



GOVERNMENT OF SOMALILAND



**SOMALI ELECTRICITY SECTOR RECOVERY PROJECT
(P173088)**

MINISTRY OF ENERGY AND MINERALS (MoEM)

**Sexual Exploitation and Abuse/Sexual Harassment Prevention and
Response Action Plan**

MAY 20022

ABBREVIATIONS

AIDs	Acquired Immune-Deficiency Syndromes
BESS	Battery Energy Storage Systems
BSSF	Business Support Services Firm
CoC	Code of Conduct
COVID-19	Corona Virus Disease 2019
ESF	Environmental and Social Framework
ESI	Electricity Supply Industry
ESPs	Electricity Service Providers
GOSL	Government of Somaliland
GBV	Gender Based Violence
GIS	Geographical Information System
GRC	Grievance Redress Committee
GM	Grievance Mechanism
GPN	Good Practice Note
HIV	Human Immunodeficiency Syndrome
MISP	Minimum Initial Services Package
MoEM	Ministry of Energy and Minerals
NGOs	Non-Government Organization
OHS	Occupational, Health and Safety
PIU	Project Implementing Units
SEA	Sexual Exploitation and Assault
SEP	Stakeholder Engagement Plan
SESIA	Sectoral Environmental and Social Impacts Assessment
SESRP	Somali Electricity Sector Recovery Project
SH	Sexual Harassment
SOB	Sexual Offences Bill
SOPs	Series of Projects
SPD	Standard Procurement Documents
STIs	Sexually Transmitted Infections
VAC	Violence Against Children
WB	World Bank

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1 BACKGROUND AND CONTEXT

1.1 Introduction

Somaliland recently adopted its ninth National Development Plan (NDP9) for the period 2020-2024, which outlines the country's priorities to reduce poverty and boost inclusive growth. It aims at promoting human development, boost economic recovery, strengthening governance, establishing peace and security and making politics more inclusive. The NDP9 strategic interventions focus on four pillars: (1) Inclusive and Accountable Politics; (2) Improved Security and the Rule of Law; (3) Inclusive Economic Growth (including increased employment); and (4) Improved Social Development. Each pillar integrates cross-cutting policy priorities of: (a) gender, human rights and other kinds of social equity; (b) resilience of households, communities and the government; (c) Somaliland's environment and its natural resources; (d) durable solutions to long term displacement; (e) interface between humanitarian and development planning; and (f) governance.

Gender-Based Violence (GBV) continues to be an issue of significant concern in Somaliland. Intimate partner violence and sexual violence, the most prevalent types of GBV globally, are both commonplace in the lives of Somaliland women and girls, although there is limited data on which to estimate reliable prevalence and trends in perpetration and victimization rates over time. 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.¹

Gender inequalities in Somaliland have been very persistent such that women and girls are not able to fully benefit from development initiatives associated with employment and infrastructure improvements. The female labor participation rate in 2019 for the age group 15 to 64 years is 23.1 percent compared to 76.3 percent for males². The major causes of gender inequalities in Somaliland include illiteracy, which affects 75 percent of women, and social and cultural norms, which define how women and men are treated from early stages of life, in family settings and in the community at large. Further, the inequalities have been influenced by civil conflicts, political instability, extreme poverty, prolonged droughts; food insecurity limited access to health services, and negative religious and cultural practices. The energy sector represents a channel to invest in gender equality and contribute to the Somaliland economies to foster development outcomes.

¹ Ministry of Planning, Investment and Economic Development (2017); Refugees International (2017) *On the Edge of Disaster: Somalis forced to flee drought and near famine conditions*, RI, Washington DC; Human Rights Watch (2014a) *Here, Rape is Normal*, HRW, New York.

² <https://data.worldbank.org/indicator/SL.TLF.ACTI.MA.ZS?locations=SO>

Approximately, 97 percent of urban households in in the country depend on biomass fuels such as charcoal for cooking and other household needs while rural households depend on firewood. The burden of cooking and searching for fuels for cooking tends to fall on women and girls in the household. The use of firewood impacts the health of women negatively including exposure to indoor pollution. In addition, searching for firewood and charcoal is time consuming. As a result, lack of access to reliable and clean electricity limits women's ability to engage in economic activities and negatively affects the income generating capacity of those women engaged in productive activities. For instance, end-use appliances that could increase productivity of women-owned businesses require modern energy such as electricity, lack thereof, results to productivity losses. Further, lack of reliable and quality electricity service impacts the delivery of public services which positively impact women. For instance, Lack of street lighting makes women vulnerable to gender-based violence especially if the women work late hours. During the consultations in Somaliland, most women indicated they are home by 7 pm due to lack of street lighting. Limited access to reliable electricity in public facilities and institutions also hinders socioeconomic development. In Somaliland, public schools lack access to electricity due to affordability. In addition, health facilities that do not have access to electricity are not able to provide quality nighttime health service such as child delivery, which has contributed to the increase of high maternal mortality rates of 732 deaths per 100,000 births in Somaliland.

The Republic of Government of Somaliland (GOSL) is preparing the Somaliland Electricity Sector Recovery Project (SESRP) for appraisal. The SESRP aim is to increase access to electricity services and to re-establish the Electricity Supply Industry (ESI) in the Project Areas. The Project will be implemented by the two Project Implementing Units (PIU) established at the MoEM (GOSL) in close coordination with the Somaliland the beneficiary ministry and Electricity Service Providers (ESPs).

The project is expected to be implemented across the country including Somaliland. The SESRP is the first in a series of three projects, which will support the hybridization of generation capacity in Major Load Centers within large cities and towns (Hargeisa, Berbera, Borama, Burao, Sool, Erigavo and Gabiley) identified for renewable generation optimization; and provide benefits from improved health and education services. However, the specific sub project sites have not yet been determined and will be done during project effectiveness.

1.2 Project Components

Component 1 – Distribution network reconstruction, reinforcement and operations efficiency in the major load centers. The proposed activities include sub-transmission and distribution network reconstruction and reinforcement in the major load centers to improve network reliability and operational efficiency by integrating the current ESPs’ distribution networks and existing generation in order to optimize overall distribution network operations.

Component 1-A. Generator Synchronization and Automation. Currently, most of the Electricity Service Providers (ESPs) have not implemented synchronization and automation as part of their generation processes. As a consequence, separate generator units are connected to exclusive feeder lines and as result, many generators operate below their expected optimal performance criteria. Further, the absence of automation and synchronization, prevents the ESPs from utilizing parallel generation to assure optimal generator performance and dynamic reactivity to electricity load variations. This kind of operation results in significant amounts of “wet stacking” (diesel fuel waste, extra pollution, and performance degradation). Proposed investments under this component will support equipment supply and installation that will enable synchronizing and automation of the numerous generators presently in operation. The application of automation and synchronization to the numerous generators in each of the targeted major load centers will provide reduced cost of generation accruing from augmentation in generation capacity and reduced wet stacking; fuel consumption and maintenance costs.

Component 1-B. Sub Transmission and Distribution network integration in the major load centers. All of the ESPs operate independently and, as a consequence, there is significant infrastructure duplication. The proposed activities will support investments in the sub-transmission and distribution network infrastructure required to enable generation synchronization in addition to increased network capacity and reduced network losses.

Component 2 – Renewable energy generation optimization. This component is proposed to support activities aimed at the hybridization and optimization of existing mini-grids. It will support installation of Battery Energy Storage Systems (BESS) and solar PV systems at existing diesel-based generation stations. This component aims at increasing the efficiency of the existing hybrid mini grids (diesel and solar) by optimizing the existing generation capacity and where possible reduce the diesel consumption by augmenting the installed capacity with BESS and additional solar PV generation.

Component 3 – Electricity services for improved public services delivery (Health, Education and Water Supply Institutions). This component will support activities to provide electricity to existing public facilities in rural and peri-urban areas, underpinned by the nation-wide geospatial plan. The Geographical Information System (GIS) analysis will include climate risks to identify vulnerable load centers/households and identify risks to sustainability of the electricity services.

Key activities under this component are proposed to include new hybrid mini-grids and standalone solar PV systems augmented by BESS targeting public institutions as the anchor loads and where viable associated distribution network to connect other loads such as Small and Medium Enterprises (SMEs) and households. Besides playing a key role in enablement of community co-benefits, facilities that have access to electricity may be better positioned to attract and retain skilled workers, especially in rural areas. Further, this will equip public service institutions to better respond to emergencies, such as COVID-19.

The proposed activities under this component support the resilience of the Somaliland population from the conflict's impact on livelihoods through improved access to functional basic services, such as health facilities, schools and clean water supply. Further, it would also strengthen the Government of Somaliland (GOSL) state legitimacy before its citizens through the delivery of the "social contract". The activities are proposed to retrofit existing public infrastructure facilities with electricity services and support the establishment of a cross sector energy infrastructure program to ensure that new facilities are equipped with electricity infrastructure.

Component 4 - Sector Capacity Enhancement and Project Implementation Capacity Support. The proposed activities include - (a) strengthening of sector governance and regulation to foster autonomy, accountability and transparency. The process of reestablishing the Electricity Supply Institutions (ESI) and integrating infrastructure network operations will require a mix of planning and monitoring and, in particular, national skill set advancement and institutional entities. This will also require having in place appropriate regulations, standards, safety and technical performance requirements. These standards will require all ESPs to improve technically and provide better operations within a levelled and regulated marketplace. This component will include technical assistance aimed at enhancing the ESI capacity with regards to sector policy, regulation, planning, management and operations, among others; (b) undertaking sector integrated planning including Sector Least Cost Development Plan covering generation, transmission and distribution (which will include a low-carbon scenario) and Electricity Access Strategy and Investment Prospectus. The sector plans will enable having a sector wide development framework that will enhance crowding-in funding, both private and public; and (c) provide ESP Business Support Services, the technical assistance to enhance the ESI institutional capacity would initially support and guide the day-to-day sector undertakings through a Business Support Services Firm (BSSF) approach. (d) project implementation support with a dedicated Environmental and Social firm will support the PIU in the areas of health, safety, labor management, land, resettlement, community engagement and security. In addition, the sub-component will support trainings for the Ministries of Health and Education for the management and operations of the solar PV systems beyond the lifetime of the project and e) Implementation of Gender Action Plan to identify gender gaps in the energy sector and to recommend ways to address these gaps.

