

FEDERAL GOVERNMENT OF SOMALIA



**MINISTRY OF COMMUNICATION AND TECHNOLOGY
(MOCT)**

**SEXUAL EXPLOITATION AND ABUSE/SEXUAL HARASSMENT
PREVENTION AND RESPONSE ACTION PLAN**

**EASTERN AFRICA REGIONAL DIGITAL INTEGRATION PROJECT
(EA-RDIP) SERIES OF PROJECTS (SOP) PHASE I**

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ABBREVIATIONS & ACRONYMS

CoC	Code of Conduct
COVID-19	Corona Virus Disease 2019
EA-RDIP	East Africa Regional Digital Integration Project
ESF	Environmental and Social Framework
ESIRT	Environment and Social Incidence Reporting Toolkit
FGS	Federal Government of Somalia
GBV	Gender Based Violence
GRC	Grievance Redress Committee
GM	Grievance Mechanism
GPN	Good Practice Note
HIV	Human Immunodeficiency Syndrome
OHS	Occupational, Health and Safety
PIUs	Project Implementing Units
MoCT	Ministry of Communications and Technology
MoWHRD	Ministry of Women and Human Rights Development
MoPWR	Ministry of Public Works & Reconstruction
SEA	Sexual Exploitation and Assault
SOD	Standard Procurement Documents
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
SOB	Sexual Offences Bill
SOPs	Series of Projects
SPD	Standard Procurement Documents
STIs	Sexually Transmitted Infections
UNOPS	United Nations Office for Project Services
VAC	Violence against Children
WB	World Bank

1 INTRODUCTION

1.1 Project Information

Somalia, with a total population of about 16 million in 2022 and one of the highest rates of urbanization in Africa, has long sought to make advances in digital economy. At the start of 2022, 47.3 percent of Somalia's population live in urban centres, while 52.7 percent live in rural areas. Somalia's gross domestic product (GDP) per capita has consistently been ranked among the five lowest in the world throughout the last decade: in 2020 it was the second lowest in the world (only Burundi had a lower GDP per capita in 2020). The World Bank estimated GDP per capita for 2021 was 446 US dollars. This translates into well below the international poverty line of 1.90 US dollar a day and the target for SDG1: eradicate extreme poverty. Through East Africa Regional Digital Integration Project (EA-RDIP), the Federal Republic of Somalia will benefit from USD 100 million to support series of projects towards regional connectivity market, regional data market, and regional online and digital market. The Project Components are summarized in **Table 1.1** below.

Table 1.1: Project Components

Component	Sub-component	Description
Component 1: Connectivity market development and integration	Sub-component 1.1: Cross-border and backbone network connectivity	This subcomponent will support the deployment of key missing cross-border and backbone fiber links to improve the resilience, coverage, and integration of regional and national connectivity networks. It will support the deployment of up to 4,600 km of new fiber along prioritized backbone network routes, including connecting the three main cable landing stations (Mogadishu, Bossaso, and Berbera) and major population centers, as well as establishing new cross-border links to Kenya and Ethiopia. The fiber is likely to be deployed in phases, starting in the north, where the security context is more permissible, and adapting to the evolving security context. Gap financing will be provided for the deployment of related routes, using a range of modalities to crowd in private sector financing. Commercial providers are expected to co-finance, design, build, and operate network infrastructure deployed on an open access basis and at reasonable rates to support affordable service expansion and competition.
	Sub-component 1.2: Last mile connectivity including in borderland areas	This sub-component will providing catalytic funding to unlock further infrastructure deployment in unserved or underserved areas, which are highly correlated with higher poverty levels and climate vulnerability (including in refugee/IDP camps and their host communities, located in rural and borderland areas) and to connect public institutions along fiber route. Infrastructure financed will be deployed using a range of modalities, including reverse auctions, bulk purchase of capacity ⁸¹ and/or licensing arrangements, that aim to maximize private sector financing.
	Sub-component 1.3: Enabling legal, regulatory and institutional ICT environment	This subcomponent will strengthen existing ICT frameworks and boost regulatory maturity to effectively spearhead the connectivity agenda and universal services targets through the development of new strategic, policy and regulatory instruments.

Component 2: Data market development and integration	Sub-component 2.1: Cybersecurity frameworks, infrastructure and capacity	This sub-component will strengthen local capacity to effectively detect, respond to and mitigate evolving cyber threats and cybercrimes as well as support implementation of forthcoming cybersecurity legal and strategic frameworks.
	Sub-component 2.2: Data exchange, governance and protection	This subcomponent will support investments in enabling data infrastructure and governance frameworks that facilitate cost-effective and secure data storage, processing and sharing.
Component 3: E-service market development and integration	Sub-component 3.1: Digital cross-border trade, payment and service enablers.	This subcomponent aims to enhance readiness to expand digitally enabled cross-border trade and service delivery, by introducing key enablers.
	Sub-component 3.2: Regional research and education networks (RENs), and training for digital skills.	This subcomponent will support the development of the digital skills base through support for SomaliREN, and new digital skills training programs.
Component 4: Project Management and Implementation Support	n/a	This component will finance key project management functions, including procurement, FM, M&E, communications as well as ESF compliance, with a particular emphasis on addressing the high security- and GBV-related risks associated with the deployment of infrastructure and civil works, including. It will finance the establishment and operations of (i) the main Project implementation Unit (PIU) at MOCT, at federal government level; (ii) coordination with FMS via dedicated focal point/coordinators, and the establishment of a PIU in Somaliland; and (iii) coordination with the regional PIU at IGAD level.

This action plan details the necessary operational measures and protocols that will be put in place to address sexual exploitation and abuse and sexual harassment (SEAH). It will include how to resolve any SEAH allegations that may arise. Also, procedures for preventing and responding to SEAH, how complaints of SEAH will be handled (investigation procedures), and disciplinary action for violation of the Code of Conduct (CoC) by workers.

1.2 Approach and Methodology

The overall objective of the action plan is to provide tools and frameworks that will support the EA-RDIP PIU in preventing and responding to the Project-induced SEAH and GBV risks. The plan was prepared as below indicated approach by undertaking;

- (i) Literature review was undertaken on provisions of World Bank guidelines, global and national laws and policies, baseline studies on GBV/SEAH at federal and state levels in Somalia, and
- (ii) Identification of potential project-induced risks; provision of possible mitigation measures which included an assessment and plan for strengthening capacity within project workers; and

key actions to be taken, such as institution(s) responsible and time frames for the implementation of each of the identified actions.

1.3 Definition of Terms

Table 1.1 below provides an overview of terms that are applicable when discussing SEAH and GBV risks

Table 1.1: Definition of Terms

Term	Definition
Violence against women and girls (VAWG)	<p>The 1993 UN Declaration on the Elimination of Violence against Women defined violence against women and girls as any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life (Article 1). Violence against women and girls shall be understood to encompass, but not be limited to, the following:</p> <ul style="list-style-type: none"> • Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; • Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced sex work; • Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs (Article 2)
Gender-based violence (GBV)	<p>Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private (IASC 2015). Women and girls are disproportionately affected by GBV across the globe.</p>
Sexual harassment (SH)	<p>Unwelcome sexual advances, requests for sexual favors, and other unwanted verbal or physical conduct of a sexual nature. SH differs from SEA in that it occurs between personnel/staff working on the project, and not between staff and project beneficiaries or communities. The distinction between SEA and SH is important so that agency policies and staff training can include specific instructions on the procedures to report each. Both women and men can experience SH.</p>
Sexual Exploitation and Abuse (SEA)	<p>Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Sexual abuse is further defined as "the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions." Women, girls, boys and men can experience SEA. In the context of World Bank supported projects, project beneficiaries or members of project-affected communities may experience SEA.</p>
Child/ Forced early Marriage	<p>Forced marriage is the marriage of an individual against her or his will. Child marriage is a formal marriage or informal union before age 18. Even though some countries permit marriage before age 18, international human rights standards classify these as child marriages, reasoning that those under age 18 are unable to give informed consent. Therefore, child marriage is a form of forced marriage as children are not legally competent to agree to such unions (The Inter-Agency Standing Committee IASC 2015).</p>

Human Trafficking	The recruitment, transportation, transfer, harboring or receipt of persons, by means of force, the threat of force, other forms of coercion, abduction, fraud, deception, of the abuse of power, or of a position of vulnerability, or giving or receiving of payments or benefits to achieve the consent of a person, having control over another person, for the purpose of exploitation. Exploitation includes, at a minimum, the exploitation of the sex work of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs (United Nations 2000. Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children).
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2 LEGAL FRAMEWORK AND GAP RELATED TO SEAH AND GBV

Rooted in their unique cultural and religious backgrounds in Somalia, large differences exist among and between Somali communities and international frameworks on the understanding and perception of Gender Based Violence (GBV). While, by international standards, the notion of GBV is firmly embedded within the international human rights and gender equality frameworks, in Somalia, the legal understanding of GBV is located at the intersection of the three dimensions of the legal system in force in the country, namely, statutory, customary and Sharia. In Somalia, the words that form GBV are Western-coined words that were introduced literally into the Somali language. In the Somali language, GBV is said as: '*Xadgudubyo ku Saleeysan Galmada iyo Jinsiga*', which means 'violation based on sex and gender'. However, the popularly used Somali translation is '*Xadgub Jinsiyeed*', which is a shortened version to mean simply 'gender violation'. For cultural and religious reasons, the word *sexual* disappears, as it would spark confrontation in society.

2.1 International legal instruments

The international human rights instruments that define GBV and that Somalia has signed and ratified include: the recently ratified Convention on the Rights of the Child (CRC) in January 2015; the International Convention on the Elimination of All Forms of Racial Discrimination in 1975; and the African [Banjul] Charter of Human Rights in 1985 and 1986. Somalia is yet to sign or ratify many of the international instruments that are derived from the universal human rights that define GBV, including Convention for Elimination of Discrimination Against Women CEDAW and the Protocol to the African Charter on Human Rights and Peoples' Rights on the Rights of Women in Africa.

