed management and rehabilitation, irrigation works (all types), hazardous/non-hazardous material management, noise and vibration, offensive odors, social stability (impacts on local livelihood), occupational health and safety and emergency risks, climate change, disaster risk management (based on the local community vulnerability to the changes associated with the operation of the projects), land allocations, etc.

To enable the scope of works within this document to be carried out:

- Desk review of secondary data need to be completed.
- Site visit must be completed.
- Genuine stakeholder consultation and public participation need to be done.

The ESMP guideline will be a live document for project activities that will be updated when required. The ESMP acts as a quick guide for project developer (Industry, Mine, large-scale agriculture (including livestock), various and scales of energy generation, energy transmission lines, transport (railway, road, vehicle inspection), irrigation and water work, oil and petroleum, waste management, climate change, disaster risk management, health facility, manufacturing industry, transport, tannery, textiles, hydropower generation, resettlement, and dam and reservoirs).

1.5 Objective of ESMP

The main objective of the ESMP is to ensure that the implementation of the Project is preceded by assessments of its environmental and social impacts and the environmental sustainability of the project are determined early enough. The ESMP provides the project implementers with an environmental and social management plan that enables them to mitigate environmental and social impacts, including through the preparation of a site-specific ESIA where applicable.

The specific objectives of ESMP are: (i) to specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social concerns related to the project; (ii) to determine the training, capacity building and technical assistance needed to successfully implement the provisions of the ESMP; (iii) to propose and establish the funding required to implement the ESMP and subsequent environmental and social assessments, monitoring and management; and, (iv) to provide practical information resources for implementing the ESMP.

The ESMP guideline provides a guide to be used within existing government policy regulations for environment and social processes and other international legislations. Environmental and social management plan will be implemented to make sure that project development is undertaken in an environmentally responsible manner. The specific tasks that need to be performed during ESMPs include:

- Formalize and disclose the program for environmental and social management
- Protect valued components (at operation and decommissioning phases) and socio-economic features (cultural and historical sites, religious and public services etc.) in the project development area
- Provide a framework for the implementation of environmental and social management initiatives
- Reduce or remove any environmental liabilities of the project
- Enhance positive aspects brought by the project
- Outline mitigation measures against the possible potential negative impacts of any project activities
- Ensure that the program will comply with relevant environmental legislation of Ethiopia and other requirements throughout its operation and decommissioning phases
- Identify roles and responsibilities and the cost involved
- Propose mechanisms for monitoring compliance
- Provide adequate channels of input for the different stakeholders throughout the project activity; and
- Establish proven mechanisms to correct/adjust the findings resulting from the monitoring activity and to include the input received throughout the project activity.

1.6 Purpose of the ESMP

The ESMP is an instrument/ tool for managing the environmental and social impacts for project/programs without prior ESIA (projects that lacks proper ESIA). It is an independent guideline to support project proponents and the regulatory agencies to meet the national and regional compliance. It will guide the implementation of the proposed project to mitigate environmental and social impacts (climate change, disaster risk, OHS issues etc.). The ESMP will support in managing the environmental and social challenges of the project at various phases whose main objective is to contribute to sustainable economic growth of the country. The ESMP also helps to fulfil the World Bank and African Development Bank's (key development partners) environmental and social safeguards policy and to prepare an ESMP that establishes the environmental and social impacts management strategies of the project's proposed activities. The ESMP sets out, in general, the mitigation and monitoring measures and institutional arrangements to address adverse environmental and social impacts of the proposed projects. The monitoring plan will also include the monitoring methods, frequency, periods, locations, and responsibilities for operation stages. This ESMP will consist of environmental and social mitigations, control measures, defined responsibilities, and the identification of the person(s) in charge.

1.7 Principles of ESMP

Best practice principles require that every reasonable effort is made to reduce and preferably to prevent negative impacts while enhancing the benefits of any developmental projects, business, and industrial developments. These principles have guided the ESMP preparation process. In many cases, potential negative impacts have been avoided through careful design and location of facilities. The ESMP stipulates the environmental standards to be adhered to by the parties involved in the various phases of the project life cycle.