1.3 Objective of the assignment

The overall objective of the Assignment is to support the Somaliland Electricity Sector Recovery Project in preventing and responding to the Project-induced GBV risks. The specific objectives are, as follows:

- Support the project in conducting a GBV assessment to identify types and risks of SEA/SH in Somaliland, gaps in the legal framework, existing GBV service providers and their capacity, other GBV actors, where GBV incidents are reported as well as provide appropriate mitigation measures and regular monitoring and reporting.
- Support the PIU (MoEM (GOSL)) in addressing the risks of Gender Based Violence (GBV), in particular, Sexual Exploitation and Abuse (SEA) and Workplace Sexual Harassment (SH) by identifying and implementing appropriate GBV prevention and mitigation measures, and
- Support the PIU (MoEM (GOSL)) in responding to any reported GBV incidents³, ensure that safe and effective reporting and monitoring mechanisms are in place to respond to such incidents and incorporate lessons into the approach, as appropriate.

1.4 Process for conducting a GBV/SEA/SH risk assessment and developing an Action Plan

- Desk review of WB guidelines, global and national laws and policies, baseline studies on GBV/SEA/SH in Somaliland.
- Stakeholder consultations (Annex II) were carried out to assess potential environmental and social adverse impacts as well as GBV/SEA/SH issues and concerns, at-Risk groups and hotspots, as part of the project preparation
- Preparation of the GBV/SEA/SH risk assessment report which includes identifying potential project induced risks; possible mitigation measures; an assessment and plan for strengthening capacity within project workers; and key actions to be taken, - including the institution(s) responsible and time frames for the implementation of each of the identified actions as indicated in the action matrix however the estimate/budgeting will be as per the figure provided in the PPSD for the first 18 months which also covers Somaliland.

³ The project will respond to any identified GBV incidents, whether related to the project or not. This is because, often, the specifics of the perpetrator may not be known at the time support services start, and once started; a survivor should be able to continue to access care. Also, the increased GBV sensitization activities in the Project's adjoining communities may lead survivors in these communities to seek services through the Project, regardless of whether the perpetrator was linked to the project or not. The research shows that in the majority of countries with available data, very few women report GBV. In case the Project triggers significant number of non-Project related GBV complaints that have significant financial implications for the implementation of the Assignment, which is unlikely, the government and international community (e.g., the World Bank, other development partners) will need to mobilize more efforts to consider creating an appropriate platform to systematically address it.

2 LEGAL FRAMEWORKS AND GAPS

Rooted in their unique cultural and religious backgrounds in Somaliland, large differences exist among and between Somaliland 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 Somaliland, 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 Somaliland, 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 Saleysan Galmada iyo Jinsiga*’, which means ‘violation based on sex and gender’. However, the popularly used Somaliland translation is ‘*Xadgudub 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 Somaliland 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. Somaliland 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 Somaliland legal system

The Somaliland 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 primary 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.”⁴ The *Xeer* is made by clan leaders

⁴ A 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.

or elders, selected for their assumed wisdom, courage, experience and knowledge to arbitrate disputes and deliver verdicts.

2.2.1 GBV and the statutory law

Statutory laws introduced during the colonial era and after independence were disdained and seen to be incompatible with the nature and norms of Somaliland 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 Somaliland (2012) stipulate General Principles of Human Rights accorded to all Somaliland citizens. Under these Titles, there are 31 Articles that specify the fundamental rights accorded to all Somaliland 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 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 honor.⁵ 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 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 Punt, and successfully used in the former, but is yet to be legislated by the Government of Somaliland.⁶ 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 Somaliland. While statutory legal protections against GBV in Somaliland have been strengthened in recent years, statutory judicial structures overlap with the customary system⁷ 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 law.⁸ In 2018, the Government of Somaliland 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.

⁵ International Alert/CISP (2015)

⁶ Ritchie and Koshin (2019)

⁷ International Alert/CISP (2015)

⁸ A Policy Paper by the Strategic Initiative for Women in the Horn of Africa (SIHA Network) November 2020

The WB Good Practice Note:

The WB Good Practice Note⁹ provides a comprehensive understanding of the nature and kinds of GBV(Annex-I). 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.

2.3 WB Guidance Note on Management of Labor Influx, 2016.

The Guidance Note focuses on the assessment and management of social and environmental risks and impacts, both anticipated and unanticipated, from the influx of labor into a project area. It summarizes key types of potential adverse impacts, and describes some potential measures to manage (e.g., avoid, minimize, mitigate, monitor) these impacts

⁹Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, 28 September 2018, the World Bank group.

Box 1: Key Principles

- 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.

- 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 Plan² (or other instruments with similar purpose) in a high-risk environment.

Risk factors to consider include, but are not limited to, the following:

- i. weak institutional capacity of the implementing agency;
- ii. predominant presence of contractors without strong worker management and health and safety policies;
- iii. anticipated high volumes of labor influx;
- iv. pre-existing social conflicts or tensions;
- v. weak local law enforcement, and
- vi. prevalence of gender-based violence and social norms towards it in the community;
- vii. local prevalence of child and forced labor.

- 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 ASSESSMENT OF GENDER BASED VIOLENCE RISKS IN SOMALILAND

Gender-Based Violence¹⁰ (GBV), including Sexual Exploitation and Abuse (SEA) and sexual harassment (SH), is a prevalent global challenge and manifestations likely exist in every environment where the Bank operates. Violence against women and children - and sometimes even against men - contributes to enduring physical and mental harm while undercutting survivors' ability, and often their families, to engage in meaningful, productive lives.

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

Early and forced marriage if far practiced as marriage is a fundamental element of traditional political, economic and social relations in Somaliland, serving as a contract to form or strengthen inter-family or clan relationships and therefore governed by strict rules and customs.¹¹ As with FGM/C, early marriage is a customary practice among pastoralist communities in Somaliland, with girls generally traditionally married after the onset of menstruation, sometimes as young as 12 or 13.¹² Child marriage remains common, with 45% of women married before age 18, and 8% before age 15 according to the last national prevalence survey undertaken in 2006.¹³ More recent data from Somaliland collected in 2011¹⁴ show the regional and rural urban variance in age at marriage across the country, with the highest rates of marriage under the age of 8 (12%) occurring in both rural and urban Somaliland, and just over half that number (6.5%) married by 15 in urban Somaliland.

Over the years, conflicts coupled with an elevated risk of severe climatic conditions have created overlapping protection concerns that disproportionately affect the safety of women and girls, particularly to GBV. An estimated 2.6 million people remain internally displaced, either in rural or informal settlements surrounding urban areas. Women and girls, who are already the most vulnerable in times of crisis, experience heightened risks and compromised capacity to protect

¹⁰ GBV includes a range of violations, including i) intimate partner violence; ii) non-partner sexual abuse; iii) harmful practices; iv) human trafficking and v) child sexual abuse. It is expected that the country and regional integration profiles will highlight the most prevalent forms of GBV within each country and provide considerations for how to address these risks most effectively.
<http://www.worldbank.org/content/dam/Worldbank/document/Gender/Arango%20et%20al%202014.%20Interventions%20to%20Prevent%20or%20Reduce%20VAWG%20-%20A%20Systematic%20Review%20of%20Reviews.pdf>

¹¹ Ahmed, S. M (2005) "Traditions of marriage and the household" in J. Gardner and J. El Bushra (eds) *Somaliland: The Untold Story: The War through the eyes of Somaliland Women*, Pluto Press, London.

¹² Ahmed (2005)

¹³ MICS (2006)

¹⁴ MICS (2011)

themselves from GBV. Weak camp infrastructure, poor WASH facilities, limited access to markets, water points, and health facilities often equates to inadequate protection mechanisms. The risks are exacerbated by limited livelihood opportunities, especially for female-headed households who often have to engage in casual labour or petty trading to secure basic living needs.

Conflict-related GBV risks for women and girls in Southern and Central regions are largely related to multiple displacements, forced evictions, inadequate shelter quality, overcrowding, poor lighting and lack of segregation of sanitary facilities in IDP camps. Also evident is discrimination from host communities due to limited access to basic social amenities as well as ideological, religious and communal differences.

Finding solutions to prevent and respond to SEA/SH is a critical development imperative, with implications for individuals and communities' productivity, agency, and well-being. Identifying and understanding the risk to women and children, as well as to other vulnerable populations, of SEA/SH and other forms of GBV is challenging yet critical. Risk factors are myriad and cut across multiple spheres, including at the individual, relationship, community, institutional and policy levels. Development projects, depending on their scope, can exacerbate existing risks or create new ones. Project-related risk factors may include the size and scale of a project; the scale of labour influx; the extent to which a community has the capacity to absorb labour influx or requires separate camp facilities; the inflow of income to workers, which can exacerbate already existing inequities between workers and community members; and the geographic location of project activities.¹⁵

¹⁵**Working Together to Prevent Sexual Exploitation and Abuse': Recommendations for World Bank Investment Projects, July 31, 2017, World Bank Group.**

3.1 PROJECT RELATED GENDER BASED VOILENCE RISKS:

As indicated, development projects have the potential to create or exacerbate risks of varying forms of

GBV, including SEA and SH. The World Bank's GBV risks rating for the SESRP project has been classified as **High**. Key risks that may emerge as a result of the project include:

- The SESRP is large in scale and size and will intersect with a variety of communities, and potentially in areas with minimal opportunities for supervision and with limited protection services, which all contributes to increasing risk of GBV/SEA/SH. Also, it is likely that communities that live in remote areas will have limited access to protection services.
- Women and girls may be exposed to sexual harassment, exploitation, abuse and violence as a result of interactions with workers and possibly followers especially those that live in IDPs in major project load centers
- There is the potential of SEA/SH risks for female (but also male) members of the community who are seeking employment and/or services provided by the project and are given by project employers in exchange for sex. Sexual harassment and other forms of abusive behavior exacerbated by a traditionally male working environment which might potentially compromise the wellbeing and safety of the vulnerable groups of workers and the local communities while adversely affecting project performance.
- Increasing the number of female workers in the project might interfere with the community gender norms, thus increase the risks of violence at the household level and even at the workplace where they can be exposed to incidents of GBV and SH. For example, when female workers have less time available for traditional gender role-related household duties, such as childcare can also be a risk of increased intimate partner violence (IPV) as household members push back.
- An influx of workers can expose the community to risks of sexual exploitation and abuse. The influx of predominantly male workers into a community area can expose women and vulnerable groups living in the community and providing services (such as traders); for example, females engaged in near-site petty businesses may suffer abuse from their benefactors/guardians in instances where they do not meet projected sales for the day.
- Large and more remote construction contracts will include women who travel to live in or around the camps, who are potentially highly vulnerable and will be a target for abuse, harassment and violence because of their lack of a local support network. Also, access roads created by the project (e.g., for transportation of materials) may cut through established routes used by the community, such as schools/market routes, crossing such paths could put children and vulnerable groups at risk of exploitation and abuse, especially after dark in remote areas.

