



Ministry of Innovation and Technology
Ethiopia Digital Foundation Project
Project No. P171034

**Report on Environmental and Social Risk management and GRM
Processes and Procedure Held from April 11 to 13/2022**

April 14/2022

Table of Contents

Acronyms	2
1. Introduction.....	3
2. The Main Objectives of the Training Workshop	3
3. Participants in the Environmental & Social Risk Management and GRM Processes and Procedures	4
4. Major Topics Covered in the Training Workshop	4
5. Official Opening of the Training Workshop	4
5.1 Briefing on the Overall Activities of the Project	5
5.2 Plan and Performances of Ethiopia Digital Foundation Project	5
5.3 Project Financial Management.....	5
6. Potential Environmental and Social Risks and Associated Mitigation Considerations of the Subprojects	6
6.1 Environmental Risks/Impacts and Mitigation Considerations.....	6
6.2 Potential Social Risks/Impacts and Recommended Mitigation Measures	7
6.3 Grievance Management at the World Bank Supported Project.....	7
6.4 E & S Screening/Scoping Processes and Procedures for the Subprojects Implemented by the Beneficiary Institutions	7
7. Discussion.....	8
8. Major Achievements of the Training Workshop	10
Annex-I Schedule for GRM and ES Risk management / Screening/Scoping Training Workshop...	11
Annex II Participants list	13
Annex III Participants photos.....	15

Acronyms

AWP	Annual Work Plan
ECA	Ethiopia Communication Authority
EDFP	Ethiopia Digital Foundations Project
EFY	Ethiopian Fiscal Year
E & S	Environmental & Social
ESF	Environment and Social Framework
ESS	Environmental and Social Standards
ESIA	Environmental and Social Impact Assessment
EthERNet	Ethiopia Education and Research Network
GBV	Gender-Based Violence
GRM	Grievance Redress Mechanism
IDA	International Development Association
MInT	Ministry of Innovation and Technology
MoF	Ministry of Finance
MoLS	Ministry of Labor and Skills
NID	National ID
PIU	Project Implementation Unit
PSC	Project Steering Committee
RFP	Request For Proposal
SEA/SH	Sexual Exploitation and Abuse/ Sexual Harassment
ToR	Terms of Reference
USD	United States Dollars
WB	World Bank

1. Introduction

The government of Ethiopia is embarking on an economic development reform program that heavily relies on digital development, and identified digital service development to transform the economy, reduce poverty, create jobs, and achieve the ambitious objective of improving Ethiopian competitiveness in the digital age, through increased inclusions, affordability of digital services, and digital job creation. To achieve the project development objective which is “to improve access and affordability of digital services by strengthening market competition, private sector participation in the telecommunication sector, and effective independent sector. It also increases government capacity to provide digital services and promotes digital entrepreneurship and digital business”.

The Ethiopian Digital Foundations Project (EDFP) was launched with the support of the World Bank under the Ministry of Innovation and Technology (MinT) and effected starting on July 23/2021. The project is intended to develop Ethiopia’s digital economy through the expansion of the digital market and regulatory environment, improve its infrastructure and expand digital service coverage. The project will enable citizens, businesses, and Government to reap digital dividends in the form of faster growth, lower transaction costs, more jobs, and greater efficiency to develop Ethiopia’s digital economy. It will support the necessary steps to introduce market competition, private sector participation, foreign investment, and independent sector regulation. The EDFP is a five-year project (2021 to 2026) financed by the World Bank Group with a total amount of 200 million USD (IDA Credit).

The Digital Foundations project will involve a range of stakeholders through five components having as leading implementing partners the Ethiopian Communication Authority (ECA), Ministry of Education (EthERNet), the Ministry of Labor and Skills (MoLS), National ID Program, the Ministry of Finance (MoF), and the Ministry of Innovation and Technology (MinT) as the main partner and beneficiary institution. In all its implementation activities, the project acknowledges all Environmental and Social risks/impacts and develops Environmental and Social risks/impacts management tools as any infrastructure consisting of physical works in the subproject could trigger one or more ESSs of ESF for the World Bank and the National Environmental and Social laws and regulations.

2. The Main Objectives of the Training Workshop

The main objectives of the three days training workshop are:

- To introduce the ES focal persons and government officials from the beneficiary institutions to the project and project staff.
- To create awareness of the Environmental and Social risks/impacts of the project and subprojects and corresponding mitigation considerations to the government officials and focal persons from partner/beneficiary institutions.
- To acquaint the government officials and the focal persons from the beneficiary institutions with the Grievance Redress Mechanism (GRM) processes and procedures and with the digital Grievance Redress Management System.