2.2 Somalia Context

The Somali legal system is a mixture of systems, which comprises of statutory law, customary law (Xeer) and Sharia law. Although Sharia law is not applied in statutory courts, it is integrated into customary law where it is also not adhered to strictly. While formal laws define crimes and punishment, their application is continuously negotiated through the customary power dynamics and their upholders. In practice, the primacy of Xeer is accepted and is the most accessible, used and preferred system for dispute resolution. The state also perpetuates the Xeer supremacy when its officers – police, prosecutors and judges – refer cases back to clan elders, who still remain the most powerful force behind justice and access to it.

The same is witnessed in Somaliland, where "Xeer remains the main source of law, especially in remote and rural areas where government presence is scarce."¹ The Xeer is made by clan leaders or elders, selected for their assumed wisdom, courage, experience and knowledge to arbitrate disputes and deliver verdicts.

¹ Policy Paper by the Strategic Initiative for Women in the Horn of Africa (SIHA Network). A reflection on Gender equality. Agenda in Somaliland November 2020

Statutory Law and GBV

Statutory laws introduced during the colonial era and after independence were disdained and seen to be incompatible with the nature and norms of Somali society. There was an overwhelming and paramount preference for customary law over statutory law by politicians, who mainly happen to be the clan elders or men from major clans. Politicians had no interest in modifying customary law after independence, as they themselves benefited from the protection and power provided by it and the continued social exclusion of minority and vulnerable groups.

The Provisional Constitution of Somalia (2012) stipulate General Principles of Human Rights accorded to all Somali citizens. Under these Titles, there are 31 Articles that specify the fundamental rights accorded to all Somali citizens and those set out for permissible limitation on rights provided. Some of the relevant articles are:

Article 10: protects human dignity.

Article 11: protects equality of all citizens regardless of sex, religion, social or economic status, political opinion, clan, disability, occupation, birth or dialect.

Article 15: protects liberty and security of the person, including freedom from all violence against women including Female Genital Mutilation (FGM), which is explicitly prohibited.

Article 27: protects social and economic rights.

Articles 34 and 39: guarantees access to courts and redress for violations of human rights.

Many of these Articles simply fail to provide detailed human rights that can explain many forms of GBV. The constitutional laws are written in ambiguous language and are not clear in what rights are being afforded to citizens. Rather, the language, combined with the fact that citizens are not aware of the statutory law, lead to misperceptions that foster pervasive acts such as discrimination and hate crimes. This also leaves wide gaps that ensure the continued relevance of customary law.

The 1962 Penal Code is still current law in the legislation that addresses GBV. It criminalizes rape (Article 298) and other forms of sexual violence, such as sexual exploitation and abuse and sexual harassment as well as forced prostitution (Article 408). Articles 398–9 provide that ‘carnal intercourse’ and ‘acts of lust committed with violence’ are punishable with 5–15 years’ and 1–5 years’ imprisonment respectively. However, the crimes are too narrowly defined in accordance with international law standards of protection from GBV. Furthermore, the legislation contains no age of consent. This omission leaves children particularly vulnerable to abuse.

Sexual offences continue to primarily be adjudicated through customary legal systems, the most accessible and preferred justice system in Somalia including Somaliland, in which sexual crimes are not perceived as a violation against an individual, but as a crime against the family or clan and as an issue of morality and honor². Preference for customary law is due to both the limitations of the statutory system, i.e. the lack of protections from intimate partner violence under the law, and because of the compensation and redress afforded by customary processes. There is a need for greater engagement with each of the

² International Alert/CISP (2015)

different legal systems in operation to gain an improved understanding of changes required to strengthen gender-sensitive justice for GBV survivors and their families and address impunity

Key bills have been drafted to criminalize sexual offences and FGM/C, although as yet they have not been legislated across all regions. The Sexual Offences Bill, which criminalizes a wide range of sexual offences, has been legislated in Puntland and Somaliland, and successfully used in the former, but is yet to be legislated by the Federal Government of Somalia³. There remains gaps in both legislative protections and in enforcement of law and administration of justice in relation to sexual violence, and survivors and their families seriously undermine the protection of women and girls from GBV which continue to face significant barriers in accessing the formal justice system in Somalia. While statutory legal protections against GBV in Somalia have been strengthened in recent years, statutory judicial structures overlap with the customary system and remain governed by traditional cultural systems that seek to preserve social stability between communities and families over an individual's rights.

In Somaliland, statutory law has largely left matters within the field of family law to be resolved through Shari'a law⁴. In 2018, the Somaliland government took significant steps by drafting and announcing the possibility of adopting the Sexual Offences Bill (SOB). However, to date there has been no progress toward actually integrating the bill into the Somaliland criminal code. Rather the Sexual Offences Bill has undergone significant changes to become more conservative and discriminatory toward women. Likely due to the heavy pressure exerted by the House of Elders, which seems to have peaked in April 2019, a new bill was drafted to replace the SOB of 2018. An unofficial copy of the text of this newly titled 'Rape, fornication, and Other Related Offences' Bill, was released in September 2019.

2.3 The WB Good Practice Note

The WB Good Practice Note⁵ provides a comprehensive understanding of the nature and kinds of GBV). The GPN establishes an approach to identifying risks of GBV, particularly sexual exploitation and abuse and sexual harassment that can emerge in major infrastructure projects with civil works contracts. The GPN builds on World Bank experience and good international industry practices, including those of other development partners.

The GPN which provides tailored information and tools to understand GBV risks and considerations in infrastructure projects; addressing GBV risks and capacities to respond using the Bank's GBV Risk Assessment Tool; addressing GBV risks in design and implementation phases including during bid processes, codes of conduct with contractors and laborers; safeguards to collect and respond to GBV and SEA including Grievance Mechanisms, consultations and responding to GBV incidents, and suggestions for improving safety of, and consultations with, women and girls throughout the project.

³ Ritchie and Koshin (2019)

⁴ A Policy Paper by the Strategic Initiative for Women in the Horn of Africa (SIHA Network) November 2020

⁵ Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, 28 September 2018, the World Bank group.

Key Principles of GPN are summarized below.

i. Reduce labor influx by tapping into the local workforce.

The most effective mitigation measure against labor influx is to avoid or reduce it. Depending on the size and the skill level of the local workforce, a share of the workers required for the project may be recruited locally. This is generally easier for unskilled workers, while more specialized staff (typically required in smaller numbers) frequently will be hired from elsewhere. Depending on the requirements of the project and their skill level, it may be possible to train local workers within a reasonable timeframe to meet project requirements. This may be more likely if such trained staff are needed afterwards for the operation and maintenance of the new infrastructure.

ii. Assess and manage labor influx risk based on appropriate instruments.

The assessment and management of labor influx should be based on risks identified in the ESIA (if available), other Bank-required assessments, and the Bank's sector-specific experience in the country. Depending on the risk factors and their level, appropriate mitigation instruments need to be developed. This may range from broad requirements set out in the ESMP in a low-risk environment, to the need to develop more specialized instruments, such as a site-specific Labor Influx Management Plan and/or a Workers' Camp Management Plan (or other instruments with similar purpose) in a high-risk environment. Risk factors to consider include, but are not limited to, the following:

- Weak institutional capacity of the implementing agency;
- Predominant presence of contractors without strong worker management and health and safety policies;
- Anticipated high volumes of labor influx;
- Pre-existing social conflicts or tensions;
- Weak local law enforcement, and
- Prevalence of gender-based violence and social norms towards it in the community;
- Local prevalence of child and forced labor.

iii. Incorporate social and environmental mitigation measures into the civil works contract.

Most adverse impacts from labor influx can only be mitigated by the contractor commissioned by the Borrower to carry out the works. It is therefore paramount that the responsibilities for managing these adverse impacts are clearly reflected as a contractual obligation, with appropriate mechanisms for addressing non-compliance.

3 SEAH PREVENTION AND RESPONSE ACTION PLAN

3.1 Overview

Crisis or natural disasters do not affect everyone equally. The Inter-Agency Standing Committee (IASC) acknowledges that women and girls are ‘disproportionally exposed to loss of livelihoods, increased domestic responsibilities, and to Gender-Based Violence (GBV), as well as to threats to many aspects of their health and well-being’ in conflict and disaster zones.⁶ Gender as well as other social, cultural, political or economic aspects can determine inequalities among individuals and social groups. These aspects can interact to determine the capacities, but also vulnerabilities of women, girls, men and boys. Furthermore, emergencies threaten health, safety and security of communities, especially for children. Abuse, neglect, exploitation and violence against children is likely to increase in such environments.

Emergency and post-emergency operations are implemented in a context of exacerbated risk for GBV, including challenges linked to sexual exploitation and abuse (SEA), sexual harassment and decreasing rights for children. Activities linked to humanitarian or development projects may compound the broader contextual risks present at community level. Project-induced risks relate to the size and scale of a project, the potential for labor influx, the geographic location of project activities, the ability (or inability) to supervise project activities, and the given emergency context. Income in the hands of workers can also create or worsen existing power imbalances between workers and weaker members of the community, in particular women and children. Identifying project-related risk factors as they interact with contextual risk factors and mitigating them is critical for the development of appropriate prevention measures for women, children and other vulnerable groups in project design.

This Action Plan details the operational measures to assess and mitigate the risks of gender-based violence, most notably sexual exploitation and abuse (SEA) and sexual harassment (SH), and how they will be integrated over the life of the project. This includes procedures for reporting, responding and managing grievances related to such abuse.