1.8 Intended Users

The aim of this document is to communicate to the Project Team, the potential environmental and social issues associated with the operational project (projects that do not have prior ESIA) and the procedures and mitigation measures that are required to be implemented. The Project Proponents will utilize this ESMP guideline during project execution to achieve effective, appropriate environmental and social management. In accordance with the EPAs Access to Information Policy, this document will also be made available to the public via the EPA website and in hard copies at the specified location.

Project Proponents, Contractors, Consultants, and Project implementers can apply this guideline to enhance positive impacts and eliminate or minimize the occurrence of negative impacts through proposed mitigations measures.

2 Components of ESMP

The Environmental and Social Management Plan (ESMP) outlined in this guideline presents the environmental management, mitigation, monitoring, estimated cost, responsibility, and institutional measures to be taken in conducting the Companies operational activities, to reduce adverse environmental and social effects to acceptable levels and enhance positive effects. This plan provides a framework and requirements/guidance for preparation of a series of sub-plans to be prepared later. It does not present all the actual individual plans to be implemented. It specifically defines what actions must be taken and who is responsible, to reduce adverse operational impacts. This ESMP guideline provides generic guidance several components plan defining action programs applied for any project activities, businesses, and industries.

This ESMP includes several components plan defining specific action programs for watershed management, irrigation projects, OHS, waste management, emergency response, closure and reclamation, community development, and public consultation, covering the different phases of the project. The ESMP highlights the issues and concerns that are presented in the ESIA and identifies reasonable and practical responses to address and mitigate potentially adverse effects. It defines the specific actions that will be required to effectively implement those responses in a timely manner and describes the methods by which the management will demonstrate that those requirements have been met. It also establishes the course that the project management will follow in complying with the federal and regional government environmental laws, policy, and regulations as well as international policies and guidelines.

2.1 Environmental and Social Management Legal Framework

In this context, management of the environmental and social effects of any development projects, business, and industry etc. activities needs to be based on the existing environmental and social management framework of Ethiopia. To assess the adequacy of Ethiopia's legal and regulatory framework, the ESMP looks at the relevant laws and institutions for environmental and social impact assessment and management, along with the roles and responsibilities of institutions involved in the assessment and management processes. The assessment of how these systems function in practice is presented in the subsequent sections along with the framework and the national requirements. Here only fundamental ESMP related legal frameworks are discussed.

2.1.1 The FDRE Constitution

The Federal Democratic Republic of Ethiopia (FDRE) constitution provides the basic framework on which detailed laws shall be developed for various sectors including the Environmental Protection of the country. The 1995 Constitution of the FDRE contains provisions that support the enactment of EIA legislation. In this regard, it stipulates that the design and implementation of development programs and projects in the country should not damage or destroy the environment; and recognizes the right of the people to be consulted and express their views on the planning and implementation of environmental policies and projects (Art. 92).

2.1.2 Federal Environmental Policy

This law is the fundamental law of environmental management and environmental conservation in Ethiopia prepared by FEPA. The environmental policy of Ethiopia sets the base for environmental impact assessment in the country. In section 4.9, the environmental policy

stipulates the country's policies regarding ESIA. It provides for the enactment of a law which requires that an appropriate ESIA be undertaken on private and state development projects; and the development of detailed technical guidelines that direct the undertaking of ESIA in the various sectors. It also provides foundation for the establishment of an institutional arrangement responsible for undertaking, coordinating, and approving ESIA.

Furthermore, the environmental policy determines the scope and key elements of the ESIA process. It states that ESIA should consider not only physical and biological impacts, but also address social, socio-economic, political, and cultural conditions.

It also states that environmental impact statements should always include mitigation plans for environmental management problems and contingency plans; and that the ESIA procedure should provide for an independent review and public comment on environmental impact statements before they are considered by decision-makers. The environmental policy of Ethiopia stipulates EPA's responsibility for environmental policy and administration, formulation of environmental management plan, implementation of environmental monitoring, setting of environmental standards, and formulation and implementation of Environmental and Social Impact Assessment (ESIA), among others.