- To introduce the focal E & S focal persons and government officials with practical exercises on the Digital Grievance Redress Management System
- To acquaint the government officials and the focal persons from the beneficiary institutions with the Environmental and Social Screening/Scoping processes and Procedures for the subproject activities in their respective institutions.
- Share experiences and exercises on how to develop Environmental and Social Screening/Scoping reports for respective subprojects.

3. Participants in the Environmental & Social Risk Management and GRM Processes and Procedures

The Participants in Environmental and Social Risk Management and GRM processes and Procedures are E & S focal persons, a Technology expert who has direct involvement in the project implementation, and government officials from the partner/beneficiary institutions. The project partner/beneficiary institutions comprise of Ministry of Finance, Ministry of Innovation and Technology, Ethiopian Communication Authority, Ministry of Education, Ministry of Labor and Skills, and National ID Program and PIU as an organizer. See the training schedule in Annex I, the Training participants in Annex II Photos of the Participants, and the Workshop in Annex III.

4. Major Topics Covered in the Training Workshop

In this training workshop, the following topics were covered in brief and followed by a group breakout for practical exercise on E & S screening/scoping report development and GRM digital management system

- Briefing on the overall activities of the Ethiopia Digital Foundation Project.
- Briefing on the Environmental risks/impacts of the project/subprojects and the management tools in place.
- Briefing on the Social risks/impacts of the project/subproject and the management tools in place.
- Brief explanation of what Grievance Redress Mechanism is and the need for it in the project implementation
- Briefing on Redress Processes and Procedures and practical exercise on the Digital Grievance Redress Management System.
- Brief explanation of Environmental and Social Screening /Scoping processes and Procedures.
- Practice and exercise the E & S screening/scoping Report preparations using subproject in the respective beneficiary institutions.

5. Official Opening of the Training Workshop

The official opening remarks have been given by H. E. Huria Ali, the state minister for ICT and Digital Economy. The speech focused on the overall background of the project, partners/beneficiaries of the project, the need for E & S compliances in the subproject

activities, on the need for this training workshop for the focal persons and the government officials from the beneficiary institutions.

The state minister also briefed the participants on the purpose of the training workshop and emphasized the need for collaborative work and commitment among the beneficiary institutions concerning the E & S risk management tools implementation for a successful project development objective.

5.1 Briefing on the Overall Activities of the Project

This section gives a briefing about the Ethiopia Digital Foundations Project (EDFP), the major planned activities for the Ethiopian Fiscal Years (2014 and 2015), and expectations from the partner and beneficiary institutions, the role of focal persons in terms of Environmental and Social Risk Management have been presented. Regarding the expectation of E& S, risk management, and compliance the project implementation unit is working hard to incorporate both the World Bank and national E & S standards and guidelines in all subproject implementation. In this respect, the PIU categorizes the subproject activities by conducting E & S Screening and Scoping of all the subprojects. Moreover, the project also ensures the integration of E & S risk management measures in the RFP, TOR, and project implementation agreements made so far. In addition, the speaker in this section explains the components and subcomponents of the project. As a concluding remark, the speaker has also emphasized the need for close work relationships between the project E & S specialists and the World Bank E & S safeguard team, the competent authority (EPA), and the beneficiary institutions through E & S focal persons.

5.2 Plan and Performances of Ethiopia Digital Foundation Project

In this section, a briefing has been made on the major achievements of the project with respect to the establishment of the Project Steering Committee (PSC) and the roles and responsibilities of the PSC as well as document development like FMM, PIM, and approval of the Annual Work Plan for 2014 (EFY) and activation of procurement endorsing and project procurement committee. Regarding the AWP for the year 2014, 22 physical activities were planned for this fiscal year in all components and most of them are procurements. Currently, some of them are under evaluation process, some are under negotiation stage, and some are negotiated and to be commenced soon. The challenges that the project faces in making the AWP practical in a specified time are also briefed and discussed. The recent directives from the MoF to suspend all recruitment, late submission of ToR and evaluation reports from beneficiary institutions, etc. are taken as project Challenges.