3.2 Contextual GBV Risks

GBV is widespread in Somalia, and considered to be a major obstacle to equality, peace and development in the country. Despite the lack of comprehensive and reliable national population based GBV prevalence data, information that does exist indicates that GBV is common in the lives of women and girls across the life course in Somalia, with some forms of GBV endemic. FGM/C has in the past been near universally practiced. Intimate partner violence and sexual violence, the most prevalent types of GBV globally, are both commonplace in the lives of Somali women and girls, although there is limited data on which to estimate reliable prevalence and trends in perpetration and victimization rates over time.

⁶ IASC, Policy. Gender Equality and the Empowerment of Women and Girls in Humanitarian Action, November 2017

Some forms of GBV are normative in Somalia, including FGM/C, child marriage and some intimate partner violence behaviors, in particular a man's use of physical violence to discipline or control his wife under certain circumstances.⁷ Other normative forms of GBV in Somalia include cultural practices of abduction and forced marriage and widow inheritance.⁸ The extent to which each type of GBV is practiced and normative varies across regions of the country, and there are indications of apparent shifts in beliefs and attitudes that support FGM/C, child marriage and intimate partner violence within Somalia, as discussed in more detailed in the next section. However, in the absence of reliable quantitative and qualitative research, it is hard to assess the degree of attitudinal change.

Conflicts, disasters and insecurity have in the past, and continue to, exacerbate risks associated with child marriage and intimate partner violence in Somalia. The effects that displacement has on increasing GBV risks and rates among internally displaced and refugee communities globally is increasingly recognized,⁹ and evidence points to a similar escalation of violence against women catalyzed by conflict and climate-related displacement and associated stressors in Somalia. Child marriage has been adopted as a past coping strategy for drought-affected families in response to acute economic insecurity,¹⁰ and the altered economic and social dynamics resulting from displacement have been linked to increased intimate partner violence perpetration among displaced populations in Somalia.¹¹

Since November 2021, over 600,000 people¹² have been displaced due to the unprecedented drought. Rising food prices, sporadic conflict over resources, limited humanitarian support and interrupted market systems have all exacerbated the crisis, eroding livelihoods and crippling traditional coping mechanisms across the country, thus affecting the livelihoods of Somalia's population. The drought has resulted in large scale crop failure and the death of livestock, impacting livelihoods and food supply. As a result, there have been increasing incidences of IPV, rape, sexual exploitation and harassment, and abuse, with higher impact on women and girls living with disabilities. In Internally Displaced Persons (IDP) camps and host communities' inadequate physical infrastructure; distance to water points and markets; health facilities; schools; poor lighting; lack of doors on toilets; and lack of disaggregation of sanitary facilities are all major factors resulting in the increase of GBV exposure. Distance to distribution centers and lack of specific measures to ensure women's inclusion and participation in food distributions continue to worsen levels of exposure of women and girls to GBV risks

Amid fears that pockets of the country are at risk of famine, the child rights organisation warns that girls and young women are caught in a double crisis of hunger and violence as four successive failed rains have left families and communities struggling to cope. A third (34%) of people surveyed by the NGO in

⁷ International Alert/CISP (2015) The Complexity of Sexual and Gender-Based Violence: Insights from Mogadishu and South Central Somalia, International Alert, Nairobi.

⁸ Norwegian Country of Origin Information Centre (2018) Somalia: Marriage and divorce, Landinfo, Oslo.

⁹ Vu, A. et al, 'The prevalence of sexual violence among female refugees in complex humanitarian emergencies: a systematic review and metaanalysis', in PLOS Currents Disasters: Stark, L and Ager (2011) 'A systematic review of prevalence studies of gender-based violence in complex emergencies', in Trauma Violence Abuse 2011;12:127–34.

¹⁰ Ministry of Planning, Investment and Economic Development Somalia Drought Impact & Needs Assessment, Federal Government of Somalia, Mogadishu, 2017; Girls Not Brides, Child Marriage in Humanitarian Settings, Girls Not Brides, London, 2018; Myers, J., Untying the Knot: Exploring Child Marriage in Fragile Settings, World Vision UK, 2013, London.

¹¹ Oxfam Rapid Gender Analysis for Oxfam Drought Response in Somaliland, Oxfam, June 2017

¹² <https://reliefweb.int/report/somalia/overview-gender-based-violence-situation-somalia-advocacy-brief-2022>

the Sool, Sanaag and Togdheer regions of Somaliland believe security risks to girls and women have increased as a result of the drought¹³. The most commonly cited dangers were rape, sexual harassment, domestic violence, child, early and forced marriage and unions and female genital mutilation/cutting (FGM/C) – all of which are classed as significant human rights violations under international law and have devastating consequences for the health and lives of girls and women. The risk is triggered by women and girls walking long distances each day in search of water, placing them at risk of violence and harassment. Nearly half (46%) of those surveyed by plan international in Somalia and Somaliland say they now have to walk for more than an hour each day to find water.

Further¹⁴, With the drought intensifying in Somalia, the protection of women and girls is at a higher risk now than ever. Protection is one of the least funded clusters at only 11.4%. The worsening drought in Somalia has resulted in women having to walk farther to access water and basic services leaving them vulnerable to sexual violence. More girls are dropping out of school putting them at risk of early marriages. Parents who can no longer afford to pay for schools are resorting to prioritizing boys over girls. The key protection concern is Female Genital Mutilation (FGM). During the COVID-19 pandemic, it was noted that there was an increase in FGM as girls were away from school. FGM opens the avenue of early marriages. As the drought exacerbates, many girls are dropping out of school to support their parents in the food search. Millions of people have been displaced resulting in high levels of family separation that is, inadvertently, exposing women and girls to Gender-Based Violence (GBV). As families struggle to cope with the current drought situation, women are taking on more responsibilities as female-headed households increase. Women are responsible for 90% of preparing and buying food. With the onset of the drought, women's businesses have been adversely affected forcing many to lose their sources of income

As well as exacerbating child marriage and intimate partner violence, conflict and disaster-related displacement magnifies sexual violence risks for women and girls in Somalia. Women and girls are at amplified risk of sexual assault during movement to new areas and once settled in displaced settings. Unsafe environments, eroded protection mechanisms and social cohesion, and a lack of safe livelihoods options all increase the incidence of opportunistic sexual violence perpetrated in and around displaced settings when women and girls are collecting water, firewood and other resources, and when in public spaces and accessing public facilities.¹⁵

Sexual exploitation and abuse of children and women by people in positions of authority and power are reportedly common in Somalia, and as elsewhere, linked to poverty, insecurity and impunity.¹⁶ Although the issue remains under-researched due to the significant sensitivities associated with it, there is evidence

¹³ <https://plan-international.org/news/2022/05/18/drought-leaves-girls-and-women-in-somalia-facing-hunger-and-violence/>
¹⁴ <https://www.care-international.org/news/somalia-women-and-girls-left-vulnerable-worsening-drought>

¹⁵ Ministry of Planning, Investment and Economic Development, 2017; Refugees International *On the Edge of Disaster: Somalis forced to flee drought and near famine conditions*, RI, Washington DC, 2017; Human Rights Watch *Here, Rape is Normal*, HRW, 2014a, New York.

¹⁶ See Reports of the United Nations Secretary-General on Sexual Violence in Conflict S/2019/280 and 2018/250; Human Rights Watch *"The Power These Men Have Over Us" Sexual Exploitation and Abuse by African Union Forces in Somalia*, HRW, 2014b, New York.

of high levels of sexual exploitation and abuse by domestic and foreign security forces and by civilians.¹⁷ Anecdotal evidence from humanitarian and development agencies indicate that sexual exploitation and abuse is a largely unreported and significant problem in the country.

Conflict in Somalia has given rise new expressions of GBV in recent decade, in particular conflict-related sexual violence (CRSV), with both state and non-state actors implicated in perpetration. Sexual violence has been deployed as a conflict strategy by armed actors to punish, humiliate and displace populations, and through forced marriages based on family, clan or political affiliation, to control women's fertility and reproductive capacities. Women and girls have also be exposed to sexual violence indirectly linked to conflict, opportunistically sexually assaulted by authorities, smugglers and traffickers, with displaced women and girls used as 'payment' for safe passage at checkpoints.¹⁸ The surge in sexual assault since the onset of civil war in 1991-92 has been described as 'shocking' for Somali culture.¹⁹ On a positive note, the recent post-conflict period has seen a reduction in the incidence of conflict-related rape and sexual assault in Mogadishu following the withdrawal of clan militias.²⁰

Sexual violence, along with other violence, is normalized in Somalia. This apparent normalization appears to be the result of sustained exposure to elevated levels of sexual violence over past decades compounded by the lack of national and community-level communication, discussion and dialogue about sexual violence and other forms of GBV.²¹ This combination of high levels of exposure ad low levels of public and private discourse have created an environment which not only enables violence against women and girls to continue, but also curbs national and community-level awareness, commitment and action to do something about it.

The impacts of GBV are long-lasting and severe, resulting not only in physical and mental health problems that can last a lifetime for the individuals experiencing it, but it also creates a considerable economic burden for households, communities and countries.²² GBV can affect women's contribution to household income, result in high costs for social services required by survivors, affect children's development prospects and therefore negatively affect a country's economic growth as well as feed the intergenerational transmission of violence, as experiencing one type of violence may increase the likelihood of perpetrating or becoming a survivor of another type of violence later in life.

There is recognition as well that humanitarian and development operations have the potential to increase or introduce new risks of GBV, including the risks of sexual exploitation and abuse (SEA) and sexual harassment (SH). These risks can manifest in different ways by a range of perpetrators linked to the implementation of operations both in the public and private spheres, for example, through the large influx of workers, which may increase risk of transactional sex, change power dynamics at home, contribute to

¹⁷ Human Rights Watch 2014

¹⁸ Musse 2004.

¹⁹ Ritchie, H. and Koshin, S. A., *Country Gender Profile Somalia: Trends of Change in a Fragile and Fragmented Context?*, African Development Bank and UN Women, 2019, Nairobi.