2.1.3 Environmental and Social Impact Assessment

Based on the FDRE constitution, the Ethiopian government introduced the Environmental and Social Impact Assessment Proclamation (Proclamation No. 299/2002). The proclamation requires an ESIA process for any planned development project or public policy, which is likely to have a negative impact on the environment. Regarding development projects, the proclamation stipulates that no person shall initiate implementation of a proposed project identified by directive as requiring ESIA without first passing through environmental and social impact assessment process and obtaining authorization from the competent environmental agency (Art. 3(1)).

In line with this, project proponents must undertake ESIA and submit the report with the ESMP to the federal environmental regulatory body (equivalently to regional agency), and, when implementing the project, fulfill the terms and conditions of the ESIA authorization given to them (Art. 7). The proclamation also requests for public consultation and participation in the environmental and social impact assessment process. It obliges regulatory agencies (federal and regional) to ensure that the comments made by the public are incorporated into the ESMP (Art. 15).

2.1.4 Other relevant legal frameworks

It is requisite to apply all the relevant and applicable laws, proclamations, standards, and regulations based on the specific context and sectorial ESMP. Among these frameworks; environmental pollution control proclamation, solid waste management, waste handling and disposal guideline, industrial waste prevention, investment law, land law, water law, mining law, forest law, labor law/proclamation, pesticide law/guideline, public health law, wildlife conservation and protection law, the protection of preservation of cultural heritage, climate change policy and strategy, disaster risk management and strategy, occupational health and safety and other relevant legal documents shall be reviewed.

2.2 Environmental and Social Management

2.2.1 Environmental and Social Management Framework

The ESMP is a required assessment tool that guides the environmental and social implementation of any development project providing procedures for environmental and social management. This Environmental and Social Management Plan (ESMP) reviewed various legal, policies, and regulations that guide the management of the environment in Ethiopia. The key issues in the plan include environmental concerns as raised by various legal instruments.

2.2.2 Environmental Management

The ESMP identified, assessed, and analyzed the potential significant environmental effects and impacts of project activities. It then recommended the mitigation, improvement, safety, follow-up, and environmental monitoring measures to be implemented. It also determined the costs associated with these various mitigation measures.

2.2.3 Social Management

The ESMP identified, assessed, and analyzed the potential significant social effects and impacts of project activities. It then recommended the mitigation, improvement, safety, follow-up, and social monitoring measures to be implemented. It also determined the costs associated with these various measures.

2.3 Stakeholder Consultations

During the ESMP design process, discussions and focus group consultations shall be organized through a participatory approach, targeting administrative authorities, technical teams (experts/professionals specific to the operated project activities), communities based organizations, women involved in livelihood activities surrounding of the project operation areas where the project is processing and the affected communities, in order to: (i) inform and share views with key stakeholders about the nature of the project; (ii) collect information on site characteristics and the impacts of running project activities; (iii) collect any opinions, views, expectations and concerns, suggestions and recommendations on the project. This process will ensure the sustainability of the projects under process by looking into existing social problems and complaints from the surrounding communities.

2.4 Environmental Monitoring and Management Plan

During project operation, the environmental monitoring management plan will detail the procedures and practices to comply with all regulatory requirements and guide the implementation of self-imposed environmental commitments to protect the environment. However, the ESMP, at this stage shall consider the optimum operationalization of the project. The environmental monitoring management plan will outline the approach for monitoring water quality, effluent emissions, air quality due to the project, soil and its surrounding environmental impacts including biodiversity conservation, impacts on cultural and natural heritages. Effects on vegetation will be monitored throughout project operation. Monitoring will focus on socially and ecologically sensitive areas. Air quality monitoring will be conducted as required by regulatory agencies to monitor any increases in air contaminant concentrations during operation.

Non-hazardous waste management procedures will be developed for disposing of non-hazardous

waste generated during operations and decommissioning. The waste management plan will outline procedures for non-hazardous waste minimization, recycling, and disposal. Waste recycling and disposal will be conducted in accordance with regulatory requirements of the country. Other important area of social and environmental impacts shall be included in the ESMP for projects already operating depending on the size, complexity and complaints from government agencies and the public. Similarly, hazardous waste management procedures will be developed based on the national and international hazardous waste management principles and guidelines.