- Also, there is an increased risk of SEA/SH if the project is setting up construction camps/on-site accommodation for workers and families due to labour influx– risks relating to women and children coming into close contact with workers (whether from within or outside the community). Also, there might be emergence of survival sex'/transactional sex practiced by vulnerable and desperate women, girls looking for money to cover their needs and those of their families. They become vulnerable and easily abused and might suffer contracting infectious diseases, STDs and STIs due to labour influx. There may also be the likelihood of them suffering sexual harassment, exploitation and abuse
- There is also the potential risks associated with child labour (children dropping out of school to work with contractors) due to cheap labour as well as the risks of underage/school-going girls eloping with project workers or be married off to project workers in exchange for resources to the girls family
- Misinformation or lack of information throughout the project's components can lead to violence and harm towards the different classes of communities, especially those with less agency and power. Information education and communication materials must be developed and disseminated to engage and reach out to all within society. Corresponding monitoring and safeguards, such as grievance mechanisms, can mitigate some of this risk.
- Weakness of the national legal framework to protect women and girls from GBV and the challenges to protection, supervision, and recourse posed by community conflict resolution approaches can lead to harm against survivors who report GBV/SEA experience. Community or social 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).

The GBV risks identified will be assessed throughout the project's life by monitoring the situation, assessing the effectiveness of risk mitigation measures, and adapting them accordingly as depicted in the Figure 3-1 below¹⁶.

¹⁶ Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, 28 September 2018, the World Bank Group.

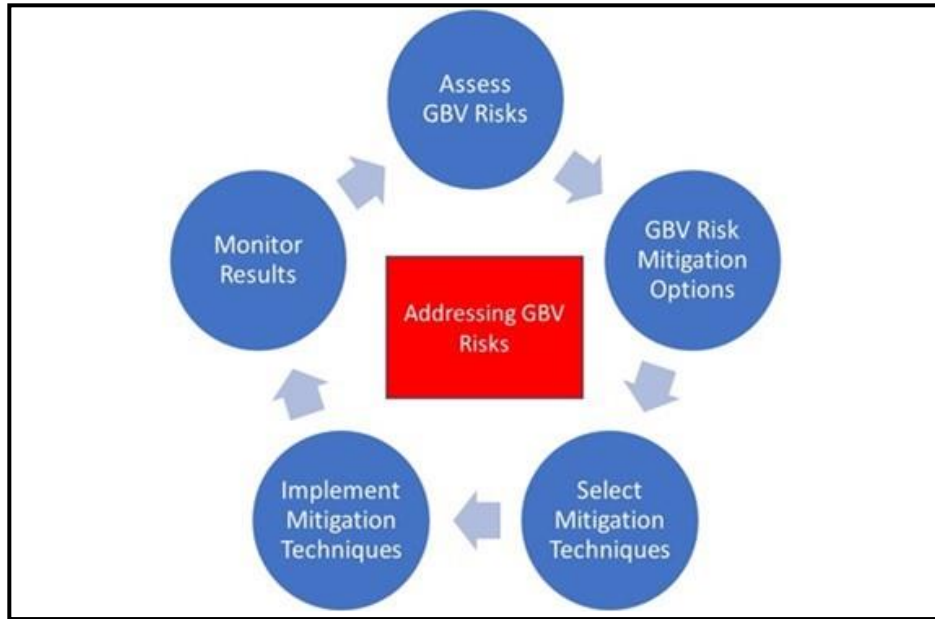


Figure 3-1: GBV risk management cycle throughout project Cycle

4 STAKEHOLDER ENGAGEMENT:

The PIU team carried out individual and focused group discussions with a host of stakeholder groups – government agencies, ESIs, ESPs, NGOs, IDPs, law enforcement agencies, Women groups and religious leaders. These interactions led to the identification of potential GBV risks, at risk groups and hotspots for GBV in the project.

The discussion was on the 3rd of April 2021 in Somaliland on gender diagnostic also embarked on getting hold of the status quo of the pressing issues of GBV and its harmful impacts it imposes on individuals, families, communities, economies, and development. In the context of this project single women¹⁷ living in adjoining communities are a potential high at-risk and vulnerable group for GBV and SEA. During the Focus Group Discussions (GoSL), separate sessions for women and men were organized with each of the sessions facilitated by female or male depending on the gender of the group identified. Women felt comfortable and discussed several issues affecting their lives including social, economic and violence within the community. During the discussion several hotspots for GBV has been identified such as around schools and vocational training centers: young girls from this institution may interact with the workers especially in the evening. They may be enticed with financial reward and fall victims, IDP camps in load centers and Migrant labours residing in rented accommodations within the villages.

The discussion also sheds the light on:

- How GBV is used to keep gender inequalities intact affecting Somaliland society in its high forms.
- The types of GBV that are present in the community, what groups of individuals are most vulnerable to harm; where women and girls feel most unsafe; how the community currently deals with GBV incidences
- The social attitudes towards and practices of gender roles and discrimination and the situation-specific factors that contribute to or increase the risks for GBV.
- How to increase the community's understanding about gender roles, human (and women) rights, GBV causes and consequences.
- What services available to GBV survivors, and can these services be improved
- Creating a platform to promote social change and increase awareness (especially amongst women and girls)
- The role of social media in promoting and creating online communities to inspire positive circles of information and participation

¹⁷Most households in IDP camps work in the informal economy are headed by women who are single, divorced, widowed or deserted.

Findings from the GoSL with women and adolescent girls include:

- GBV is common in the lives of women and girls. In their experience, GBV survivors were reluctant to report incidents of violence, particularly domestic violence, due to fear of retribution, lack of other means of economic support, concern for the children, emotional dependence, and lack of support from family and friends. Despite the abuse, the social unacceptability of being single or divorced poses an additional barrier that keeps them from leaving. Furthermore, denial and fear of social stigma often prevent women from reaching out for help. In the case of extreme domestic violence, the survivors may seek help from the police. There is a need to ensure awareness and identify trusted channels for reporting incidents of GBV where survivors can access confidential and timely support services.
- Community conflict resolution mechanisms, including disputes relating to violence against women, are resolved at the community level with the support of family, elders and sometimes with the help of the local NGOs. Such a resolution mechanism could be more harmful, especially when the survivor is forced to marry the perpetrator.
- Adolescent girls are vulnerable and an at-risk group for potential GBV due to labour influx in the area. School going girls reported incidents of harassment and eve-teasing while travelling to schools and around vocational centers. Also, there are concerns of young girls eloping with migrant workers in IDP camps in load centers.
- There is a need to develop suitable work conditions for women, particularly casual labours, by providing gender-equal wage rates, safety and security issues, childcare facilities, health and sanitary requirements, separate toilets for women, temporary housing for families of labours and availability of water and sanitation facilities. The workers' supervisor should reinforce strict adherence to labour laws and expected behaviors and conduct during work.

5 RISK MANAGEMENT AND MITIGATION SYSTEMS

SESRP will implement additional GBV/SEA/H risk mitigation measures in alignment with requirements articulated within the WB Good Practice Note on Addressing Sexual Exploitation and Abuse and Sexual Harassment. These measures include:

- Define and reinforce SEA/SH requirements and expectations in contractual obligations and CoCs. Ensure that all project workers understand and sign CoCs
- Review and Update ESMPs and C-ESMPs to verify that appropriate mitigation actions are included.
- Strengthen the implementing agencies capacity on GBV/SEA/SH risks mitigation, prevention and response measures as well as accountability and response framework including the referral processes, responsibilities and reporting within the two PIU
- 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/SEA/SH prevention and response requirements.
- Hire GBV Advisor to support the project implementation in Somaliland and Somaliland as well as guide the operation while continuously identifying potential risks and mitigation measures to be adopted The GBV Advisor will be based at the Somaliland with support from Social Safeguard Specialist at the in the implementation of the action plan.
- Develop SEA/SH prevention policy and response procedures that outlines key requirements for reporting cases if they arise, measures to enable safe, ethical, survivor-centered response and disciplinary processes.
- Develop materials for the students, teachers and other key stakeholders providing information, education, and communication to address equitable gender norms, discrimination, and unfair treatment.
- Establish a functional GM for reporting GBV/SEA/SH grievances that is accessible for all and ensure that worker GMs have sensitive channels for reporting SH grievances.

- Train identified GM operators and focal points on how to respond to GBV/SEA/SH cases that come forward. This includes training on the aspects of informed consent, referrals to other services providers and documentation and reporting of the cases.
- Provide funding to contract an NGO GBV services provider/s to facilitate access to timely, safe and confidential services for survivors in all project locations as well as integrating GBV prevention programming within the target locations
- Provide separate sanitation facilities during works for men and women
- Contract an independent Third-Party Monitor (TPM) with experienced GBV staff to provide oversight support and monitor government and contractors' compliances related to GBV/SEA/SH risks mitigation measures in all project target locations.
- Develop a monitoring and evaluation plan to monitor the implementation of the GBV action plan

The SESRP has established measures to ensure the protection of people and the communities it works with, including mechanisms to limit, report and follow up on potential cases of GBV, SEA and SH cases as outlined below

5.1 Sensitization and capacity development:

This action plan will focus on building capacity and sensitization of SESRP PIU teams (under the the MoEM (Somaliland), Contractors, Community, Identified GM focal points and project consultants, contractors, and other Stakeholders of the project, on the importance of GBV/SEA/SH-related issues. The training will include explanation of GBV/SEA/SH, expectations for behavior and conduct, sanctions for violations, roles and responsibilities of actors involved, GBV incident report mechanisms, accountability and referral procedures.