²⁰ International Alert/CISP 2015

²¹ International Alert/CISP 2015.

²² (World Bank Group, 2014)

redistribution of land where women are typically excluded from land titles, or the lack of safe ways of facilitating access to work for women.

Identifying and understanding both project-related and existing contextual risks linked to GBV and particularly sexual harassment, exploitation and abuse is important to ensure that Bank-supported projects do not contribute to or exacerbate existing dynamics or vulnerabilities perpetuating violence. This should be accompanied by decisive action to develop appropriate prevention and mitigation measures integrated into project design and to be monitored throughout project implementation. Key measures, in particular response to allegations, should be survivor-centered (ensuring survivors' confidentiality and rights to informed choices) and should focus on protection and prevention of GBV, SEA and child protection risks. Protection and prevention efforts should be based on active participation of affected groups in the design and implementation of actions to ensure that activities are fully informed.

3.3 Classification of GBV/SEA

GBV: Gender-based violence is 'an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed gender differences.²³ It can thereby occur in a variety of different ways, including through the infliction of physical, mental, and sexual harm or suffering' threats of such acts, as well as coercion and other deprivations of liberty, such as early or forced marriage, economic abuse and denial of resources, services and opportunities, trafficking and abduction for exploitation, Intimate Partner Violence (IPV) perpetrated by a former or current partner.

While GBV manifests in multiple types of violence, project-related risks of GBV are most likely to include:

- **Sexual exploitation and abuse²⁴ (SEA):** SEA refers primarily to
 - ✓ **Sexual exploitation:** any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.²⁵
- **Sexual abuse:** actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions (UN Glossary on Sexual Exploitation and Abuse 2017)
- **Workplace sexual harassment** –any unwanted sexual advances; requests for sexual favors, sexual physical contact
- **Violence against Children:** The Convention on the Rights of the Child defines violence against children as: 'all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse Child labor, however, is treated by UNICEF as a context of heightened risk of violence rather than violence itself.²⁶

²³ 2015 Inter-Agency Standing Committee Gender-based Violence Guidelines, p. 5.

²⁴ United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners, accessed at: https://www.un.org/preventing-sexual-exploitation-and-abuse/sites/www.un.org.preventing-sexual-exploitation-and-abuse/files/un_protocol_on_sea_allegations_involving_implementing_partners_en.pdf

²⁵ UN Glossary on Sexual Exploitation and Abuse 2017, p. 6.

²⁶ UNICEF, Preventing and Responding to Violence against Children and Adolescents. Theory of Change 2017.

While project-related risks are anticipated to manifest in these specific forms of GBV, other types of violations may emerge, including for example as related to human trafficking, —sexual slavery, coerced transactional sex, illegal transnational people movement—and other non-SEA forms of GBV such as physical assault, psychological or physical abuse, denial of resources opportunities or services, IPV.²⁷

3.4 Potential Project-related SEAH Risks

The project as discussed under the Component 1 and 2 will involve construction of fiber cable and related infrastructure including deployment of up to 4,600 km of new fiber along prioritized routes including connecting three main cable landing stations under Cross-border and backbone network connectivity (Sub Component 1.1). Further, under Sub Component Sub-component 1.2: Last mile connectivity including in borderland areas interventions will include; connecting population centers, public institutions along the fiber route and establishing low-cost portable, emergency response options of Wi-Fi hotspots, nomadic RANs, network transceivers in host communities and IDP/refugees camps in borderland areas. 28Risk factors that could increase the potential for SEAH/GBV risks during construction of fibre cables will include;

- Large-scale influx of transient male workers into small and often rural host communities with low capacity to absorb the sudden increase of workers
- Remote locations where people have limited access to resources to report SEAH/GBV risks and receive support
- Presence of security personnel, who can provide protection but can also abuse their positions of power and status to perpetrate SEAH/GBV risks.
- Male workers transporting goods related to the project (e.g. truck drivers), who can perpetrate SEAH/GBV risks on routes and at truck stops associated with the project, even if not on the project site.
- Poorly designed or maintained physical spaces on project sites and in worker accommodation for example bad lighting in and around grounds and access routes
- Temporal Workers who might be more vulnerable to SEAH/GBV risks due to short duration contracts or that potential perpetrators may go unidentified due to lack of background checks
- Income-earning opportunities for women through direct employment in construction or operations, or indirect employment (e.g. catering, traders), which may also increase household tension and create community backlash against women in areas where the perception is that they should not work outside the home

The above risk factors could pose below discussed risk that will require adequate mitigation during project implementation stage.

- **Abuse of power and discrimination in priority-setting and community engagement processes :** Women, girls and other groups that have less power and status such as people with disabilities, unmarried women/girls, women and girls associated with armed groups/forces, displaced/returning individuals and families and minority ethnic/clan groups are more likely to be invisible or hidden in community consultation and engagement processes that lead to identification of sites for setting up

²⁷ World Bank 2018, p. 3

²⁸ https://www.ifc.org/wps/wcm/connect/62316c4d-6518-4a7b-881d461c219c46a5/SectorBrief_AddressingGBVH_Construction_July2020.pdf?MOD=AJPERES&CVID=nddoFU

infrastructure such as; network transceivers, Wi-Fi hotspots and nomadic RANs. This exclusion from spaces of voice, agency and decision-making can lead to decisions that further excludes these category of persons from benefiting from the project.

- **Abuse of power, including sexual exploitation and abuse and bullying, in hiring, employment, and retention practices:** Hiring and employment practices that seek to increase the number of women in different employment positions can expose women to incidents of sexual exploitation (pressure to perform sexual acts in exchange for work), harassment, or violence; for example when moving about communities and/or engaging with male leaders and/or community members. Additionally, unequal gender norms and harmful beliefs (such as the idea that a woman moving about on her own might not have clan protection and is a legitimate target for abuse, harassment, violence, etc) run the risk of creating hostile environments for female staff members at both the skilled and unskilled levels. In those situations where female staff – skilled and unskilled – have less time available for traditional gender role related duties in the household such as child care, there is also a risk of increased IPV as household members push back.
- **Abuse of power, including sexual exploitation and abuse, in dissemination of accurate information on available services and avenues for grievance redress:** Misinformation or lack of information throughout the components of the project can lead to harm and violence towards different strata of communities, especially those with less agency and power. Information and education dissemination activities must engage and reach out to all within society; corresponding monitoring and safeguards, such as grievance redress mechanisms can mitigate some of this risk
- **Community conflict resolution approaches can lead to more harm, including against survivors who report GBV/SEAH experiences:** Community or local governance resolution processes might reinforce gender inequality pushing for resolutions that widen inequalities, are not survivor- centered and may lead to impunity and more harm to a survivor (through marriage to a perpetrator, re-victimization or other consequences). Existing sociocultural dynamics that maintain male-dominance household decision-making, policies and laws that discriminate against women, cultural norms that condone violence as a form of conflict resolution or discipline and the wide acceptance of GBV among both male and female Somalis – including Somali staff and volunteers – and the stigma of experiencing GBV make it difficult to share those experiences attitudes of tolerance to violence against women and girls²⁹.

In summary, the potential adverse risks and impacts in the implementation of the EA-RDIP project include BV/SEAH. The World Bank's GBV risks rating for the EA-RDIP project has been classified as high risk.

3.5 Key Mitigation Measures to Address GBV/SEAH Risks

Risks of GBV/SEA are to a certain extent mitigated by the presence of existing services and management in the country. Existing GBV/SEAH managing systems in Somalia include the Somalia Protection Cluster as the umbrella organization on GBV in the country as well as GBV/SEAH multi-sectoral service providers. The project will adopt below discussed approach to address potential GBV/SEAH risks as follows;

- **Strengthen co-ordination and collaboration of institutions** at national and sub-national levels on the GBV response by involving the relevant Government units such as the Ministry of Women and Human Rights Development (MoWHRD) and the Ministry of Public Works & Reconstruction (MoPWR) in the strengthening of the GBV package of services and referral system in project areas. To this end, the project will strengthen the reporting mechanism and procedures of local systems to ensure a survivor centred referral and response. Further the project will **Hire a GBV/SEA specialist in the PIU** to supervise and provide technical support for the implementation of GBV/SEA Action Plan.
- **Mapping out GBV service providers:** The project will map out GBV service providers in each location for timely referral of GBV survivors to provide relevant services based on survivors' needs will be identified. The PCU and PIU staff will all be informed of the actors working in different project locations. The list of service providers will be mapped out before the commencement of any construction activities and will inform on key gaps where remedial measures may be required. Further, the project will Leverage on existing GBV/SEAH risk management systems, for example, UNOPS and partner organizations have Prevention of Sexual Exploitation and Abuse (PSEA) mechanisms and PSEA misconduct response systems in place within their respective organizations, which will apply under the project could benefit from at implementation.
- **Establishment of GBV/SEAH channels and procedures for the Grievance Mechanism (GM).** The Project will have a GM aligned to the one provided in the SEP, the GM will handles complaints and feedback from all stakeholders involved in the project. Cases of GBV/SEAH will be reported through the main channels of the general Project GM. However, given the sensitive nature of issues related to GBV, the GM will include multiple channels to enable safe, confidential reporting of GBV-related complaints, particularly as linked to SEAH. Such channels will include identification of community focal points and SEA/AH focal points, relevant local partner organizations, phone, and/or email. Pending informed consent from survivors, complaints received through such mechanisms will be channeled into the main GM systems. SH channels and procedures for reporting will be developed and SH reports will be handled through project the project GM. The only information to be collected from the person reporting will be on:
 - demographic data, such as age and gender;
 - the nature of the complaint (what the complainant says in her/his own words);
 - whether the complainant believes the perpetrator was related to the project;
 - and whether they received or were offered referral to services
- **Communication to project affected communities about GBV/SEAH risks and mechanisms:** Community awareness on GBV/SEAH. Education and raising of awareness for women, adolescents and children of SEA and their legal rights will be provided. Project beneficiaries should be made aware of the laws and services that can protect them and provide redress in case of an incident. The project will create any necessary IEC materials with the help of the GBV specialist and supervision of WB and

UNOPS. CoCs³⁰ will be made available to the public in the project areas, especially to identified project stakeholders, to raise awareness of expected behavior of any project-related worker and mechanisms for reporting should those workers be in breach of the CoC.