3 Structure of ESMP

3.1 Executive Summary

This section is an important part of the report that enables the reviewers to have a very clear view of the intended project. To this effect therefore, the summary should provide brief, accurate, clear, and concise information about the project, in particular highlighting the main findings and recommendations that are relevant for decision-making. As a general guide this section needs to contain:

- Title, site, size and location of the project;
- Name of the proponent;
- Date of registration and operation;
- Name of the consultants and/or firms preparing the EIS report;
- A brief project description;
- Major impacts observed during operation;
- Recommendations for mitigation/ compensation and;
- Proposed monitoring activity, and implementation strategy;
- Cost estimation

3.2 Introduction

This ESMP applies to projects that do not have any prior ESIA document. The ESMP will firstly set out the project standards (such as project implementation guidelines, safety rules etc.) and safeguards that the ESMP addresses, and then differentiate between the Unintended Negative Impacts and the external risks associated with the program that the ESMP actions meet. The roles and responsibilities of the environmental and social management team and task specific consultants that are needed for implementation, including organizational capacity requirements to support the ESMP are gone through, followed by the overarching ESMP. Finally, the main ESMP actions will be presented in table form in the following chapter. It makes important advances in areas such as labor, non-discrimination, climate change mitigation and adaptation, biodiversity, community health and safety, and stakeholder engagement including expanding the role of public participation and grievance redress mechanisms.

3.3 Overview

3.3.1 Project description:

This sub-section provides brief description about the project (year of registration/operation started, type of activities)

3.3.2 **Legal and technical basis of ESMP:**

This sub-section reviews relevant federal, regional and if applicable international legal and institutional frameworks.

3.4 Project Description

3.4.1 Location

This sub section includes: project (location, size) and should include location map with specific project component if possible.

3.4.2 Scope of Works

A scope of a project covers all spatial, temporal and technical agreement on the work that are going to be performed. A scope of work in project management includes deliverables, a timeline, milestones and reports.

3.4.3 Objectives of the proposed project

The project objective needs to be clearly stated.

3.5 Policy, Legal, and Administrative Framework

This section describes relevant national policy, legal, and administrative framework, which could define/help shape issues/risks that need to be included into the EMSP. The key national policies relevant for implementation of ESMP are listed in previous section shall be applied for all projects that require ESMP. In addition to policies at the national level, there are several regional policies and directives that facilitates the implementation of ESMP. This will have a benefit in giving an overall picture (idea) as to how the proposed project fits into such broader national and international frameworks. This section should contain the following information:

- Identification of planning and administrative procedures followed and the relevant legislations;
- Indication of how compliance has been achieved with respect to other environmental requirement provisions and;
- Inclusion of relevant section of the legislation as an Appendix.

3.6 Environmental Compliance Framework

3.6.1 Environmental Legal Framework

a) Legal Framework

This will support the bases of the ESMPs in each one of the project implementation locations, and this is based in the National legislature, regulations, resolutions, norms, international treaties, and other legally binding instruments that applies to the specific project.

b) Institutional Framework

This includes the institutions involved in the project administration, management, and operations. These will be identified and their roles and responsibilities during project phases (pre-construction, construction, and operations) will be defined as indicated see section 3.6 of this guideline.

3.6.2 Social and Safety Frameworks

This sub-section provides social and safety frameworks to makes an important advance in areas such as labor, non-discrimination, climate change mitigation and adaptation, biodiversity management, community health and safety, and stakeholder engagement - including expanding the role of public participation and grievance mechanisms.

3.7 Environmental and Socio-Economic Conditions

3.7.1 Environmental

Acquisition of baseline information as to the actual size of the project and the description of the state of the environment is required. This section will give more emphasis on brief description of

the environment that is operating in a particular location. The elements to be included in this section are the following:

- Qualitative and quantitative biophysical environment data (e.g., climate, soil, geology, hydrology, topography, flora, and fauna),
- Location map, figures, tables, and other illustrative information,
- Description of both the local and regional biophysical and human environment of a project when it is likely produces trans-regional impacts.
- Boundaries of the project and its implication on the environment.