The project will be implemented by PIU established at the MoEM (GOSL); in close coordination with the Somaliland the beneficiary ministries and ESPs. Each PIU will have a dedicated GBV advisor to support the implementation of the action.

The project implementation involves institutions and stakeholders of the MoEM in Somaliland and other Engineering Firms, see Annex III:

5.2 GBV service provider mapping and GBV referral pathway

GBV service mapping and help-seeking referral pathways for survivors of GBV exist in different districts/locations in Somaliland. Even though, the mapping does not fully cover the whole country, there are some areas where it's still inaccessible due to governance by non-state actors. The existing GBV referral pathways are usually updated by the GBV sub cluster at the national level with support from their counterparts at the regional and district levels. The GBV Advisor to be hired as well as the GBV service provider to be contracted will share updated information on existing services for GBV survivors to inform the project workers and community members on the available services such as psychosocial support, safety and security, legal and health.

Additional consideration such as provision for transportation and any other costs related to survivors' wellbeing will be put in place to facilitate access to referral services if the project is located in remote or rural areas where there will be challenges reaching minimum services such as health etc. There is also a need to develop and disseminate formal reporting procedures specific for each location by updating the GBV referral pathways in collaboration with different ministries and relevant agencies providing GBV services as well as provide relevant trainings for the project workers and inform communities on where to seek services whenever appropriate.

Annex IX is a list of the actors working on GBV service provision and referral pathways in SESRP project areas. To date, the type and quality of key services, including Case management, Clinical Management of Rape (CRM), Psycho-social support, Livelihoods, Safety and legal and justice can vary significantly from one location to another and the project has not hired a GBV service provider yet. Therefore, this list will be updated during implementation in consultation with GBV to ensure safe referrals are made to quality services in the project areas. The GBV referral system will guarantee that survivors receive the necessary services according to their wishes and needs including medical, legal and counseling, and that incidents are reported to the police with informed consent of the survivor.

A survivor has the right to make informed choice of services. GM, SEA Focal points and service providers should be able to provide comprehensive information about existing referral pathways. When the survivor is referred, explanation on services available and which conditions apply should be thorough. For instance, there is a 72 hours' time limit for (Post –Exposure Prophylaxis (PEP) in case of a sexual abuse survivor.

5.3 Contracting an NGO for implementation of measures to prevent and respond to GBV/SEA/SH in support of the project

As a high-risk project, it is recommended to consider contracting an NGOs working in the region providing GBV prevention and response services such as medical, psychosocial, and legal services for survivors, bridging existing service gaps in project implementation zones. The work will be done under the supervision of the Environmental and Social unit within the PIU and in coordination with the GBV Advisor and the World Bank while monitoring of the implementation of the SEA/SH Action plan will be done by an Independent TPM. The TPM agent is expected to

provide a higher-level oversight of all the actors involved in the implementation of the Action Plan. The TPM agent will provide early warning of challenges and flag persistent challenges. The NGO is expected to:

1. Carry out regular GBV risk mapping in the project intervention areas by means of consultations and participatory approaches, both in terms of the context and, more particularly, risks that are likely to be exacerbated or potentially prevented by project implementation, and propose effective and ethical prevention and mitigation measures to be implemented by the different project stakeholders;
2. Design and implement awareness-raising and prevention strategy for both the concerned communities and the workers hired for the project. This strategy should include, among others, regular awareness-raising and training for workers and communities affected by the project on GBV, SEA and SH, their causes and consequences and the risks specifically linked to the project, the response services available to survivors, the project code of conduct and the penalties for violations, the GM, how to file a grievance and the objectives of the mechanism, etc.;
3. Ensure that survivors have access to holistic care, including psycho-social, medical, and legal support under a survivor-centered response protocol;
4. Support the Environmental and Social Unit (ESU) within the Project Implementation Units (PIU) more particularly, provide an intermediary GM that will address SEA/SH and link to the overall GM by filing, managing, and reporting GBV complaints during project implementation, in accordance with the GM manual that will be drafted and established to ensure ethical and confidential management of GBV complaints; and
5. Support the project in monitoring and evaluating GBV prevention and response activities in an ethical manner.

5.4 Grievance Mechanism

A grievance mechanism (GM) to uphold the project's social and environmental safeguards performance is designed to address concerns and complaints promptly and transparently with no impacts (cost, discrimination) for any reports made by project affected people (PAPs). The grievance mechanisms described here under include both complaints and grievances (hereinafter referred to only as 'grievances'). Grievances raised by stakeholders need to be managed through a transparent process, readily acceptable to all segments of affected communities and other stakeholders, at no cost and without retribution. The GM works within existing legal and cultural frameworks, providing an additional opportunity to resolve grievances at the local and project level.

Given to the sensitive nature of GBV Complaints, the GM will provide different reporting channels to submit grievances including phone, text message and email which will be manned by the GBV Advisor. Although other entry points at the level will be identified including focal points.

At the Municipality /Local Government level, a Grievance Redress Committee (GRC) will be established and composed of local leaders, municipal representatives, the project, community-based organizations, Legal Aid and law enforcement agencies. A GBV focal point will be nominated from the GRC to support and refer GBV survivors to services available in the community, based on his/her consent, as per the GBV referral pathway all while maintaining confidentiality to protect the survivor.

Where the SESRP project worker has allegedly committed GBV/SEAH grievance, the case will be reported to the respective employing agency. The PIU GBV Advisor will follow up and determine jointly with a specially constituted "SEAH Committee", the GBV Advisor from PIU the MoEM (Somaliland), NGO GBV service provider, and sub-contractors on the GBV/SEAH allegations related to the project. A standardized Incident Notification Form will be used to register GBV/SEA/SH incidents (See Annex VIII

Specific details on how the GM will work will be spelt out in the GM SOPs to be developed by GBV Advisor during project effectiveness that is, quarter 1 after signing of works contract.

All relevant staff of the PIU and IPs will receive training on receiving GBV complaints, survivor centered approach and referral systems, ideally during the project initiation phase and as part of the staff welcome package. The GM Operators will be trained on key protocols including referral, reporting and informed consent protocols and on the survivor centered approach to receive those cases in an appropriate manner and immediately forward it to the GBV/SEA/SH referral system. The GM Operator will ensure appropriate response by

- 1) Providing a safe caring environment and respect the confidentiality and wishes of the survivor;
- 2) If survivor agreed, obtain informed consent and make referrals,
- 3) provide reliable and comprehensive information on the available services and support to survivors of GBV

Possible channels that function as part of the two grievance mechanisms could include:

- For workers: independent helplines, an email address. It is important that these channels provide anonymity for the aggrieved persons.

- For service users or community members: feedback boxes, telephone/ hotline numbers etc.

The GM aims to support GBV Survivors by referring them to GBV Services Provider available in the community (this can be a local NGO already working on GBV, or the contracted NGO GBV service provider in the project location) for support immediately after receiving a complaint from a victim.

Support options to survivors may include the following:

- medical support for incidents involving sexual violence, which may include treatments that need to be administered within 72 hours of the incident to be effective, such as:
 - Emergency contraception to prevent unwanted pregnancy
 - Post-exposure prophylaxis treatment to reduce the chances of HIV infection.
- psychological support for victims and witnesses, which may need to include trauma counseling for victims of sexual violence or harassment
- Legal advice for victims, whistleblowers, witnesses and alleged perpetrators
- Measures that support reintegration into the workforce (e.g. counseling)
- Child-protection support services and/or expertise for reports involving children.

NB: These multisectoral services may not be available in all the project areas and the contracted service provider/ other service providers may fill in the gaps in services. The project will aim to have the survivor accessing at least health and psychosocial services where services are scarce.

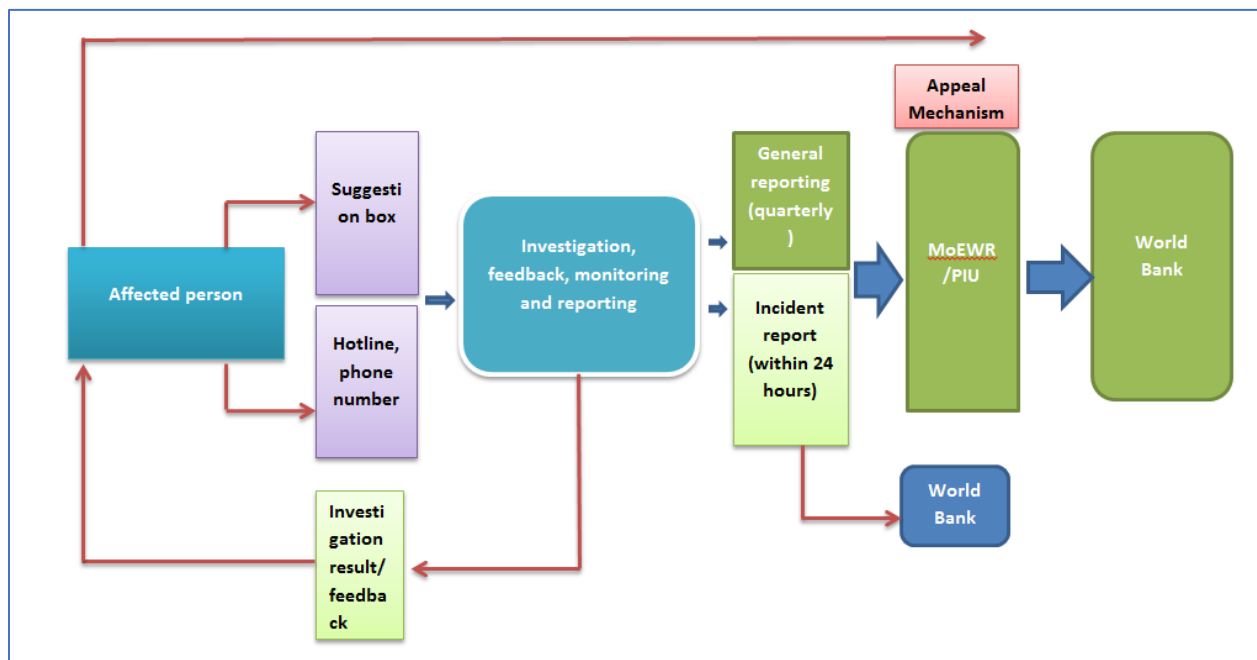


Figure 5-1: GBV GM Flowchart

Complaints to the World Bank

World Bank Office: If no satisfactory resolution of complaints has been received from the PIU, complaints can be raised with the World Bank Somaliland office on Somalilandalerts@worldbank.org

World Bank Grievance Redress Service:¹⁸ If no satisfactory resolution has been received from the World Bank Country office, grievances can be raised with the World Bank Office in Washington. For more information: <http://www.worldbank.org/grs>, email: grievances@worldbank.org

The World Bank's Grievance Redress Service (GRS) provides an additional, accessible way for individuals and communities to complain directly to the World Bank if they believe that a World Bank-financed project had or is likely to have adverse effects on them or their community. The GRS enhances the World Bank's responsiveness and accountability by ensuring that grievances are promptly reviewed and responded to, and problems and solutions are identified by working together.