- **Adoption of the Core Principles of the IASC Task Force and World Bank Action Plan on PSEA³¹.** All categories of workers will be induced and will sign a Code of Conduct (CoC), which includes expected standards of behavior regarding GBV/SEA according to the World Bank's 2017 Standard Procurement Documents (SPDs)³². IPs will further ensure that all contractors, suppliers, NGOs and other implementing partners' workers have been induced and have signed a CoC.
- **Sensitization and training all project-related staff** on expectations around SEAH. PIU and IPs will ensure that their direct workers, partners, sub-contractors, suppliers and those appointed as SEA focal points are trained in CoCs and GBV/SEA and child protection risk issues as part of their induction as well as throughout course of employment. All categories of workers will be induced and will sign a Code of Conduct (CoC), which includes expected standards of behaviour regarding GBV/SEA according to the World Bank's 2017 Standard Procurement Documents (SPDs)³³. IPs will further ensure that all contractors, suppliers, NGOs and other implementing partners' workers have been induced and have signed a CoC PSEA³⁴. PIU and IPs will roll out direct training activities for all contracted as well as community workers deployed for their activities – prior to the start of such.
- **Conduct GBV risks assessments at project sites.** GBV risk assessments will be done using the safety audits methodology before commencement of the project. The scope of the audit will form part of GBV risk assessment presented under annex 5.5, the assessment will include
 - ✓ Conducting requisite SGBV trainings to the target Units / Groups
 - ✓ Reviewing the adequacy of existing Contractor's SGBV policies
 - ✓ Developing SGBV Framework including Reporting and Investigation procedures
 - ✓ Implementing the measures outlined in the SGBV action plan
- The Safety audits are particularly important to improve safety in the project sites, monitor and promote equal and meaningful access to resources, services and facilities and ensure that do not harm principle is respected. The GBV specialist together with WB and UNOPS will adapt existing safety audits tools for use under the project. Results of the safety audits will be incorporated in all project sub components involving construction activities, cash for work activities as well as women participation in employment opportunities. Examples of these activities would be adequate lighting, flexible work-schedules and provision of adequate hygiene and sanitation services in project sites. A key activity under the project will be to adapt/develop the safety audit tool to the project specific context.

³⁰ Samples presented in appendices 5.2 and 5.3

³¹ IASC (2002), Six Core Principles for Relating to Sexual Exploitation and Abuse, accessed at: <https://interagencystandingcommittee.org/principals/documents-public/iasc-six-core-principles-relating-sexual-exploitation-and-abuse-2002>

³² The World Bank has not "endorsed" a template CoC for projects. The SPDs provide guidance on the minimum content of issues to be addressed in the CoC.

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- **Establishment of a Reporting Protocol.** A strong SEAH reporting Protocol will ensure timely and safe reporting of SEAH incidences. Beneficiaries and communities should be informed of the availability of varying channels of reporting for allegations related to GBV/SEA. This will be made explicit in all community awareness sessions, as well as be part of the publicly disclosed information. Appointment of GBV/SEAH Focal points at community and project level. PIU and IPs will ensure that an SEA focal point is designated in all project areas in the field as well as at the country level. The SEA Focal points will be the designated person to handle GBV complaints. They will have specific responsibilities and will be trained on GBV/SEAH mechanisms. The PIU GBV specialist will identify specific responsibilities and train on SEA Focal Points GBV/SEAH mechanisms.
- **Monitoring and Supervision Action Plan.** The PIU will contract Independent Verification Agent (IVA) who will provide an oversight support related to the project (high risk) as well as have dedicated GBV staff to monitor the implementation of the SEAH prevention and response action plan and ensure all parties are meeting their responsibilities including the contracted IPs to provide support to GBV survivors. The IVA, SEA Focal Point Persons and the IP will monitor the implementation of this Action Plan on a quarterly basis as summarized below box below.

IVA	focus on: <ul style="list-style-type: none"> ✓ Ensuring that all activities (as listed above) have been undertaken and/or are on track ✓ Reviewing case log of reported complaints ✓ Monitoring and reporting on the effectiveness of the implementation of the GBV/SEAH Action Plan. ✓ Reporting on progress on all activities and re-assessment of risks, monitoring of the situation as appropriate.
SEA Focal points	focus on: <ul style="list-style-type: none"> ✓ Communities, including children, are aware of the risks of GBV, their rights and the mechanisms available to them to report GBV cases; ✓ Referral pathways in place and functional; ✓ Appropriate GBV services and referral pathways are provided to survivors and accountability processes are followed;
IPs will monitor that:	IPs are in charge of monitoring that the courses for contractors regarding the Code of Conduct obligations and awareness raising activities to the community are in place. The information gathered will be monitored and reported to the PIU and the World Bank.

GBV minimum indicators will include:

- Successful implementation of agreed GBV Prevention and Response Action Plan;
- Number of training courses related to GBV delivered;
- Percentage of workers that have signed a CoC; and/or,
- Percentage of workers that have attended the CoC training.
- Number of GBV/SEAH cases reported to the GM (disaggregated by survivor age and sex and type of incident reported)

- % Of GBV/SEAH cases closed within the delays defined in the project GBV Action Plan (disaggregated by outcome of the verification process)
- % Of survivors reporting project-related incidents who were referred to case management services (disaggregated by type of service)

4 GBV/SEAH MATRIX

	Objective:	TO INCREASE AWARENESS AND ENHANCE RESPONSE SYSTEMS FOR GBV, SEA AND SH INCIDENTS					
	Activity to Address SEAH risk	Steps to be taken	Time Lines	Institutional Focal Point	Collaborating actors/relevant ministries	Output indicators	Budget (USD)
1	INCORPORATE GBV/SEAH REQUIREMENTS AND EXPECTATIONS IN THE CONTRACTOR AND CONSULTANTS' CONTRACTS.						
	Incorporate GBV/SEAH Requirements and expectations in the contractor and consultants' contracts.	Ensure that GBV/SEAH issues are incorporated in all contracts signed by contractors and consultants	Before project activities begin	MoCT/ PIU	MoCT / World Bank	GBV/SEASH standards in procurement/contract document	<i>N/A (activity to be done by the Procurement /GBNV Specialists)</i>
	Allocation of funds for GBV/SEAH related costs in procurement documents.	Clearly define SEAH requirements and expectations in the bidding documents Evaluate the contractor's SEAH Accountability and Response Framework in the C-ESMP and confirm prior to finalizing the contract the contractor's ability to meet the project's GBV/SEAH prevention and response requirements.	During preparation of bid and Contract documents Monitoring on a quarterly basis	MoCT/ PIU	MoCT / World Bank	Bid documents with clearly defined SEAH requirements Contract documents with clearly defined SEAH clauses/requirements	N/A
2	RECRUIT GBV ADVISOR, CODES OF CONDUCT SIGNING AND GBV/SEAH ORIENTATION TRAININGS						
	Recruit GBV Advisor with GBV/SEAH specific skills to support implementation and supervision of GBV/SEAH risk management requirements	TOR developed Recruit GBV Specialist with GBV/SEAH skills	Quarter 1 prior to disbursement for activities under Component 1.	MoCT/ PIU	MoCT / World Bank	A qualified and competent GBV staff recruited	264,000

	Codes of Conduct signed and understood.	<ul style="list-style-type: none"> Define the requirements to be included in the CoC which addresses GBV/SEAH Review CoC for provisions/clauses that guard against GBV/SEAH Have CoCs signed by all those with a physical presence at the project site. Train project-related staff on the behavior obligations under the CoCs. 	During Project implementation	GBV Specialist/ Social /GBV safeguard Specialist	MoCT / World Bank	Percentage of workers that have signed a CoC Percentage of workers that have attended CoC training.	Cost of training of the CoC. Included in the SEAH orientation training and for contractors it will be included in the C-ESMP
	Conduct GBV/SEAH orientation training for all workers. (Project staffs), contractors and consultants	<ul style="list-style-type: none"> Develop a training plan Develop training materials Conduct training on GBV/SEA risks, responsibilities, and legal/policy requirements Conduct training for project staffs Develop reporting and accountability protocol for managing reported cases 	Quarter 1 and 2 after contract signing Retraining during Project implementation.	PCU GBV Specialist/ PIU Social /GBV safeguard Specialist	PIU GBV Specialist / World Bank	Number of trainings conducted	20,000
3 STRENGTHEN INSTITUTIONAL CAPACITY FOR GBV/SEAH RISK MITIGATION AND RESPONSE;							
	Strengthen co-ordination and collaboration at national and sub-national levels on the GBV response	Involving the relevant Government units such as the MoWHRD, MoPWR and MoCT in the strengthening of the GBV package of services and referral system in project areas.	Quarter 1	GBV specialist at PIU	MoWHRD, MoPWR and MoCT sub-national branches and UN GBV cluster	Government GBV coordination unit created	N/A to be done by GBV specialist to be hired under PIU
	Engage a GBV/SEAH specialist in the PIU	Hire a GBV/SEAH specialist	Month 1 after project signature Maintained throughout Project implementation.	PIU	PIU, UNOPS, WB	GBV specialist is hired and in place	Indicated under (2) above
	Review existing regulations to	Define the requirements to be included in the CoC which	Quarter 1	GBV specialist at PIU	WB, UNOPS	GBV/SEAH prevention and	N/A to be done by GBV