The above information can be included to show the operating environment from secondary sources.

3.7.2 Socio-Economic Conditions

Acquisition of baseline information as to the actual site of the project and the description of the state of the environment are required. This section will give more emphasis on brief description of the environment that the project is operating. The elements to be included in this section are the following:

- Qualitative and quantitative socio-economic data (e.g., demographic indices, standard of living, infrastructure services, housing, energy, and water supply), any changes if feasible after the project.
- Cultural and historic environment (e.g., sites of national parks, sanctuaries, monuments, statues, religious significant areas).
- Area specific information about the location of the project (e.g., land tenure, surrounding land uses, physical constraints, infrastructure services in and around the project).

3.8 Environmental and Social Impacts

3.8.1 Types and Scopes of Impacts

This sub-section identifies and describes the environmental, social, economic, and cultural impacts due to the operation of the project(s). Furthermore, it describes the scope of the project under operation that required to be presented in the ESMP.

3.8.2 Impacts and Risk in Operation and Decommission Phase

This sub-section identifies the magnitude and frequency of impacts and risks associated to project intervention in operation and/or decommissioning phase.

3.9 Impact Mitigation Measures

This sub-section will identify project impact mitigation measures and provide alternative mitigation strategies for ongoing projects. During project implementation/operation project proponent/project manager will be responsible for implementing all the mitigation measures recommended in the ESMP.

3.9.1 Environmental (Bio-Physical)

Mitigation plan is the key to ensure that the environmental qualities of the area will not deteriorate due to the implementation/operation of the project. The mitigation plan covers all aspects of the bio-physical matters in operation phase related to environment.

3.9.2 Socio-Economic Environment

Basic infrastructure facilities like water supply, sanitation, drainage etc. will be provided as part of the proposed project in the ESMP if ESIA report is not available. Settlements existing within the project demarcation area will be kept untouched and care would be taken to cause minimum disturbance to these sites. Thus, there would not be any adverse impact on local population; rather the settlements in the vicinity of the project would be benefited because of the facilities provided by project operation. Public health and safety should be the priority of any development project/industry/business.

3.10 Roles and Responsibilities for ESMP Implementation and Regulation

3.10.1 Federal Level

The Federal EPA assigned by federal government and had the overall responsibility to formulate and regulate ESMP guideline, disclosure of the information to the relevant federal and regional stakeholders and evaluate the overall implementation performance. The FEPA is responsible for reviewing and pass decisions and follow-up its implementations of ESMP reports of projects, as well as social and economic development programs or plans they are under FEPA administration. An Environmental Agency is either FEPA or Regional Environmental Body that are mandated by a proclamation provided for the establishment of environmental protection organs (proc. no.295/2002) and Environmental Impact Assessment proclamation (proc.no.299/2002) and other relevant laws to oversee and facilitate the implementation or administration of ESIA/ESMP.

3.10.2 Regional Level

Any regional government organ delegated by that regional government, with a responsibility of the protection or regulation of the environment, social and natural resources. In the ESMP the regional environmental agencies or their equivalent competent authority are responsible to adopt and interpret federal level environmental policies and proclamation related to ESMP and ESIA and systems requirements in line with their respective local realities and establish a system for ESMP and ESIA of public and private projects, as well as social and economic development policies, strategies, laws, or programs of regional level functions. Furthermore, the regional administrations oversee regarding ESMP/ESIA of project subjects to licensing, execution by a regional agency.

3.10.3 Sectoral Level

These includes any federal and regional sectorial ministries/bureaus pertinent to the implementation of ESMP with the responsibility to oversee and approve the licensed projects.