The GRS accepts complaints in English or the official language of the country of the person submitting the complaint. Submissions to the GRS may be sent to:

Email: grievances@worldbank.org
 Fax: +1-202-614-7313
 Letter: The World Bank
 Grievance Redress Service (GRS)
 MSN MC 10-1018
 1818 H St NW
 Washington, DC 20433, USA

World Bank Inspection Panel¹⁹

The Inspection Panel is an independent complaints mechanism for people and communities who believe that they have been, or are likely to be, adversely affected by a World Bank-funded project. The Board of Executive Directors created the Inspection Panel in 1993 to ensure that people have access to an independent body to express their concerns and seek recourse. The Panel assesses allegations of harm to people or the environment and reviews whether the Bank followed its operational policies and procedures.

¹⁸ <http://pubdocs.worldbank.org/en/440501429013195875/GRS-2015-BrochureDec.pdf>

¹⁹ http://ewebapps.worldbank.org/apps/ip/Documents/Guidelines_How%20to%20File_for_web.pdf

The Panel has authority to receive Requests for Inspection, which raise issues of harm as a result of a violation of the Bank's policies and procedures from:

- Any group of two or more people in the country where the Bank financed project is located who believe that, as a result of the Bank's violation of its policies and procedures, their rights or interests have been, or are likely to be adversely affected in a direct and material way. They may be an organization, association, society or other group of individuals;
- A duly appointed local representative acting on explicit instructions as the agent of adversely affected people;
- In exceptional cases, a foreign representative acting as the agent of adversely affected people;
- An Executive Director of the Bank in special cases of serious alleged violations of the Bank's policies and procedures.

The Panel may be contacted by:

email at ipanel@worldbank.org
phone at +1-202-458-5200
fax at +1 202-522-0916 (Washington, D.C.)
mail at: Inspection Panel, Mail Stop MC 10-1007, 1818 H Street,
N.W., Washington, D.C. 20433, U.S.A.

5.5 Code of Conduct

As the CoC establishes expectations for behavior within companies and within the community which the company serves or works in, it becomes an instrument to assist in mitigating risks related to SEA and SH.

Key areas of the CoC developed for this project detailed out in Annex II include: -The LMP clearly defines obligations of all project staff (including sub-contractors and day workers) regarding:

- Policies related to GBV, specifically SEA and workplace SH including development of Code of Conduct that presents sanctions for the violation of SEA/SH including intermediary actions that can be taken while investigations/verification is conducted
- Compliance with applicable labor legislation;
- Norms and regulations of conduct for all personnel;

- An understanding that GBV is prohibited and all transgressions will be acted upon;
- The CoC should cover the commitment of the company, and the responsibilities of managers and individuals with regard to GBV, and if possible, other key issues identified in the ESA/ESMP/,
- It is important that the CoC be translated into Somaliland language.

6 MONITORING, EVALUATION AND REPORTING

It is essential that the PIU monitors SEAH prevention and response Action Plan activities especially the GBV Advisor, M&E Specialist, Procurement and Social Safeguard specialists. Monitoring and Evaluation will play a key role in assessing the effectiveness of mitigation measures.

The GBV NGO service provider will establish an ethical data collection system for GBV cases supported through the project (in compliance with the system already in use in the country, e.g. GBVIMS as well as submit monthly reports of aggregated data on recorded complaints presumed to be project-related as well as on the support provided to survivors who report project-related incidents, while ensuring the confidentiality, safety, and informed consent of survivors;

TPM 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 NGO to provide support to GBV survivors.

As part of the M&E process, indicators need be selected for inclusion and reporting in the project reports.

The project reports should include indicators related to: (i) the SEA/SH Action Plan activities on the project; and (ii) the GM.

GBV indicators may include:

- M&E of measures set by implementation partners (according to the overall GBV AP),
- M&E of adequacy and efficiency of GBV service providers,
- M&E of adequacy and efficiency of GBV customized GM,
- 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/SEA/SH cases reported to the GM (disaggregated by survivor age and sex and type of incident reported)
- % Of GBV/SEA/SH 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)
-

Projects have a significant role to play in supporting survivors of GBV/SEA/SH including women and children and all the at-risk groups to report their experiences of violence. It should be noted that increases in the number of reported cases does not necessarily mean that GBV incidents have increased but likely reflects improved mechanisms for safe and confidential reporting and

increased interest in accessing GBV support services. It should be emphasized that any reporting should have no identifiable information on individual cases. It is essential that the confidentiality and safety of GBV survivors is protected.

Review of GM protocols to ensure that GM receives and processes complaints in a timely manner including referring complaints to an established mechanism for review and response.

7 SEA/SH prevention and response action plan

SEA/SH Action Plan details the operational measures that will be put in place to prevent, mitigate and respond to the risks of gender-based violence, including sexual exploitation and abuse (SEA) and sexual harassment that are project related and how they will be integrated over the life of the project. This includes procedures for preventing and responding to SEA/SH including managing grievances as shown in the matrix table below.

Table 7-1: SEA/SH ACTION PLAN

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (US\$ /per year)
1. Define and reinforce GBV/SEA/SH requirements in procurement processes and contracts	1.1 Incorporate GBV/SEA/SH Requirements and expectations in the contractor and consultants' contracts.	<ul style="list-style-type: none"> Ensure that GBV/SEA/SH issues are incorporated in all contracts, evaluated as part of bidding process, and signed by contractors and consultants 	Before project activities begin	Social safeguard specialist and GBV Advisor, procurement specialist	PIU MoEM (GOSL) WB/TPM	<p>SEA/SH requirement and expectation are adapted in bid document.</p> <p>GBV/SEA/SH standards in procurement/contract documented and addressed.</p> <p>Bidding documents are reviewed and confirmed potential risks of SEA/SH are adequately addressed.</p> <p>Develop list of mandatory SEA/SH procurement requirements for contractors in Projects and shared to Procurement teams.</p>	N/A
	1.2 Allocation of funds for GBV/SEA/SH related costs in procurement documents.	<ul style="list-style-type: none"> Clearly define SEA/SH requirements and expectations in the bidding documents; ensure evaluation of SEA/SH criteria as part of review of bidding documents. Evaluate the contractor's SEA/SH 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	PIU (procurement specialist {MoEM (GOSL) WB/TPM	PIU {MoEM (GOSL) World Bank	<p>Bid documents with clearly defined SEA/SH requirements</p> <p>Contract documents with clearly defined SEA/SH clauses/requirements</p> <p>The contractors and suppliers addressed SEA/SH through procurement processes, contract selection and negotiation and regular engagement along the supply chain.</p> <p>Ensure as standard practice in contractor Codes of Conduct for workers, prohibition of all forms of SEA/SH/GBV, including language on prohibition against sexual</p>	N/A

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (USD /per year)
						activities with anyone under the age of 18. Numbers of Contractors and workers trained of prevention GBV/SEA/SH.	
2. Strengthen the IA' s SSPs and ESPs' s capacity to prevent and respond to GBV/SEA	2.1. Recruit GBV Advisor with GBV/SEA/SH specific skills to support implementation and supervision of GBV/SEA/SH risk management requirements	<ul style="list-style-type: none"> Recruit GBV Advisor with GBV/SEA/SH skills 	Quarter 1 after contract signing	PIU	PIU	A qualified and competent GBV staff recruited	100,000
	2.2. Codes of Conduct signed and understood.	<ul style="list-style-type: none"> Define the requirements to be included in the CoC which addresses GBV/SEA/SH Review CoC for provisions/clauses that guard against GBV/SEA/SH 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	PIU - {MoEM (GOSL) GBV Advisors/ Social Safeguard/ contractors	PIU- {MoEM (GOSL) WB	Code of conduct developed and ensured GBV/SEA/SH, and Child protection clauses included Percentage of workers that have signed a CoC Percentage of workers that have attended CoC training. Number of Contactors and their workers understood and signed code of conduct	N/A

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (USD /per year)
	2.3. Regularly sensitize the PIU on GBV/SEA/SH issues and conduct GBV/SEA/SH orientation training for all workers. (Project workers: contractors and consultants)	<ul style="list-style-type: none"> • Develop a sensitization/ training plan • Develop sensitization/ training materials • Conduct training on GBV/SEA risks, responsibilities and legal/policy requirements • Conduct training for project staffs 	<p>Quarter 1 & 2 after contract signing</p> <p>Retraining during Project implementation.</p>	PIU - {MoEM (GOSL)- GBV Advisor)/ GBV service Provider/ Social Safeguards at the	PIU GBV Advisor	<p>Number of trainings conducted</p> <p>Number of workers who have attended GBV/SEA/SH Trainings</p>	50,000
	2.4. Develop and establish/review GBV/SEA response and accountability framework to include Allegation Procedures to report SEA/GBV incidents and internally for case accountability procedures which should clearly lay out confidentiality requirements for dealing with cases	<ul style="list-style-type: none"> • Develop/review SEA/GBV Allegation Procedures to report SEA/SH issues • Inform employees and the community on how to report cases of SEA/SH, CoC breaches to the GM, and how such cases are handled • Develop accountability processes to address allegations of SEA/SH; disciplinary action for violation of the CoC by workers. 	Quarter 1 after contract signing	PIU GBV Advisor /contractors	MoEM/ -PIU	An established and functional accountability framework	Activity to be done by the GBV Advisor