	include GBV/SEAH prevention and response – IPs and Partners: Existing GBV/SEAH Policies and procedures.	addresses GBV/SEAH Conduct capacity building activities on GBV/SEAH	To continue during Project Implementation			mitigation measures included in policy documents CoC requirements elaborated:	specialist to be hired under
4	GBV/SEA SENSITIVE CHANNELS FOR REPORTING IN GM						
	Develop/Review GM for specific GBV/SEAH procedures	Undertake internal review of GM for GBV/SEAH reporting channels Identify and Integrate GBV/SEAH entry points within the GM with clear procedures and tools for management of related complaints	Quarter 1			GBV/SEAH procedures integrated in the GM Variety of reporting channels for GBV/SEAH identified	N/A to be done by GBV specialist to be hired under
	Train GM Operators on key protocols: referral, reporting and confidentiality	Develop training materials on GBV/SEAH reporting for GM Operators Conduct training of GM operators on GBV/SEAH	Quarter 1	GBV specialist PIU	GBV specialist, WB, UNOPS	GM Operators trained on GBV/SEAH protocols	Reported under (2) above
5	ESTABLISHMENT OF A GBV/SEA REPORTING PROTOCOL AND REFERRAL PATHWAY						
	Develop key protocols for GBV/SEAH reporting and management	Develop and update disclosure and reporting guidelines / protocol for GBV/ SEAH with provisions for confidentiality, informed consent and survivor protection and assistance. Create reporting pathways that include support systems and accountability mechanisms including how to handle SEAH allegations properly Develop simple, anonymous and confidential tracking system that	Quarter 1 and review periodically	GBV specialist PIU	GBV specialist, WB, UNOPS	Number of GBV/SEA cases reported and documented	A to be done by GBV specialist to be hired under

		<p>PSEA focal points can use to document GBV incidents to service providers.</p> <p>Review logs for GBV/SEAH documentation to ensure it follows standards for documenting GBV/SEAH cases</p> <p>Provide GAP filling if Assessment of GBV providers reveals gaps.</p>					
6	COMMUNICATION TO PROJECT AFFECTED COMMUNITIES ABOUT GBV/SEAH RISKS AND MECHANISMS						
	Community awareness on GBV/SEA and disclosure of CoC	<p>Create IEC materials on GBV/SEA</p> <p>Identification of child friendly and women safety areas for disclosure of information</p> <p>IEC available to communities in the local language</p>	<p>Quarter 1</p> <p>And during project implementation</p>	GBV specialist PIU	GBV specialist, WB, UNOPS	<p>IEC materials created and disseminated with a gender perspective</p> <p>CoC available and translated</p>	10,000
	Communicate GBV/SEA risks and options for reporting at the community level to create GBV awareness and enable project affected people to file complaints	Community awareness campaign on GBV/SEA and GM reporting mechanism	Quarter 1	GBV specialist PIU	GBV specialist, WB, UNOPS	Community awareness campaign developed in all project sites	To be expensed from similar communication item above
5	SENSITIZATION AND CAPACITY BUILDING OF PIU, GM, WORKERS, SERVICE PROVIDERS AND PARTNERS ON SEAH IN THE PROJECT						
	Codes of Conduct signed and understood, samples presented in appendices 5.2 and 5.3	<p>Review CoC for provisions/clauses that guard against GBV/SEAH</p> <p>Save CoCs signed by all personnel</p> <p>Train all project-related staff on the behavior obligations under the CoCs.</p>	In Quarter 1	GBV specialist	PIU, IPs, UNOPS	Number of workers that have signed a CoC	A to be done by GBV specialist to be hired under

	Conduct trainings for all direct workers, partners, sub- contractors, supplier and SEA focal points trained on GBV/SEAH	Develop training session and materials Training should include explanation of GBV/SEAH, expectations for behavior and conduct, sanctions for violations, roles and responsibilities of actors involved, GBV incident report mechanism, and accountability and referral procedures.	In quarter 1	GBV specialist	PIU, WB, UNOPS,	Number of workers who have attended GBV/SEAH training	expensed similar training budget above
7	CONDUCT GBV RISKS ASSESSMENTS AT PROJECT SITES						
	Assess GBV risks in project sites	Develop/adaptation of safety audit tools Conduct periodic safety audits Include safety audit recommendations in project sub- components	Before commencement of the project Reviewed and updated Every quarter	GBV specialist, PIU	PIU, IPs	Safety audit reports developed in all project sites Safety audit recommendations in project sub components	10,000
8	STRENGTHENING GBV SERVICES PROVIDERS						
	Assessment of capacity of GBV service providers in project sites	Classification of existing Service Providers according to their technical capacity on GBV (according to global standards) to update existing referral pathways. Provision of funding for Implementation Agency (PIU), to recruit GBV Service Providers in project areas to facilitate access to timely, safe and confidential services for survivors.	1 Quarter	GBV specialist	PIU, UNOPS, WB	Report with classification of GBV providers Number of GBV service providers contracted	expensed from item above
9	APPOINT PSEA FOCAL POINTS						
	Identify, train and establish project focal points for GBV/SEA	Development of ToRs for GBV/SEAH focal point Establish a trained, dedicated and committed network of project GBV focal persons	Quarter 1 Maintained throughout Project implementation.	PIU, GBV specialist	PIU, UNOPS	Focal Point ToR developed No. of focal points and persons identified and trained	expensed similar training budget above

10	ESTABLISH A GBV/SEA ACCOUNTABILITY FRAMEWORK						
	Develop and accountability framework	Develop protocol with specific roles and responsibilities for parties on verification, investigation and management of cases within Government and IPs Develop specific sanctions as per type of GBV violation	1 Quarter	GBV specialist, PIU, IPs	PIU, WB, UNOPS, IPs	Accountability framework developed	A to be done by GBV specialist to be hired under
11	ESTABLISH AN M&E SYSTEM OF THE GBV/SEAH PLAN						
	Develop a Supervision Plan of GBV plan	Hire a Third Party monitoring Agent to track implementation of GBV/SEAH risk management measures monitoring system to IPs, GBV/SEAH focal Points and PIU PIU should report on GBV/SEAH/SH in regular progress reports	1 Quarter Maintained throughout Project implementation.	GBV specialist, PIU	PIU, WB, UNOPS,	M&E Plan developed M&E Plan implemented GBV/SEAH	A to be done by GBV specialist to be hired under
Total							304,000USD

5 APPENDICES

5.1 GBV/SEAH Reporting Format

The following is a sample-reporting framework that needs to be updated pending review and considerations by the GBV specialist and appropriate technical experts within UNOPS and the World Bank.

GBV/SEAH Reporting Format

INCIDENT DETAILS	Remark	Guiding Notes
Type of Violation		SEAH (by UNOPS or IP staff)
		GBV (by third party)
Nature of the incident reported		Basic facts of the incident. What was reported by the complainant (in his or her own words). Is the incident related to the project?
Source of information		Community Focal Point, GMMOperator, email, other (specify)
Where did the incident occur		District
		Region
When did the incident occur		Date
Additional information (if available)		Sex, Age
The identity and safety of a survivor must be protected at all times. No personal data or identifying information about a survivor or their experience can be shared through this document. Personal/identifying information includes the survivor's name, perpetrator(s) name, date of birth, home address, the exact time and place the incident took place, visible disability, residence status e.g. minority		

5.2 Harassment & Violence at Workplace Policy

Mission

XXXXXX Company is committed to providing a safe, healthy and supportive work environment by treating our employees and clients with respect, fairness and sensitivity.

Violence and harassment in the workplace can have devastating effects on employees' quality of life and organizational productivity.

Workplace violence is:

- the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or,
- a statement or behavior that it is reasonable for a worker to interpret as a threat to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker.

Workplace harassment is engaging in a course of troublesome comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome; or workplace sexual harassment.

Workplace Sexual Harassment

- Engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity, or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome or
- Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Purpose of the Policy

XXXXXX is committed to preventing workplace violence and harassment. This policy defines behavior that constitutes workplace violence and harassment, and explains procedures for reporting and resolving such incidents.

XXXXXX is committed to providing a working environment free of violence and harassment by familiarizing all workplace parties with the related terminology as well as their individual responsibilities for prevention and corrective action.

Policy Statement

The management of **XXXXXX** recognizes the potential for violence and harassment in the workplace. The Company will not tolerate any type of violence or harassment within the workplace or during work-related activities. The Company is committed to allotting whatever time, attention, authority and resources necessary to ensure a safe and healthy working environment for all employees and clients to whom we provide care.

XXXXXX will take every reasonable precaution to protect an employee from physical injury if we become aware, or believe, that domestic violence is a risk.

Definitions Associated with Workplace Violence and Harassment

Physical assault: is any physical force or threat of physical force to create fear and control another person. Some examples include: hitting, blocking, shoving, choking, slapping or biting, or pulling hair; "caring" for the

victim in an abusive way, threats of violence, and using a weapon or other objects to threaten, hurt or kill.

Sexual assault: is any unwanted sexual act done by one person to another. Examples include: kissing or forcing/coercing the person into kissing; touching the person's body with or without clothes on; forcing/coercing the person to masturbate; sexual intercourse (anal or vaginal), penetrating with an object; causing bodily harm; removing or attempting to remove clothing; taking advantage of a position, trust or authority to get sex; and threatening to harm someone else if the person does not agree to do any of these things.

Threat (verbal or written): is a communicated intent to inflict physical or other harm on any person or to property by some unlawful act. A direct threat is a clear and explicit communication distinctly indicating that the potential offender intends to do harm, for example, "I am going to make you pay for what you did to me." A conditional threat involves a condition, for example, "If you don't leave me alone you will regret it." Veiled threats usually involve body language or behaviours that leave little doubt in the mind of the victim that the perpetrator intends to harm.