3.10.4 Project Level

A project proponent is any person/company/organizations that initiates a project, policy or program that is, if in the public sector an organ of government, and the private sector investor. Any project development office/proponent is responsible for the overall project implementation and compliance with national, regional compliance and the international safeguard standards. A proponent is required to proactively integrate an environmental concern into its social and economic development project, program, policy, plan, or strategic initiative as per the requirements of relevant environmental laws and directives. It ensures that positive effects are optimized and strive to promote conservation-based development and work with objectives of

continuous improvement and initiates the ESMP/ESIA process. It is the responsibility of the proponent to appoint an eligible independent consulting firm that shall seek to undertake ESMP and/or ESIA and cover all expenses associated with the ESMP. However, the relevant federal and regional agencies shall initiate/ demand the development of ESMP for projects that do not have a prior ESIA.

3.11 Environmental Monitoring Plan

3.11.1 Implementation Plan

Without considering the size and complexity of a project schedule, all project activities must be prepared using an appropriate format where activities are set against execution time, with estimative starting and finishing dates for the project implementation, responsibilities, and indicative project to execute the proposed implementation plan.

3.11.2 Mitigation Measures Adopted

Specific risks analysis of the specific project implementation will be required to be part of all ESMPs for each implementation project sites, including those regarding violence, gender issues, climate change issues, and disaster risk analysis. These specific ESMP's must include prevention, avoidance and mitigation measures that will be identified, and previously approved by projects authorities before the ESMP's implementation.

3.12 Capacity Development and Training

Training is needed for the effective implementation of the ESMP. The project manager and/or management team ensure that the ESMP has been sufficiently implemented. Job/activity-specific training shall be identified and appropriately provided to personnel for operational project activities. This will include ensuring and checking the competence and training of contractors/subcontractors engaged on the project. In addition, general environmental awareness will be increased among the project team to encourage the implementation of environmentally sound practices, good health, safety and security practices and compliance requirements of the project activities. This will help in minimizing adverse environmental impacts, reduce occupational health, safety, and security risks, promote compliance with the applicable regulations and standards, and achieve performance beyond compliance.

3.13 ESMP Cost Estimation

In the project operation phase, a detailed cost estimation of the ESMP must be prepared, specifically for each mitigation action, monitoring and managerial requirements proposed. These costs must be prepared in charts showing costs estimations categorized for each managerial and mitigation activity presented, including those contingency expenditures, and expending charted chronogram. The estimated costs must be detailed for year one and general for the subsequent years. The budget must be itemized, following the project administrative/financial organization protocols.

3.14 Public Consultation and Information Disclosure

The information provided to the project participants and workers, as well as the communities and stakeholders, must be clear, timely, and appropriate. Procedures must be established for convened and training of awareness to workers and affected communities. Amongst the potential topics to

cover are potential environmental and social impacts to the surrounding communities (types, magnitude and frequency of impacts such as waste generation, water usage, deforestation/afforestation, vehicle movement, public health related issues due to operation of the project etc.), labor ethics, responsibilities and rights, sustainable daily issues and behavior, care for nature and biodiversity, environmental management.

For information mechanisms to communities and workers the following could be included: written information (press), radio, internet, social medias, workshops, etc. For public consultation of project activities must be performed as appropriate during the project operation periods. The FEPA ESIA guideline require the full and transparent engagement of the all-relevant stakeholder consultation at various project execution phases and need to be included in the final ESMP. The resultant consultations will be included in the ESMP's for the different project activities.

3.15 Grievance Redress Mechanisms

Grievance redress mechanisms (GRM) is a tool for early identification, assessment, and resolution of complaints on project operation. The procedures for the GRM are based on the Federal EIA guideline. This process shall follow a specific format as presented in appendix 3. In general terms will include actions such as registry and chart log of visits, complains, observations, and comments of all interest parties.

3.16 Reporting and Reviewing

According to the EIA document, the role and responsibility for submitting, receiving, reviewing, and approving the ESMP shall be clearly defined. Accordingly, the proponent shall prepare and submit the ESMP report to the FEPA and/or competent regional environmental agency depending on the type, nature, and size of the operating projects. The FEPA and/or competent regional environmental agency provides its review within the specific period (as stipulated in relevant national law). Similarly, the FEPA and competent regional environmental agencies are responsible for conducting follow-up and regulation activities. Recipients of such reports should include those with responsibility for ensuring timely implementation of mitigation measures and for undertaking remedial actions. In addition, the structure, content and timing of reporting should be specified.