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (USD /per year)
3. Map out GBV/SEA prevention and response service providers and support capacity of local systems to prevent and respond to GBV/SEA/SH	3.1. Recruit and Review the Existing capacity of quality GBV service providers to be engaged in the project locations	<ul style="list-style-type: none"> Develop tools for assessing capacity of GBV/SEA service providers Conduct a deeper quality assessment of service providers such as success rate, the response of Service Providers, time is taken to resolve, reputation within the community and State administrations Contract qualified GBV service providers to facilitate access to timely, safe and confidential services for survivors Signing of MoU with the GBV service providers Disseminated the list of GBV service providers to all PIU staff, contractors, Consultants and other stakeholders Sensitization of GBV/SEA/SH service providers 	<p>By End of May 2022</p> <p>Maintained throughout Project implementation for the update of service providers</p>	PIU GBV Advisor/ M&E specialists at PIU	<p>PIU at MoEM</p> <p>WB/TPM</p>	<p>Capacity Assessment tool developed</p> <p>Assessment Findings and recommendations</p> <p>Identified GBV service provider in all project locations</p> <p>Number of Qualified GBV service providers that provides holistic package of services contracted</p> <p>Number of sensitization meetings conducted</p>	350,000
	3.2 Stakeholder consultations	<ul style="list-style-type: none"> Develop interview/ facilitation guides 	Prior to initiating construction.	PIU/GBV Advisor/ Project Staff	Project Coordinator/	Number of stakeholder consultations done	30,000

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (USD /per year)
		<ul style="list-style-type: none"> Officially inform the stakeholders on the components of the projects and project risks Sensitize the stakeholders including all vulnerable groups identified under the AP on GBV/SEA/SH risks and where to seek confidential services Prepare field visit reports 	Maintained throughout Project implementation.	NGO GBV service Provider			
	3.3 Conduct GBV risks assessment within the project locations	<ul style="list-style-type: none"> Develop GBV questionnaires for GOSL Conduct regular safety audits Prepare GBV risk assessment report 	yearly	GBV service provider	PIU	GBV risk assessment conducted	Cost to be included under the contracted NGO GBV service provider
	3.4. Develop and or/update a multi-sectoral GBV/SEA/SH help seeking referral pathway(s)	<ul style="list-style-type: none"> On the basis of mapped GBV prevention and response service providers develop/update a GBV referral list for service providers. Develop referral protocols that outline key requirements for reporting cases if they arise and measures for safe, ethical and survivor centered responses. Identify key gaps where remedial measures may be required, Disseminate the referral pathway/list to stakeholders including service providers 	Quarter 1 after signing works contract Maintained throughout Project implementation.	PIU GBV Advisor, in consultation with NGO GBV Service Provider/s	PIU in collaboration with GBV sub- cluster and the Ministry of Women and Human Rights at Somaliland and Ministry of Employment, Social and Family Affairs in Somaliland.	Referral pathway developed/updated Number/type of GBV/SEA preventive and response services available. No. of referrals of SEA/SH incidents to the project GM/ by GBV service provider	To be done by the GBV Advisor

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (USD /per year
4. Inform project affected communities about GBV/SEA/SH risks	4.1. Develop Stakeholder Engagement Plan for GBV/SEA related issues	Develop a comprehensive GBV/SEA Stakeholder Plan	Quarter 1 of contract signing Maintained throughout Project implementation	PIU GBV Advisor/PIU	PIU-(MoEM (GOSL	Stakeholder Implementation plan developed	N/A
	4.2. Conduct community sensitization	Develop a Community GBV/SEA sensitization program, material and messages Conduct community sensitization	Quarter 2 of contract signing Maintained throughout Project implementation.	PIU GBV Advisor/ NGO GBV service Provider	Social safeguard specialist	Number of community meetings conducted Number of active NGOs/CBOs/CSOs participating	Cost to be covered under Stakeholder consultation
	4.3. Develop relevant Information, Education, Communication Materials (IEC) materials for community engagements	Develop relevant IEC materials translated in local languages of the project location IEC materials to include information on GBV response services and aspects of CoC	Quarter 2 of contract signing Maintained throughout Project implementation.	PIU GBV Advisor/	PIU-(MoEM (GOSL) In coordination with and WB	No and type of GBV/SEA IEC material developed and disseminated	50,000

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (USD /per year)
5. GBV/SEA sensitive channels for reporting in GM	5.1. Develop/Review/ Strengthen GM for specific GBV/SEA/SH procedures	<p>Undertake internal review of GM for GBV/SEA mitigation</p> <p>Identify and integrate GBV/SEA entry points within the GM with clear procedures and tools for management of related complaints</p> <p>Develop/review SEA/strengthen GBV Allegation Procedures to report SEA/SH issues</p> <p>Develop and update disclosure and reporting guidelines/protocol for GBV/ SEA/SH with a provision for victim protection and assistance.</p> <p>Create reporting pathways that include support systems and accountability mechanisms including how to handle SEA/SH allegations properly</p> <p>Develop simple, anonymous and confidential tracking system that GM can use to document when they observe/support and refer GBV incidents to service providers.</p> <p>Develop an Information Sharing Protocol – will lay down the principles for data collection, management and storage. It will identify what kind of data should be collected, by whom and for what. It will define how data should be recorded and stored and procedures for alerting the WB</p>	Quarter 1 after signing of works contract	PIU GBV Advisor/ PIU	PIU-(MoEM (GOSL) / GBV Advisor	GM with GBV/SEA procedure integrated In the GM	20,000

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (USD /per year)
		Provide and communicate easy-to-follow grievance procedures for workers and community members who may be vulnerable or exposed to project induced risks.					
	5.2. Train GM operators on how to handle GBV/SEA/SH cases and referrals as defined in the referral pathway.	Identify and select GBV/SEA focal persons within the GM operators Train the GM operators on GBV/SEA basics, the referral pathway, reporting and Confidentiality of data	During Quarter 1 following signing of the works contract Retraining during project implementation.	PIU GBV Advisor/PIU	PIU/GBV Advisor	No. of GM trained	20,000
	5.3. Disseminate information on GBV GM reporting procedures	Inform employees and the community on how to report cases of SEA/SH, CoC breaches to the GM, and how such cases are handled Provide and communicate easy-to-follow GBV grievance procedures for workers and community members who may be vulnerable or exposed to project induced risks.	Throughout the project	PIU/GBV Advisor / Social safeguards at the MoEM	PIU	No of sessions held with employees on reporting GBV/SEA/SH procedure. Number IEC materials developed distributed to project sited include Hotlines codes.	N/A
	5.4. Review GM reports/logs for GBV/SEA sensitivity	Review logs for GBV/SEA documentation to ensure it follows standards for documenting GBV/SEA cases Allow anonymous complaints and protect confidentiality of complainants.	During project implementation.	PIU (GBV Advisor	PIU (GBV Advisor)	Number of GBV/SEA cases documented (disaggregated by survivor age and sex and type of incident reported) % Of GBV/SEA/SH 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	N/A

Objective / Outputs	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budget (USD /per year)
						to case management services (disaggregated by type of service)	
6. Separate toilet and shower facilities	6.1. Provide separate facilities for men and women	Provide separate facilities	During project implementation.	PIU/ Contractors	PIU/ World Bank	Separate toilet and shower facilities for men and women	N/A
7. Effective M/E system in place to track implementation progress of GBV risk mitigation measures.	7.1 Develop an M&E plan	<p>Develop a comprehensive M&E plan to monitor work plan implementation</p> <p>Promotion of high-level commitment on monitoring the implementation of GBV action plan in order to support efforts to provide multi-sectoral support to GBV survivors.</p> <p>Monitor GBV/SEA/SH Implementation Plan</p>	<p>In Quarter 1 after contract signing</p> <p>Maintained throughout Project implementation.</p>	PIU GBV Advisor/ M&E specialists at PIU	PIU at MoEM	M&E framework in place, maintained and reviewed	N/A
	7.2 TPM to provide monitoring support to the GBV/SEA project components.	<p>GBV/SEA/SH measures included in the contractors'/ ESMPs' agreements, and implementation monitored (during construction and implementation)</p> <p>Conduct regular reviews on the PIU, contractor's performance, including project visibility, staff awareness and contractors reporting</p>	During project implementation.	PIU/TPM	PIU/ World Bank	Number of internal reviews conducted and presented	N/A
	TOTAL ESTIMATE						520,000

8 References

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https://www.ifc.org/wps/wcm/connect/03ff53f4-24e2-4526-8bc1-60bec0638b93/p_GPN_ESContractorManagement.
- c. The World Bank (2017). Working Together to Prevent Sexual Exploitation and Abuse: Recommendations for World Bank Investment Projects. The World Bank, Washington, D.C.
- d. The World Bank, Environmental & Social Framework for IPF Operations. Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works, Feb 2020.
- e. The World Bank, Environmental and Social Framework, 2018,
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9 ANNEXES

ANNEX I: Understanding of Key GBV Terms and Definitions

GBV 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. GBV includes acts that inflict physical, mental, sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life. The term GBV is most commonly used to underscore systemic inequality between males and females - which exists in every society in the world - and acts as a unifying and foundational characteristic of most forms of violence perpetrated against women and girls.

The term GBV stems from the 1993 United Nations Declaration on the Elimination of Violence against Women, which defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women”. Discrimination on the basis of sex or gender identity is not only a cause of many forms of GBV, but also contributes to the widespread acceptance and invisibility of such violence - so that perpetrators are not held accountable and survivors are discouraged from speaking out and accessing support.

Key Terms and Definitions

<p>Violence against women and girls (VAWG)</p>	<p>The 1993 UN <i>Declaration on the Elimination of Violence against Women</i> 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).</p> <p>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).
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	Violence against women and girls is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of the full advancement of women.
Gender-based violence (GBV)	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.
Sexual harassment (SH)	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.
Sexual Exploitation and Abuse (SEA)	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.
Child/ Forced early Marriage	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 (IASC 2015).
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).