5.3 Project Financial Management

In this section, the financial management of the project, the total amount of the loan, which is 200 million USD, the terms of the loan, the fund flow, the channel used for fund flow, loan overview, and expected disbursement were discussed. The disbursement methods to be used by the project such as designated accounts and direct payment where there is third-party

involvement, reimbursement, and special commitment have been presented. The discussion also made on the responsibility of PIU in the financial management and the project is mainly using the government policies and procedures in a financial arrangement. Regarding the financial utilization, out of the financial plan for the 2014 EFY, which is 431,886, 259 ETB for the last three quarter 134,727,672 ETB has been dispersed in terms of percentage it is 31%. It is also explained that monthly, quarterly, and annual reports are expected from the project finance to the WB.

6. Potential Environmental and Social Risks and Associated Mitigation Considerations of the Subprojects

6.1 Environmental Risks/Impacts and Mitigation Considerations

In this section of the workshop, the trainer from the World Bank ES team talks about the project components and subcomponents and risk rating based on the World Bank Standards. The World Bank requirements stated in the WB ESF, ESS that the EDFP should abide by and consider in the project and subproject implementation and the Bank standard that the borrower required to conduct an Environmental and Social Assessment where the EDFP is categorized as 'Moderate Risk'. The speaker in this section also provides details on the environmental risks of the project, subprojects, such as (Solid waste, pollution of land, water and emission to air, hazardous materials and e-waste, traffic safety, electromagnetic risk, Community health and safety, and OHS) and the corresponding mitigation measures to be implemented in the subproject have also been discussed:

Though EDFP is categorized as 'Moderate Risk' in the Environmental and Social Management Framework (ESMF) where the specific site for each subproject is not identified, the subprojects to be implemented in the partner institutions may fall under high and substantial or Schedule I or II according to the World Bank ESF and National guidelines respectively. In this case, the project implementation Unit (PIU) will notify the World Bank, to update ESCP and ESMF as appropriate to apply the relevant ESS requirements, and instruct the implementer to re-sitting, redesign, or re-routing the subproject.

With respect to the mitigation considerations, the speaker has presented the risk mitigation hierarchy, as (Avoid > Minimize > Mitigate > Compensate/ Offset) and provided detailed mitigation considerations on all the World Bank ESF, ESSs that are relevant to the Ethiopia Digital Foundation Project (EDFP).

The speaker also presented what the Environmental and Social Management Framework (ESMF) is and when it is needed for large projects like the EDFP, the objectives of the ESMF, and its components. EDFP subprojects are also anticipated to fall under schedule I or II, in this case, the detailed contents of full ESIA, and preliminary ESIA and if the subproject falls under schedule III the contents of the monitoring plan have been presented and discussed. The issues that are anticipated to be emerged as environmental grievances due to the subproject such as

vegetation clearance, poor disposal of solid waste, water body pollution, poor occupational health, and safety, and noise and dust emissions are also presented.

6.2 Potential Social Risks/Impacts and Recommended Mitigation Measures

In this section, the trainer from the World Bank ES team deals with the social risks/impacts of the project and subprojects and recommended mitigation measures in detail. The social risks/impacts of the project such as (the risk of exclusion of vulnerable or disadvantaged people, loss of land, GBV, COVID 19, disruption of services, SEA/SH, and the documents developed as social risk management tools such as (SEP, ESMF, ESCP, GRM document, and the digital complaint management system are presented as recommended mitigation considerations. The Environmental and Social Commitment Plan that the project agreed to implement in the course of the project implementation is also discussed in detail to remind the PIU and the beneficiary institutions to abide by it.

6.3 Grievance Management at the World Bank Supported Project

This section was presented by one of the trainers from the World Bank and a person from the PIU team. In this section, the need for an accessible and functional project level Grievance Redress Mechanism (GRM) is critical to ensure that any issues are raised and resolved before they get out of hand. The GRM instruments should also be publicized to all stakeholders including PAPs if any. The need for a clear system, grievance committee establishment, and labor grievance management have also been presented. The presenter from the WB also provides details on the World Bank Grievance Redress Services, Bank Inspection panel, grievance management structure, and grievance handling procedures from the World Bank's point of view. The World Bank's expectation from the project GRM and the challenges in practicing GRM is also presented and discussed.

In this section, the level of project GRM, procedures, and processes from receiving the complaints to resolving and the time needed to resolve them and the level of resolution, the institutional setup needed for resolution, and the labor-related grievance handling have been presented and discussed. Participants made a practical exercise on the Digital Grievance Management System developed by the PIU.