4 Structure of ESMP Reporting

A Mentoring and Evaluation (M&E) section shall describe the monitoring system that will need to be set up, and an overall ESMP budget is provided. Finally, the main ESMP actions must be presented in table form. The ESMP calls for a team of experts in various fields to make up an environmental and social management team that will support the development, capacity building, training, implementation, monitoring, and reporting needed to carry out the actions described in the ESMP. The process will be formalized through a series of annual training activities at the federal, regional, zonal, and woreda levels that will support capacity development and provide the regulatory and implementing bodies with the technical skills needed to implement the actions and/or regulate and monitor its performance.

When a subproject includes distinct mitigation measures (physical works or management activities), an ESMP needs to be included with the subproject application. An ESMP usually includes the following components in the report:

I. **Description of Adverse Effects:** The current project effects are identified and summarized.
II. **Description of Mitigation Measures:** Each measure is described with reference to the effect(s) it is intended to deal with. As needed, detailed plans, designs, equipment descriptions, and operating procedures are described.
III. **Description of Monitoring Program:** Monitoring provides information on the occurrence of environmental effects. It helps to identify how well mitigation measures are working, and where better mitigation may be needed. The monitoring program should identify what information will be collected, how, where, and how often. It should also indicate at what level of effect there would be a need for further mitigation. How environmental effects are monitored shall be discussed in sufficient details.
IV. **Responsibilities:** The people, groups, or organizations that will carry out the mitigation and monitoring activities need to be defined, as well as to whom they report and are responsible. There may be a need to train people to carry out these responsibilities, and to provide them with equipment and supplies.
V. **Implementation Schedule:** The timing, frequency and duration of mitigation measures and monitoring shall be specified in an implementation schedule and linked to the overall project schedule.
VI. **Cost estimates and Sources of Funds:** These are specified for the initial subproject investment and for the mitigation and monitoring activities as projects are implemented. Funds to implement the ESMP may come from the project grant, from the community, or both government agencies and NGOs may be able to assist with monitoring.
VII. **Monitoring Methods:** Methods for monitoring the implementation of mitigation measures or environmental effects should be as simple as possible, consistent with collecting useful information, so that the project proponent and community members can apply themselves. For example, they could just be regular observations of project activities or sites during construction and then use. Most observations of inappropriate behavior or adverse effects should lead to rational solutions. In some cases (e.g., unexplainable increases or declines in some environmental issues), there may be a need to require investigation by a technically qualified person.

5 Conducting Environmental and Social Management Plan

5.1 Steps to be followed during ESMP Preparation

Any potential safeguard issues need to be assed early in the design and preparation process a project and management plan should (mitigation and implementation) prepared afterworlds depending on the level, and scope of potential environmental and social impacts. This process can be done through the following key steps:

Step 1: Sub-project Identification

The initial step will be project or business plan identification. Projects and business plans will be identified by the client. This is applied only for proposed project and can be skipped for projects under operation.

Step 2: Checking Eligibility of the proposed projects

At this stage the projects will be subjected to screening process by the relevant authority and the client against environmental and social safeguards and check their eligibility for funding agency. This is also applied only for proposed project and can be skipped for projects under operation.

Step 3: Environmental and Social Screening

At this stage the projects will be screened and approved by the safeguard experts of relevant competent agency/ sectoral offices or project proponent and will be approved by the EPA and/or regional competent agency. For externally funded projects, it requires approval from the funding agency such as the World Bank using Environmental and Social Screening Checklist of these institutions. If the project has high or medium environmental and social concerns, the client/project proponent would ensure that all the necessary mitigation measures are incorporated in the ESMP before approval. This is also applied only for proposed project and can be skipped for projects under operation.

Step 1: ESMP Preparation, Including Consultation and Disclosure

The project proponent/client shall work closely with FEPA and REPA to assist them in the identification of the appropriate safeguard tools and in review and approval of the safeguards tools to be prepared for the projects that are already started its operation. If relevant EPA advises that the projects started its operation without ESIA, an environmental and social management plan shall be prepared. The proponent shall prepare appropriate terms of reference (ToR). The ToR shall also give details of the composition of the ESMP team (including their experience and field of expertise-see section 5.2 below) and timelines. The ESMP report shall be prepared based on the outline listed in section 3 above.