Verbal/Emotional/Psychological abuse: is a pattern of behaviour that makes someone feel worthless, flawed, unloved, or endangered. Like other forms of abuse, it is based on power and control. Examples include: swearing, put-downs/name calling over a period of time, labelling the victim in a derogatory way such stupid, crazy or irrational, acts of humiliation, extreme jealous behaviour, attacking the victim's self-esteem in other ways. It can also include harming pets and damaging property.

Workplace Bullying: repeated and persistent negative acts towards one or more individuals, which involve a perceived power imbalance and create a hostile work environment.

Roles and Responsibilities of Workplace Parties

Employer:

- ✓ Ensure that measures and procedures in the violence and harassment prevention program are carried out. Hold management accountable for responding to and resolving complaints of violence.
- ✓ Ensure compliance by all who have a relationship with the organization, such as physicians, contractors, volunteers, etc.
- ✓ Post a copy of this policy in the workplace.
- ✓ Integrate safe behaviour into day-to-day operations.
- ✓ Develop a reporting process for incidents of workplace violence and harassment.
- ✓ Investigate all reports or threats of violence/harassment in a prompt, objective and sensitive way.
- ✓ Report incidents of workplace violence to the DOSH Director as per the OSHA, 2007; if an employee is disabled from performing their own work or receives medical attention as a result of an incident.
- ✓ Take corrective action.
- ✓ Provide response measures.
- ✓ Facilitate medical attention and support for those involved directly or indirectly.

Managers/supervisors:

- ✓ Enforce policy and procedures and monitor worker compliance.
- ✓ Identify and alert staff to violent persons and hazardous situations.
- ✓ Investigate all workplace violence using the organization's accident investigation procedure and form, and contact the police as required.
- ✓ Facilitate medical attention for employee(s) as required.
- ✓ Debrief those involved in the incident either directly or indirectly.

- ✓ Contact human resources to ensure the employee receives further counselling about her/his legal rights.
- ✓ Track and analyze incidents for trending and prevention initiatives.
- ✓ Issue a report to the employer on all lost-time accidents where a worker requires healthcare, earns less than regular pay for regular work, requires modified work at less than regular pay or performs modified work at regular pay for more than seven days.
- ✓ Ensure the workplace violence and harassment prevention program is reviewed at least once a year.

Employees:

- ✓ Participate in education and training programs so you can respond suitably to any incident of workplace violence or harassment.
- ✓ Understand and comply with the violence and harassment prevention policies and related procedures.
- ✓ Report all incidents or injuries of violence/harassment or threats of violence/harassment to your supervisor immediately. Complete the Workplace Violence Incident Report.
- ✓ Contribute to risk assessments.
- ✓ Seek support when confronted with violence/harassment or threats of violence.
- ✓ Get medical attention.
- ✓ At least once a year, participate in a review of the workplace violence and harassment prevention program.

Health and Safety Committee (HSC):

- ✓ Ensure you are consulted about the development, establishment and implementation of violence prevention measures and procedures (the violence and harassment prevention program).
- ✓ Make recommendations to the employer for developing, establishing and providing training in violence prevention measures and procedures.
- ✓ At least once a year, take part in a review of the workplace violence and harassment prevention program.
- ✓ The worker-designate should investigate all critical violence-related injuries.
- ✓ Immediately review reports of critical injury or death. Outline in writing the circumstances and particulars within 48 hours of the occurrence.
- ✓ Within four days, review written notices lesser injuries where any person is disabled from performing his or her usual work or requires medical attention.

Reporting and Investigation

- ✓ Workers are to report all violence-related incidents or hazards to their manager or supervisor. This report can be made confidentially at the employee's request. However, sharing information to ensure the safety of others and prevent recurrence may be necessary (e.g., contents of a police report).
- ✓ The reporting worker may make the report confidentially without leaving a copy in the log, indicating the need for confidentiality to her/his direct manager or supervisor (or in that person's absence, to another manager or supervisor).
- ✓ The manager or supervisor receiving the report investigates it and ensures that measures are taken to safeguard employees and curtail the violence or harassment. No report of workplace violence/harassment or risks of violence may be the basis of reprisal against the reporting employee.
- ✓ The employer reports all injuries to the Ministry of Labour as required by the *Occupational Health and Safety Act, 2007*.

Response Procedures

- ✓ Using the incident investigation form, the manager or supervisor documents all reports of workplace violence/harassment, hazards and measures taken to address them.

- ✓ If the resolution of the incident is beyond the authority of a manager or supervisor, she/he must make the MD or equivalent aware of the report. The MD or equivalent involves other managers or supervisors in the investigation as appropriate (e.g., when the incident involves clients or employees under another manager's or supervisor's area of responsibility).
- ✓ Management reviews all incident reports, monitors trends and makes recommendations to the MD or equivalent for prevention and enhancements to the workplace violence and harassment prevention program.
- ✓ These findings are shared with the HSC, which is consulted about any revision to the violence and harassment prevention and training program.
- ✓ The MD or equivalent reviews reports of workplace violence/harassment and ensures that actions are taken.
- ✓ The managers or supervisors who investigate the reported incident warn all staff who might be affected about dangerous situations. They also tell the reporting employee about the outcome of the investigation to help minimize the chance of similar incidents.

Support for employees affected by workplace violence

- ✓ Management will respond promptly, assess the situation and ensure that these interventions are followed:
- ✓ facilitation of medical attention;
- ✓ debriefing (by skilled professional);
- ✓ referrals to community agencies, treating practitioner and employee assistance program;
- ✓ completion of incident reports,
- ✓ reporting to police (as required); and
- ✓ team debriefing.

Risk assessment

Management (with worker involvement) assesses workplace violence hazards in all jobs, and in the workplace as a whole. It reviews risk assessments annually, as well as when new jobs are created or job descriptions are changed substantially.

Education

New employees will receive both general and site-specific orientation to the workplace violence and harassment prevention program. In addition, all employees will receive an annual review of the program's general and site-specific components.

Any training developed, established and provided will be done in consultation with, and in consideration of, the recommendations of the HSC.

Program Evaluation

The effectiveness of the workplace violence and harassment prevention program is evaluated annually by management and reviewed by the HSC.

Workers, and supervisors are accountable for establishing and implementing the policy and procedures related to workplace violence and harassment. Responsibility for complying with the health and safety policy is part of a manager's, supervisor's and worker's job description. Included in the health and safety components of job descriptions are management responsibilities for enforcing policy and procedures, investigating and responding to workplace violence and harassment.

Accountability

All workplace parties are accountable for complying with the policy, program, measures and procedures related to workplace violence.

Records

All records of reports and investigations of workplace violence and harassment are kept for the three years.

Policy Review

This workplace violence and harassment prevention policy and program will be reviewed annually.

MANAGING DIRECTOR:

SIGNATURE:

STAMP:

5.3 Individual Code of Conduct (CoC) For Project Workers

I..... acknowledge that adhering to environmental, social, health and safety (ESHS) standards, following the project's occupational health and safety (OHS) requirements, and preventing gender-based violence (GBV) and violence against children (VAC) is important. All forms of GBV or VAC are unacceptable in the workplace or when interacting with communities.

The organization considers that failure to follow ESHS and OHS standards, or partake in GBV or VAC activities, constitutes acts of gross misconduct and is therefore grounds for sanctions, penalties or potential termination of employment. Prosecution of those who commit GBV or VAC may be pursued if appropriate.

I agree that while working on the project I will:

- Comply with applicable National and Company laws, policies, rules, and regulations (including policy on sexual harassment).
- Comply with applicable health and safety requirements to protect the Local Community (including vulnerable and disadvantaged groups), the Employer's Personnel, and the Contractor's Personnel (including wearing prescribed personal protective equipment, preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment).
- Not discriminate in dealing with the local community and all co-workers. Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinions, national, ethnic or social origin, property, disability, birth or other status
- Not participate in sexual contact or activity with children (anyone age 18 or under)– including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- Not indulge in Sexual Harassment (for example prohibition of the use of language or behavior, in particular towards women, children or men, that is inappropriate, abusive, sexually provocative, demeaning or culturally inappropriate).
- No Violence, including sexual and/or gender-based violence (for example acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion, and deprivation of liberties).
- Not engage in any form of sexual exploitation or abuse including sexual exploitation and abuse (for example the prohibition of the exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliation, degrading behavior exploitative behavior, and abuse of power). This includes any project-related assistance due to community members. Sexual exploitation and sexual abuse constitute acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal;
- Refrain from Sex with anyone under the age of 18 and that the breach of this code will incur sanctions that could impact employment.
- Will not mix/ interact with children including sexual activity or abuse, or otherwise unacceptable behavior towards children (anyone under the age of 18) and ensure their safety in the project areas.
- Sanitation requirements (for example, to ensure workers use specified sanitary facilities provided by their employer).

- Avoid conflict of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favours, are not provided to any person with whom there is a financial, family, or personal connection).
- Respect reasonable work instructions (including environmental and social norms).
- Protection and proper use of property (for example, to prohibit theft, carelessness or waste).
- Attend and actively partake in training courses related to ESHS, OHS, GBV and the code of conduct as requested by my employer.
- Will report violations of this Code. All staff must report suspected or actual violations by a fellow worker, whether in the same contracting firm or not. Reports must be made through the GM setup for this purpose.
- Non- retaliate against workers who report violations of the Code, if that report is made in good faith.

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action, which could include:

- Oral warning;
- Written warning;
- Additional training;
- Loss of up to one week's salary;
- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months;
- Termination of employment; and
- Report to the police if warranted.

I hereby acknowledge that I have read the foregoing Individual Code of Conduct, agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, GBV and VAC issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to take action mandated by this Individual Code of Conduct may result in disciplinary action and may affect my on-going employment.

SignatureName.....

TitleDate.....

FOR CONTRACTOR'S PERSONNEL

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact [enter name of Contractor's contact person with relevant experience in handling gender-based violence] requesting an explanation.