6.4 E & S Screening/Scoping Processes and Procedures for the Subprojects Implemented by the Beneficiary Institutions

In this section detailed presentation has been provided by the speaker from PIU, on the roles and responsibilities of the E & S focal persons from the beneficiary institutions, the institutional arrangement in the implementation of the ESMF, screening and scoping processes and procedures to be followed, the contents of screening/scoping report, information disclosure, implementation, supervision, and monitoring as well as practical E & S screening and scoping report development exercises by the E & S focal persons from beneficiary institutions and other participants taking one subproject from the respective institution have been conducted.

7. Discussion

The Environmental and Social Risk Management and Grievance Redress Mechanism (GRM) processes and procedures training workshop is organized for three days from April 11 to 13/2022 in Adama for the E & S focal persons and government officials from the partner/beneficiary institutions. A total of 32 participants from partner and beneficiary institutions attended the training workshop. As to the composition of the participants, 8 are from the Ministry of Innovation and Technology (MInT), 4 from the Ministry of Education (EthERNet), 4 from the Ethiopia Communication Authority (ECA), 7 from PIU, 3 from the Ministry of Labor and Skills, 1 from Addis Ababa Environmental protection Authority (AAEPA), 1 from National ID program, 2 from Ministry of Finance (MoF) and 2 from the World Bank as trainers and participants.

H.E Mrs. Huria Ali, the state minister for the Ministry of Innovation and Technology, and Chairperson for the Project Steering Committee provided opening remarks on the training workshop emphasizing the importance of collaborative work and commitment among the PIU and partner and beneficiary institutions in implementing the E & S risk management tools for a successful project development objective.

Dr. Mesfin Belachew, the director of the Project Implementation Unit, delivered a presentation about the Ethiopia Digital Foundation Project in brief. The components and subcomponents of the project and the corresponding budget for 2014 and 2015 EFY. Furthermore, what is required from the partner and beneficiary institutions, Focal persons in terms of Environmental and Social Risk Management have been presented. Regarding the World Bank and the National requirements concerning E& S risk management, he points out that the Project Implementation Unit is working hard to comply with both E & S standards and guidelines in all subproject implementation. In this respect, the PIU categorizes the subproject activities by conducting E & S Screening and Scoping of all the subprojects being implemented. Moreover, the project also ensures the integration of E & S risk management measures in the RFP, TOR, and project implementation agreements. As a concluding remark, the need for close work relationships between the project E & S specialists and the World Bank E & S safeguard team, the competent authority (EPA), and the beneficiary institutions through E & S focal persons is emphasized.

Mr. Samson Kifle, a World Bank environment specialist who dealt with the environmental risks of the project and subprojects and associated mitigation considerations, the WB ESS to be considered in this project implementation, on what the ESMF is and when it is needed, the contents of ESIA and preliminary ESIA and when and where we need the Environmental and Social Management Plan (ESMP).

Following these presentations, the questions raised were:

- One participant raised a question that how would we know the actual and detailed activities implemented in the subproject as all the risk/impacts can be identified based on the identified activities?

- The new telecom operators eventually would like to invest where they can be profitable so how would this project reach the underserved community through UAF?
- The system development work planned by the project is it implemented by the internal experts or international/foreign experts are needed?
- What is the role of the accountant in major beneficiary institutions?
- What are the actual activities in the communication rooms to be developed in 30 colleges and 40 TVETs?

Each point has been responded by the presenters and other participants:

- Regarding the first question, the actual and detailed subproject activities can be identified with the ES focal persons and the IT experts from the beneficiary institution where the subproject in question is implemented as both ESMF and PAD did not show the detailed activities for every single activity.
- The question was answered that there is no activity in this project to support the UAF but in the implementation of the Universal Service Fund (USF) by ECA the project is already committed to supporting the development of the Resettlement Policy Framework (RPF) or Resettlement Framework (RF) preparation for any displacement to occur.
- Both the international and national consultants will be invited to compete.
- To manage and handle and manage the flow of finance in the respective beneficiary institution.
- It was responded by the IT experts from the implementing agency MoE, (ETHeRNet) The implementation of the communication rooms in 30 Colleges and 40 TVETs does not include infrastructure development as Ethio-Telecom already places all the subsurface communication infrastructure to the universities and TVETs only active devices and routers will be implemented and configured.

Mr. Million Gelagle, World Bank Social Safeguard specialist, presented the social safeguard risks of the project and subprojects and the corresponding mitigation measures. As well as the project commitment plan that the project committed to implementing in the project life cycle and what the grievance redress mechanism is. The project level GRM processes and procedures and the digital GRM management system have been explained by the Environmental specialist from PIU and a practical exercise was conducted on the digital GRM.