ANNEX II: 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:

1. Comply with applicable National and Company **laws, policies, rules, and regulations** (including policy on sexual harassment).
2. 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).
3. **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
4. 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.
5. 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).
6. **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).
7. **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;

8. Refrain from **Sex** with anyone under the age of 18 and that the breach of this code will incur sanctions that could impact employment.
9. 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.
10. **Sanitation** requirements (for example, to ensure workers use specified sanitary facilities provided by their employer).
11. 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).
12. Respect reasonable **work instructions** (including environmental and social norms).
13. Protection and **proper use of property** (for example, to prohibit theft, carelessness or waste).
14. Attend and actively partake in training courses related to ESHS, OHS, GBV and the code of conduct as requested by my employer.
15. 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.
16. **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:

- I. Oral warning;
- II. Written warning;
- III. Additional training;
- IV. Loss of up to one week's salary;
- V. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months;

- VI. Termination of employment; and
- VII. 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.

Signature: _____ Name _____

Title: _____ Date: _____

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] _____

**9.1 ANNEX III: Public Consultation Meeting of E&S Management Framework for
Somaliland Energy Sector Recovery Project (SESRP)**

No.	Names	Institution	Title/Function
1.	Liban Mohamed Mohamoud	MoEM - PIU	Project Coordinator
2.	Abdirisak Mohamed Abdi	MoEM - PIU	Deputy Project Coordinator
3.	Abdirisak Hassan jibril	MoEM – PIU	Procurement Specialist
4.	Hodan farah	MoEM – PIU	Communication Specialist
5.	Gulied Ahmed	MoEM – PIU	Technical Specialist
6.	Abdifatah Omer Abdilahi	MoEM – PIU	M&E Specialist
7.	Ahmed Ismail Aden	Indho-Power	OP.01
8.	Ahmed Ali Nuur	Indho-Power	CEO
9.	Hanad Darwiish	MOPCT	Senior Advisor
10.	Nasriin Abdishakuur	SOLLA	Lawyer
11.	Hussein Mohamed Fadal	SOLLA	Lawyer
12.	Abdirahmaan Mohamed	MOJ	Lawyer
13.	Dahir Mohamed Farah	SOLLA	Lawyer
14.	Abdihakimm Ahmed	Private	Engineer
15.	Eng. Mustafe Mohamed	Groupower	Engineer
16.	Siman Ahmed Ali	SOLLA	Lawyer
17.	Abdilahi Abdi	Sompower	Board, Vice Chairman
18.	Eng.Abdirahman Xusen Muse	O.H.H	Engineer
19.	Abdiqani Abdilahi Ali	SOLLA	Engineer
20.	Abdirahman Ali Hassan	MOJ	General Director (DG)
21.	Abdiqani Ahmed Hersi	MOERD	General Director (DG)
22.	Said Abiib	SOMRENT	General Secretary
23.	Abdirashiid I Abdirahman		General Director (DG)
24.	Mustafe Mohamed	Gaafane Power	Chief Engineer

25.	Ahmed Said Ali	Gaafane Power	Chief Engineer
26.	Abdirasak Nour	APD	R.A
27.	Mohamed Mahamoud	SEC	DG
28.	Mohamoud A. Liban	HECHO/SEPCO	Chairman
29.	Shukri Mukhtar Hassan	MOPWH	Dep DG
30.	Amiin Hasan Jama	HAVOYOCO	Centre Manager
31.	Mohamed Ali Areef	SOLLO	Engineer
32.	Hinda Mohamed Hayd	MPWH	Deputy DG
33.	Khadar Abdi Abdilahi	SWIA	Doctor
34.	Mohamed Abdirisak Said	MoEM	Legal
35.	Ali Mohamed	Local Government	Director
36.	Mustafe Elmi	APD	Head of Research
37.	Gullied Hassan	HWA	Engineer
38.	Khalid Abdilahi	SEP	Engineer
39.	Abdirisak Yusuf	MOPCA	Development plan
40.	Mohamed Aden	Shamso Energy	Chairman
41.	Abdishakur Ali Mohamoud	AQN law firm	G. Manager
42.	Amal Ali	AQN law firm	Principle lawyer
43.	Mohamed Ali	DAWAN media	Reporter
44.	Waliid Yusuf Ahmed	MOJ	Deputy Director
45.	Hassan Mohamed Mumin	Aloog	Director
46.	Khaalid Ahmed Aw Ali	CSP	Engineer
47.	Sarah Smith	CSP	Project Manager
48.	Muse Jama	Nafis Network	O-development advisor
49.	Salebaan Abdi Ali	SEC	Commissioner
50.	Ubah Mohamed Mahamoud	SEC	Commissioner
51.	Walid Saryan	MO	Deputy Director

GOSL of Gender Diagnostic Assessment participants in Hargeisa in 2021

Stakeholder	Name	Email
GOLIS UNIVERSITY	Dr. Saed Ahmed	gollisuniversity@yahoo.com
MoES	Ahmed Abokor	
MESAF	Abdirashid	
HAYOCO		ed@havoyoco.org
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HARGEISA Technical		
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SWEO	Mumtaas	
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ANNEX IV: GBV TRAINING

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 Table 9-1.

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,
- 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

Table 9-1 below shows the modality, frequency and content of training's

²⁰Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, 28 September 2018, the World Bank group

Table 9-1: Modality, Frequency and Content of Trainings

Group	Modality	Frequency	Topic
MoEM, PIU, 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 GoSL 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/SEA/SH 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

			<p>with adequate response actors/referral pathway.</p> <ul style="list-style-type: none"> • Understanding of the roles and responsibilities of the GM operator, focal points in handling GBV incidents and the Accountability and Response Framework. • Effective implementation of the action plan. • Available Service providers working on GBV in the area and other referral pathways. • Survivor centred approaches
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 • SEA/SH 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 centered 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.

ANNEX V: ToR GBV ADVISOR

1. BACKGROUND

Effectively addressing gender-based violence contributes to the achievement of the World Bank's twin goals of poverty reduction and shared prosperity by increasing women's and girls' ability to participate in society and livelihood opportunities. Sexual Gender-based violence (GBV) including sexual harassment, exploitation and abuse – is a prevalent feature in settings across countries where the World Bank operates; recent estimates by WHO indicate that 35 per cent, or roughly one in three, women worldwide have experienced some form of physical or sexual assault in their lifetime. The costs of GBV, both direct and indirect, are a staggering burden for households and economies. While the time horizon for reducing gender-based violence is necessarily affected by the need to shift norms and attitudes that underlie GBV given the widespread acceptance of violence against women and girls, it is generally agreed that effective interventions at the programming and project level in several sectors could help change attitudes and behaviors and enhance women's ability to participate and benefit from development programs. There is recognition as well that development operations, including those supported with World Bank financing can increase or introduce new risks of GBV, including the risks of sexual exploitation and abuse (SEA), as well as 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 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. Preparation of the SESRP highlights potential project-related risks of SEA/SH that will require protective mitigation measures and establishment of response mechanisms to address. Mitigation measures to be integrated into and monitored throughout the life of the project have been identified in alignment with IASC principles and in accordance with the World Bank guidance and standards on GBV risk management.

As part of the GBV risk management process, the Project Implementation Unit (PIU) seeks a GBV Advisor, with experience addressing SEA/SH, who will be responsible for supporting the Project

Implementation Team in the identification, mitigation and response to these risks as part of project implementation.

World Bank, Somaliland GBV Assessment Portfolio Review, 2020, p. 94.

GBV includes a range of violations, including

i) intimate partner violence; ii) non-partner sexual abuse; iii) harmful practices; iv) Human trafficking and v) child sexual abuse. It is expected that the country and regional integration profiles will highlight the most prevalent forms of GBV within each country and provide considerations for how to address these risks most effectively.

2. CONTEXT OF THE PROJECT

The SESRP was assessed to be High risk. Consequently, the Project will need to put in place certain measures in order to mitigate the risks of GBV and generally comply with the standards and good practices to address GBV risks, including those developed in the World Bank's SEA/SH Good Practice Note.

As part of this process, the following measures will be put in place to enable management in a satisfactory manner the mitigation and response to GBV risks linked to project implementation.

Key measures will include among others:

- Mobilization of a GBV Advisor within the SESRP and if needed, occasional recruitment of consultants to support the GBV Advisor;
- A mapping and quality assessment of GBV support services available with a minimum package of services provided where necessary to inform development of referral pathways for the project;
- Consultations with female beneficiaries at the community level;
- Awareness raising and sensitization of neighboring communities on GBV issues and the potential risks associated with the project as well as on the risk mitigation measures implemented in the project implementation areas;
- The training on and signing of Codes of Conduct by all the people working on the project that include specific measures related to SEA/SH;
- The establishment of a gender- and GBV-sensitive grievance management mechanism (GM) that will be considered by the project, including development of response protocol should cases of SEA/SH and GBV arise;
- Training on GBV provisions for workers in companies as well as for community actors, such as focal points linked to local complaints management committees, and other stakeholders; and

- Continuous training of project staff on GBV, the appropriate response to cases of GBV, and the implementation of the code of conduct and the GM;
- Development of a SEA/SH Prevention and Response Action Plan that consolidates information related to key risks, mitigation measures, referral pathways and protocols, an Accountability and
- Response Framework, a Reporting and Response Framework, and training and sensitization requirements;
- Ensuring procurement processes, where relevant, include evaluation of GBV/SEA/SH risk management requirements, including consideration for associated costs;
- Ensure associated GBV expertise is built into capacity of supervision consultant – this could include hiring of additional technical expertise or in-depth training of associated staff on GBV risk management requirements;
- Integrating oversight of implementation of GBV risk management requirements in the responsibilities of a Third-Party Monitor

- These terms of reference define the general mandate, the specific tasks as well as the profile of the GBV Advisor to be recruited within the SESRP.

4. OBJECTIVES

The general objective of this position is to support GBV Risk Management Requirements including additional identification, prevention, risk mitigation, and response to GBV risks, including SEA/SH, related to project implementation.

The specific objectives of the GBV Advisor's mandate are as follows:

- Help the project to identify any additional GBV / SEA/SH risks linked to the implementation of the project and to develop risk mitigation strategies through the integration of risks and related mitigation measures in key safeguard instruments, such as the project Environmental and Social
- Management Framework;
- Support the project in the implementation and coordination of prevention, risk mitigation and response activities, by supervising the contracts of service providers and services of any additional GBV Advisor consultants, ensuring the ethical and appropriate implementation of the GM, by collaborating with the other members of the Project Implementation Unit (PIU), especially the Environmental and Social Safeguard Specialists, and by coordinating the actions planned with the project partners and the government structures involved in its implementation; and
- Support the PIU in the monitoring and evaluation of activities related to prevention, response,

- and mitigation of GBV risks, by ensuring the ethical monitoring of key indicators related to prevention and response activities and the operation of GM and contributing to the periodic reports and to the SEA/SH Prevention and Response Action Plan.