Name of Contractors personnel:

Signature:

Date: [Day Month year]

Countersignature of authorized representative of the Contractor:

Signature:

Date: [Day Month Year]

5.4 GBV TRAINING MODULE

To properly address GBV, the training and sensitizing of workers is essential. These workers include civil works contractors (including sub-contractors and suppliers), supervision consultants, other consultants who may have a presence in the project adjoining communities - as well as the Implementing Agency (IAs). Projects can seek to embed training modules that incorporate GBV into the regular Occupational Health and Safety (OHS) 'toolbox' meetings with workers, official training and/or standalone training efforts. Linking the curriculum to actors outside the project such as health and education sector professionals may also be beneficial. Training on GBV should be thorough and proportional to the GBV risk. The modality, frequency and content of the training are outlined in the table below.

At a minimum, training shall include:

- What GBV, particularly SEA and SH, is and how the project can exacerbate GBV risks;
- Roles and responsibilities of actors involved in the project (the standards of conduct for project-related staff captured in CoCs);
- GBV incident reporting mechanism including information about SH for project workers, accountability structures, and referral procedures within agencies and for community members to report cases related to project staff;
- Services available for survivors of GBV; and, adoption of survivor centered approach
- Follow-up activities to reinforce training content.

As projects are implemented, training/awareness on GBV should be made available to the project- affected communities so they can learn about the roles and responsibilities of actors involved in the project, CoC, services available, processes for reporting incidents of project-related GBV, and the corresponding accountability structures. Training of both project-affected communities and project implementers allows all stakeholders to understand the risks of GBV, as well as appropriate mitigation and response measures, putting everyone on the same page.²⁰

Modality, frequency and content of training's

Group	Modality	Frequency	Topic
MoCT, PIUs, SSPs and ESPs. NGOs/CBOs/ CSOs	2-day virtual workshop including Power point presentations, Discussions, case studies and group work.	1-2 days orientation virtual workshops and FGDs every 6 months	<ul style="list-style-type: none"> ● Introduction on GBV, SEA and SH and the code of conduct, identified GBV risks in the project. ● National and state policies on SH and roles and responsibilities of GBV focal points. ● Management and coordination role of the PIU in the implementation of the GBV/SEAH Action Plan ● Potential GBV risks and hotspots in the project. ● Understanding of the roles and responsibilities in accordance with the Accountability and Results Framework. ● Mitigation strategies and effective implementation of the action plan. ● Survivor centred approaches ● Monitoring and reporting on GBV and GBV GM.

PIU staff	1 day orientation programme on GBV. Power point virtual presentation, Discussions, sharing of best practices and group activities	Every 6 months (1 month after the PMC has been engaged)	<ul style="list-style-type: none"> • Introduction on GBV, SEA and SH, identified GBV risks in the project. • Working with contractors to prevent SH in the workplace (as well as within the agency and the contracting firms) and other forms of GBV in the project-affected communities (for example, through CoCs). • Strengthening GMs and other monitoring mechanisms to provide safe and ethical reporting systems for project staff wishing to report cases of GBV, and their linkage
Workers /labors	One day orientation using virtual Power point presentations , discussions and group activities.	Every 6 months and daily discussion in tool box talks and during safety inductions	<ul style="list-style-type: none"> • Explaining GBV, SEA and SH and key GBV risks identified. • Key elements of the CoC. • And zero tolerance policy on GBV. • Available services/referral pathway • SEAH reporting mechanism/GM
Community members/ vulnerable groups/leaders	One day orientation. Virtual Power point presentations Discussion and group activities	Every 3 months	<ul style="list-style-type: none"> • Explaining GBV, SEA and SH in the context of the project, including identified GBV risks and hotspots. • Survivor centreed approaches • Available services/referral pathway • Awareness about the key mitigation strategies and GM mechanisms for GBV incidents and response. • Their roles as GM focal points for continuous dialogue and feedback from the community for GBV prevention and mitigation and in safe referrals of survivors.

5.5 Terms of Reference for Sexual and Gender Based Violence Risk Assessment (SGBV) and GBV specialist

BACKGROUND

Brief project background

OBJECTIVES

The engagement of the SGBV Expert aims to achieve the following objectives:

- Conduct requisite SGBV trainings to the target Units / Groups
- Review the adequacy of existing Contractor's SGBV policies
- Develop SGBV Framework including Reporting and Investigation procedures
- Implement the measures outlined in the SGBV action plan
- Any other requirement as may be deemed required.

TARGET UNITS / GROUPS

The SGBV will target the following target groups:

- Contractor's Management Team
- Supervisors / Foremen
- Client's and Consultant's Representatives
- Environment, Social, Health and Safety (ESHS) Officers
- Workers' Representatives
- Safety Committee Members
- Community Representatives and Local Administration

Assessing GBV Risks and response measure and Capacity of safeguard team to Respond- This will be achieved through

- GBV Risk Assessment: assessment of the risk of exacerbation of GBV at the community level; and,
- Capacity Assessment: assessment of the local capacity to prevent and respond to GBV, including the availability of safe and ethical service provision for survivors
- Clear outcome of these risk assessments should be the classification of the project as at Low, Medium, Substantial or High risk of GBV
- Develop a GBV Action Plan that will properly GBV risk identified in the assessment and recommend a series of mitigation measures to address and monitor these risks throughout the life of the project

GBV Training for Contractors, Consultants and Clients

The SGBV Expert will be tasked with developing the scope and offering requisite trainings related to Sexual Harassment and Gender-Based Violence, including: -

- Training on the nature of sexual harassment and Gender Based Violence- Training will include to the minimal the following elements.
 - ✓ What GBV, particularly SEA and SH, is and how the project can exacerbate GBV risks;
 - ✓ Roles and responsibilities of actors involved in the project (the standards of conduct for project-related staff captured in CoCs)

- ✓ GBV incident reporting mechanism, accountability structures, and referral procedures within agencies and for community members to report cases related to project staff;
 - ✓ Services available for survivors of GBV; and
 - ✓ Follow-up activities to reinforce training content.
- Policies on respectful and safe workplaces, and the consequences of violating these policies.
 - Establishing and training the grievance committee that will receive complaints / grievances of sexual harassment and Gender Based Violence.
 - Training the SGBV investigators on how to discretely, thoroughly, and neutrally investigate SGBV grievances.
 - Training the Project Management Team who will be responsible for evaluating investigation results and determining consequences of SGBV claims.
 - Developing a complaints and investigation mechanism, to create a formal system by which staff, community members will be able to register complaints, and by which the company will investigate allegations. This system should be covered in all trainings, so that all staff understand how to report incidents, and how the investigations process is to be carried out.

Review of Grievance Mechanisms with regards to GBV – The consultant will review existing GMto ensure that in addition to addressing compensation matters related to the Project, the mechanism should also address GBV related grievances

- For GBV—and particularly SEA and SH—complaints, there are risks of stigmatization, rejection and reprisals against survivors. This creates and reinforces a culture of silence so survivors may be reticent to approach the project directly.
- The consultant will upgrade the existing GMto have multiple channels through which complaints can be registered in a safe

Monitoring and Reporting of GBV

- The consultant will provide a mechanism of ensuring that the Project monitors GBV activities.

Specific Tasks

- Develop a Grievance reporting and investigation mechanism, by which staff, community representatives can confidentially report incidents and can confidentially and impartially review and investigate complaints.
- Roll out the SGBV referral pathway.
- Under GBV Risk Assessment for the Project
- Develop a GBV Action Plan that address identified GBV risks
- Develop training manual on GBV and train Contractors, Consultants and Clients
- Review of Grievance Mechanisms with regards to GBV
- Develop Monitoring and Reporting tool for GBV tracking
- Develop a guide on how to respond to GBV Incidents, the guide should include notes on; A Survivor-Centered Approach, GBV Services Providers, Handling GBV Complaints. Ensuring Appropriate Support for Survivors and Resolving and Closing a Case

Key Principles for the Training Program

- What: Training should cover definitions of sexual harassment and GBV, company policies on sexual harassment and GBV, how to respond, how to file a complaint, and the expected process after a complaint is lodged.
- Who: The GBV training program should be aimed at the target groups aforementioned. Participation in the training should be mandatory for all the target units.
- When: The selected employees should attend the SGBV training course once the training is scheduled.
- How Often: The training should be conducted on a regular basis to reinforce the understanding of the project's SGBV goals.

Minimum Training Requirements

At a minimum, the SGBV training should include:

- Definition of SGBV, and how the project can deal with the SGBV related issues.
- Roles and responsibilities of actors in the project involved in the SGBV issues.
- SGBV grievance reporting mechanism, referral pathways within the project
- Services available for survivors of SGBV related issues.
- Follow-up activities to reinforce training content.

Training Outcomes

- Increased awareness and knowledge on the various types of SGBV
- Functional mechanisms (including GBV committees) at community level to support survivors of SGBV.
- Strengthened knowledge and awareness creation among project's staff and community members' representatives over SGBV issues.
- Improved relations and coordination among workers and community members.
- Enhanced and efficient reporting mechanisms for the SGBV related issues.
- Creation of an SGBV committee.

Minimum Qualifications for the SGBV firm

Interested firms should demonstrate availability of Experts with knowledge in developing and leading trainings on Gender Based Violence, ideally with background in Large Civil Engineering Construction Projects for at least 15 years.

Expert knowledge on sexual and reproductive health rights, legal frameworks, health and the law relevant to SGBV will be an added advantage.

Candidates should possess training certificate(s) from recognized training institutions. Additionally, evidence of previous training records may be considered.

PROCEDURE FOR APPLICATION

Interested SGBV Experts are required to submit the following:

- A brief methodology detailing how the requirements in this ToR achieved.
- Comments and Suggestions to the Terms of Reference
- A Quotation for carrying out the Works as defined in the ToR (To include estimated Time-Inputs)

5.6 GBV Service Providers shared as a separate folder.