Regarding the E & S screening/scoping processes and procedures the Environmental specialist from PIU has presented on roles and responsibilities of the focal persons, the processes, and procedures from identification to report development including the contents of the Screening/scoping report.

Following this, working groups have been created from participants and practical exercises on the E & S screening/scoping reports development on the subproject from their respective institutions and half-day group exercise, each group presented on the developed E & S screening/scoping report working on each selected subproject.

The roles that the PIU staff played in organizing such a successful training workshop and responding to and providing relevant clarification and information on the question and issues raised by the participants were very crucial.

8. Major Achievements of the Training Workshop

The workshop was very successful as it was very participatory interactive and enjoyable where the participants from the partner/ beneficiary institutions and the trainees from the World Bank spent the entire three days including their spare time. During the presentations of the group work, on E & S screening/scoping report every participant was forwarding questions and comments. As it was seen from the participant's involvement and reaction, the training workshop is believed to be very fruitful and achieved its objectives mainly because:

- The participants are aware of the project and the components and subcomponents involved and the World Bank and national ES requirements to comply with.
- Introduction and Cooperation among the project actors, PIU, partner/beneficiary institution, and the WB Environmental & Social team have been established.
- The beneficiary institutions are able to assign the respective permanent E & S focal persons.
- The participants are aware of the environmental and social risks of the project and the corresponding mitigation measures that should be given due consideration in the course of the subproject implementation.
- The participants are aware of the importance of the E & S considerations in the development activities in any sector.
- The participants got the skill on how to prepare the E &S screening and scoping reports for the subprojects.
- The participants are clear about what GRM is, on how to apply, handle and resolve the grievance or complaints emanated in the subproject implementation.
- The participants are aware of the importance of the periodical monitoring on the implementation of E & S mitigation measures in subproject activities.

Annex-I Schedule for GRM and ES Risk management / Screening/Scoping Training Workshop

Time	Event	Presenter	Moderator
Day one (April 11/2022)			
7:00 am	Departure	Addis - Nazareth	
10: 00 am-10: 30 am	Registration of participants	PIU	PIU
10: 30 am-11: 00 am	Tea Break	Hotel	
11: 00 am-11: 10 am	Welcoming and Program Briefing and introduction of participants	Alemtsehay	PIU
11: 10 am-11: 20 am	Official opening of the Workshop	State Minister for ICT and Digital Economy	PIU
11: 20 am-12: 00 pm	Background briefing on EDFP	Dr. Mesfin Belachew	PIU
12:00 pm – 12:10 pm	Financial Management Issues of the Project	Hailu Feyera	PIU
12:10 pm- 12:20 pm	Plan and Performance status of EDFP	Abiy Tessema	PIU
12:20 pm – 12:30 pm	Discussion	Participants	PIU
12:30 pm - 2:30 pm	<i>Lunch Break</i>	Hotel	
2:30 pm – 3:30 pm	Environmental Risks of the project, subprojects, and the management tools in place	Samson Kifle (World Bank)	PIU
3:30 pm – 4:00 pm	Social Risks of subproject activities and the management tools in place	Million (World Bank)	PIU
4:00 pm - 4:30 pm	<i>Tea Break</i>	Hotel	
4:30 pm - 5:00 pm	Continuation of Social Risks of the project and Subproject activities and Management Tools in place	Million/ (World Bank)	PIU
5:00 – 5:30 pm	Discussion on the Topics So far	Participants	PIU
Day two (April 12/2022)			
9:00 am - 9:30 am	Wrap up on the previous day's briefings.	PIU	PIU
9:30 am - 10:00 am	Briefing on GRM and the need for it in the project implementation	Million/Sams on (World Bank)	PIU
10:00 am - 10:30 am	<i>Tea Break</i>	Hotel	

Report on the Training Workshop on Environmental and Social Risk Management and GRM Processes and Procedures

10:30 am - 11:00 am	GRM processes and procedures	Alemtsehay/ Million (World Bank)	PIU
11:00 am - 11:30 am	<i>Discussions</i>	Participants	PIU
11:30 am - 12:30 am	Practice and exercise the digital GRM management System	Participants	PIU
12:30 pm - 2:30 pm	Lunch break	Hotel	
2:30 pm - 3:30 pm	Briefing on ES Screening/Scoping of subprojects	Alemtsehay	PIU
3:30 pm - 4:00 pm	<i>Discussion</i>	Participants	PIU
4:00 pm - 4:30 pm	<i>Tea Break</i>	Hotel	
4:30 pm - 5:00 pm	Group formation and selection of subprojects to exercise on	PIU	PIU
Day Three (April 12/2022)			
9:00 am - 10:00 am	Groups workout on the ES screening/scoping of respective subproject exercises	participants	PIU
10:00 am - 10:30 am	<i>Tea Break</i>	Hotel	
10:30 am - 12:30 pm	Presentations on the group workout	Participants	
12:30 pm - 2:00 pm	<i>Lunch Time</i>	Hotel	
2:00 pm - 2:10 pm	Closing Remarks	Dr. Mesfin	PIU
2:20 pm	Departure	Nazareth - Addis	