The completed ESMP report will then be submitted to relevant agencies/authorities (based on project location and scope) for clearance with an official application for review and approval. The ESMP should also be reviewed and cleared by an external funding agency such as the World Bank before its disclosure, if applicable. The Regional environmental agencies should review the ESMPs submitted to it by the implementing institution/project proponent/client. The purpose of review is to examine and determine whether the ESMP are adequate assessment of the environmental and social impacts of the project under operation, and enough mitigation measures have been provided for the negative impacts. Environmental Protection Authority review and clear

the ESMP as soon as possible to minimize implementation delay.

Step 2: *Consultation and Disclosure of Projects*
Information of operational projects, the project implementing unit/client/project proponent should properly consult all the relevant stakeholders and make ESMP available for public review at a place accessible to local people and in a form, manner, and language they can understand. The public will be invited to comment on these reports prior to their approval. The public should also participate and be consulted at all levels of environmental and social assessments including mitigation plan preparation and implementation processes.

Step 3: Project ESMP Implementation, Monitoring, Supervision, and Reporting
The client/project proponent shall ensure that an appropriate environmental and social safeguards compliance monitoring and reporting systems are established. The goals of implementation monitoring are to:

- Measure the success rate of the project,
- Verify the accuracy of the environmental and social impact predictions,
- Determine the effectiveness of measures to mitigate adverse effects of projects on the society and the environment,
- Determine whether interventions have resulted in dealing with negative impacts and
- Determine whether further interventions are needed, or monitoring is to be extended.

5.2 Requirements in Conducting ESMP

An ESMP preparation can be done by any qualified and certified environmental and social consultants and/or firms. A consulting firm is an institution that can command the required qualified professional working group that has demonstrated the ability to undertake the ESMP, and meets the requirements specified under the relevant law. The firm or an individual consultant that will be appointed to conduct the environmental and social management plan is expected to:

- Have the expertise in environmental and social impact assessment and management commensurate with the nature of the proposed activity and legal requirements,
- Make available an interdisciplinary team, having solid technical skills, methodology, legal know-how, and local knowledge,
- Have the capacity to produce readable reports that are thorough and informative,
- Declare and always ensure impartiality and transparency in the proposed activity and observe all ethical values of the calling,
- Familiarize with legal and technical requirements of all the concerned bodies, and be able to include the following items: statements from the regional environmental agencies, certificates and recommendations from the sectorial agencies, statements of local administration approval as the case maybe, and an endorsed minutes with tangible evidence of public consultation process by appropriate local authority, as the verification of the truthfulness of all information contained in the ESMP - report as well as fairness of the process, provide additional detailed information related to the environmental impact study report as may be requested, ensure that Interested and Affected Parties are provided with all means and facilities (e.g. notice, assembly holes, reasonable time, understandable language, fair representation, etc.) enabling them to adequately voice their views and concerns on the proposed projects, and fulfill that they are legally registered and licensed

to conduct the task, and capable of organizing a multidisciplinary teams and presenting an authentic complete CV of experts to be employed for the task.

6 References

6.1 General References

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Appendixes

Appendix - A Action Table



Action Table.docx

Appendix - B List of Environmental Management Plans Requirement



List of Environmental Mana

Appendix - C Grievance Redress Mechanism Procedures



Grievance Redress Mechanism Procedu

Appendix - D Mitigation Measures During Operational Phases of Project



Mitigation Measures During Op

Appendix - E Generic Terms of Reference for Environmental and Social Management Plan



Generic Terms of Reference for Enviro

Environmental and Social Management Guideline

Prepared By: **Motion Consultancy and Training PLC**
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Bole sub-City, Woreda 04, Ghana Street, St. Urael Church, Sheger Building, 2nd floor, office # 201/202
☎ +251-118691799, 📱 +251-968-96-9696, Email: mctethio@gmail.com, www.motionethio.com

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