Annex II Participants list

Ministry of Innovation and Technology-Ethiopia Digital foundation Project List of Participants in the Training Workshop on E& S Risk Management and GRM Processes and Procedure Held from April 11-13/2022 at Adama

No	Name of Participant	Position	Email	Telephone	Beneficiary
1	Tsedeniya Namrud	Head of Capacity Building	Tsedeniya.Namrud.mint@gmail.com	0913675745	MInT
2	Messay Hailemariam	DSS	mesayh@gmail.com	0994430800	
3	Lemma Misgan (FP)	Projection	lemabest@gmail.com	0910290312	
4	Kirubel Gizachew	M & E	Gqkirubel@gmail.com	0913119315	
5	Meseret Nigatu	Director	Meseret.negatu@mint.gov.et	0920606300	
6	Bezawit Brook	Expert	Birukbezawit896@gmail.com	0921623842	
7	Bethelehem Bedlu	Director	Bethelehem.Bedilu@mint.gov.et	0911673473	
8	Amsalu Tadesse	programmer	tadesseamsalu@gmail.com	0909644343	PIU
9	Mesfin Belachew (Dr.)	Director for PIU	Mesfin.Belachew@mint.gov.et	0911791462	
10	Abiy Tessema	M & E	abiy.tessema@mint.gov.et	0911715927	
11	Zelalem Tadesse	Procurement Specialist	zelalem.tadesse@mint.gov.et	0911446582	
12	Hailu Feyera	Finance Specialist	hailu.feyera@mint.gov.et	0911615077	
13	Simret Akalu	Finance Officer	Simret.akalu@mint.gov.et	0913038811	
14	Sefanit H/mariam	Finance Officer at MoE	sefanithw@gmail.com	0913640408	
15	Alemtsehay Woldeab	Env. specialist	alemjesus77@gmail.com	0912032411	ECA
16	Sintayehu Araya	Director	sintayehua@gmail.com	0911608298	
17	Asegdew Fitawek	Director	Asegdewf2000@yahoo.com	0913549590	
18	Abdu Endrise (FP)	SQA Expert	abduendrise@gmail.com	0942793713	
19	Nathnael Tadesse	Division Mgr.	Natitad2000@gmail.com	0912049384	MoLS
20	Abisa Assefa	Director	ebissa@gmail.com	0911031597	
21	Haileyesus Demise	ICT Director	hailed@gmail.com	0910167171	
22	Matiyas Teshome	Director	matiyas@gmail.com	0911174322	NID
23	Mr. Surafeal Mehari	N.W Engineer	Surafelm28@gmail.com	0911585634	
24	Mekonen Geda	D/P/Manager	mgeda@mofed.gov.et	0911556677	

Report on the Training Workshop on Environmental and Social Risk Management and GRM Processes and Procedures

No	Name of Participant	Position	Email	Telephone	Beneficiary
25	Hairu Hassen	IFMS expert	hassen@mofed.gov.et	0919820802	MoF
26	Iyerusalem Israel	ESIA Officer	israeljerry554@gmail.com	0935386934	AAEPA
27	Kebede Gizaw (FP)	Director	Keba2002@gmail.com	0911461305	MoE (ETHERNet)
28	Biniyam Bayeh	N.W Engineer	biniyam.bayeh@gmail.com	0924524038	
29	Israel Mekonnen	N.W Engineer	israelmekonnen81@gmail.com	0912493768	
30	Behailu Abraham	N.W Engineer	Behailu.abraham@ethernet.edu.et	0910588167	
31	Samson kifle	Env. consultant	sayele1@worldbank.org	0912663990	World Bank
32	Million Gelagle	Social Development	mgelagle@worldbank.org	0911238826	

Annex III Participants photos



Report on the Training Workshop on Environmental and Social Risk Management and GRM Processes and Procedures



Report on the Training Workshop on Environmental and Social Risk Management and GRM Processes and Procedures