5. KEY TASKS OF THE GBV ADVISOR

Under the authority of the Project Coordinator, the GBV Advisor will ensure that considerations related to GBV risks are taken into account in the implementation of all the activities of the SCRP. The specific tasks of the GBV Advisor within the PIU can be summarized as follows:

1. Identification of GBV / EAS / HS risks and design of risk mitigation strategies for the project:

- Contribute where relevant/needed to the development of GBV aspects of key safeguard requirements, and ensure the integration and implementation of risk mitigation measures for GBV / SEA/ SH in key instruments, including any updates to the Environmental and Social Management Framework (ESMF), which also includes the GBV Action Plan; the Environmental and Social Management Plans (ESMPs); the Labor Management Plan (LMP); the Security Management Plan (SMP); the Resettlement Policy Frameworks (RPF) and the Stakeholder Engagement Plan (SEP);

- Ensure that the GBV risk assessment is integrated into the social assessment that is part of the ESMP which will be carried out during the preparatory phase of the project and is also updated throughout the implementation of the project and in developing or adapting the GBV Action Plan; and
- Contribute to the monitoring and evaluation of the GBV elements of the environmental and social safeguard documents prepared within the framework of the project.

2. Implementation and coordination of prevention and response activities as well as risk mitigation:

b) Supervision of consultants or NGOs specializing in GBV:

- Contribute to the development of terms of reference for the recruitment of GBV consultants or NGOs who can be hired to support the implementation of GBV prevention and response activities, including risk mitigation measures, for the attention of the communities affected by the project and the staff of SESRP
- Supervise all of activities of technical specialists, which could include the development and validation of quality service mapping, community consultations, stakeholder training, awareness campaigns, and close monitoring of partners and project staff; and
- With the support of technical specialists where necessary, ensure the development and implementation of a GBV training plan throughout the project, which will include, among others, workers, project staff, as well as community actors, and who will address the risks of

- GBV

c) Support for the implementation of the grievance mechanism (GM):

- Ensure coordination and implementation of the GM on GBV-related issues within the framework of the project, including development of a response protocol for GBV cases, ensuring a “survivor-centered” approach” in the project to ensure that survivors of GBV incidence receive medical, psychosocial and legal assistance in accordance with their needs, subject to the consent of the survivor, while respecting their right to confidentiality and safety (this will include regular monitoring in the field to verify the proper functioning of the GM, the appropriate entry leads, and the quality of services in the referral circuit); and
- Ensure compliance with the guiding principles regarding confidentiality and safety in the ethical collection, storage, and sharing of data related to GBV complaints.

d) Coordination and collaboration:

- Collaborate with the other experts of the PIU, in particular the environmental and social safeguard specialists, within the framework of their activities;
- Participate in periodic project coordination meetings and, if necessary, on site, in order to collect feedback from companies and providers on the implementation of the GM, in order to be able to adapt the mechanism using lessons learned; and
- Inform and involve, where appropriate, government structures at the level of intervention on GBV risk mitigation activities and measures carried out within the framework of SESRP.
- The GBV Advisor of the PIU will ensure close coordination with all the relevant stakeholders for the implementation of the project components.
- The PIU GBV Advisor will also liaise with a GBV technical expert and Safeguard Specialists within the World Bank team. Mainstreaming gender activities in project components includes
- strengthening of GBV service provision and referral pathways for survivors of GBV
- Mainstreaming gender in Project management: including GBV/SEA/SH referral and protection mechanisms in all project components
- Mainstream gender in the provision of health and nutrition services in Somaliland’s Essential
- Package of Health Services;

3. Monitoring and evaluation:

a) Monitoring of various activities and indicators:

- Put in place the monitoring and evaluation plan for activities relating to the prevention and management of GBV cases, in coordination and with the support of the monitoring and evaluation specialist from the World Bank, together with performance indicators and their target values, which will allow the GBV Advisor to systematically and in accordance with the

guiding principles and good practices, collect feedback from the community on the functioning of the GM and other survivor-related care;

- Support the monitoring of indicators relating to the functioning of the GM, in particular concerning the reporting and follow-up of GBV complaints related to the project (this must be done while respecting the response protocol for GBV cases and the guiding principles for case management of GBV);
- On the basis of the information collected directly and provided by the supervision consultants, keep up to date and share periodically a monitoring tool (e.g., table) summarizing the information relating to the contracts of service providers or consultants relating to GBV, signing of CoCs, and training dates for workers in the companies and also for project staff; and
- Document the good practices or success stories experienced following the implementation of
- GBV risk mitigation measures.

b) Analysis of data and activities:

- Evaluate project activities to assess the adequacy with national and World Bank requirements in terms of prevention and management of GBV cases;
- Analyze key gaps between achievements and targets and make any appropriate recommendations to improve performance in terms of prevention and management of GBV cases; and
- Propose adjustments to program activities for the prevention and management of GBV cases and the appropriate measures to ensure their proper execution.

c) Reporting:

- Write periodic reports (monthly, quarterly and annual) summarizing progress of the implementation of GBV risk mitigation measures for the project and the services of the companies and support consultants; and
- Contribute to the preparation of annual action plans, as well as to the drafting of periodic project reports (monthly, quarterly and annual) and ensure that GBV aspects are adequately taken into account in said reports.

4. REPORTS

The GBV Advisor will prepare monthly, quarterly and annual activity reports to be integrated into the preparation of monthly, quarterly and annual activity progress reports of the project's environmental and social safeguarding aspects. These reports will take stock of the achievements of the month, quarter or year, will present the main issues raised and the solutions provided, together with the strengths and weaknesses of the actions carried out. Said reports will be due no later than seven (7) days, fifteen (15) days and one month respectively after the end of each period concerned.

5. PROFILE OF THE CANDIDATE

- Holds of a Bachelor + 5 Diploma or equivalent, in social sciences, law, project management, or any other similar discipline;
- At least eight years of overall professional experience;
- At least five years of experience in supervising GBV prevention and response activities;
- At least five years of experience in conducting awareness campaigns on women's rights, gender equality, GBV, and / or reproductive health considered an asset;
- Excellent knowledge of the guiding and ethical principles that govern work with survivors of GBV and good practices in the implementation of activities to prevent and address GBV;
- Good experience in data collection and analysis on GBV;
- Good knowledge of the World Bank's environmental and social safeguard policies;
- Good knowledge of relevant legislation/legal frameworks in Somaliland in the area of GBV;
- •Fluent in Somali and English and strong ability to write reports;
- A good command of IT tools (word processing, spreadsheets, Internet and Intranet, etc.).

6. DURATION AND LOCATION OF ASSIGNMENT INSERT DURATION OF EXECUTION ACCORDING TO THE COUNTRY WORK CODE,

The duration of the mission is renewable one year with a trial period of three (3) months.] The renewal is not validated until after the satisfactory performance evaluation of the GBV Advisor approved by the World Bank.

The assignment is planned within the PIU of the MINISTRY OF ENERGY AND MINERALS for the Government of Somaliland. One-off missions within the country to the project sites may be necessary for the proper execution of the mandate.

The procurement process will be conducted using the competitive processes in accordance with the new World Bank procurement regulations.

Annex VII: Guideline on Code of Conduct

A satisfactory code of conduct will contain obligations on all project workers (including sub-contractors) that are suitable to address the following issues, as a minimum. Additional obligations may be added to respond to particular concerns of the ministries, the location and the project sector or to specific project requirements. The Code of Conduct should be written in plain language and signed by each worker to indicate that they have:

- Received a copy of the code.
- Had the code explained to them.
- Acknowledged that adherence to this Code of Conduct is a condition of employment; and
- Understood that violations of the Code can result in serious consequences, up to and including dismissal, or referral to legal authorities

DOs

1. Wear always prescribed and appropriate personal protective equipment on site.
2. Wash hands, always sanitize and observe social distancing and follow WHO and the government SOPs and updated guidelines.
3. Seek healthcare if you experience any of the following symptoms (while at home or work): cough, fever and shortness of breath.
4. Prevent avoidable accidents and report conditions or practices that pose a safety hazard or threaten the environment.
5. Treat women, children and elderly men, vulnerable persons, persons from the minority communities and persons with disabilities with respect regardless of race, color, language, religion, or other status.
6. Report any violations of this code of conduct to workers' representative, HR or grievance redress committee. No employee who reports a violation of this code of conduct in good faith will be punished in any way, and
7. Comply with all labour legislative and regulatory requirements.

DON'Ts

1. Expose other people to the risk of infection in any form including risks of occupational health and safety.
2. Leave personal protective equipment lying within the project site.
3. Come to work if you or any of your family members has any symptoms of COVID-19 (cough, fever and shortness of breath). Report immediately to your supervisor if you or family member has any of these signs.
4. Make unwelcome sexual advances to any person in any form.
5. Have sexual interactions with a minor (18 years and below).
6. Have sexual interactions unless full and unequivocal consent is given and there is no form of material or other coercion, and
7. Use alcohol or narcotics during working hours.

Annex VIII: GBV/SEA/SH Reporting Format

The following is a sample-reporting framework that needs to be updated pending review and considerations by the GBV Advisor and appropriate technical experts within the PIU and the WorldBank.

GBV/SEA/SH Reporting Format

INCIDENT DETAILS		Guiding Notes
1	Type of Violation	SEA/SH
		GBV (by third party)
2	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?
3	Source of information	GM Operator, email, other (specify)
4	Where did the incident occur	District
		Region
5	When did the incident occur	Date
6	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 clan or IDP, which can be identified in small village/community settings.

ANNEX IX: GBV SERVICE PROVIDERS

GBV response services include lifesaving medical assistance (including the post rape treatment), temporary protection accommodation, legal, psychosocial, material and livelihood assistance in line with standards and principles. There are a number of organizations that provide GBV services that is supported by Ministry of Employment, Social Affairs and Family, UN and INGOs. GBV service providers distribute post rape treatment kits and dignity kits for timely dispensation to the GBV survivors as per the ministry guidelines and standards. All reported GBV incidents in load centers were provided assistance based on their needs. There are also forensic labs in Hargeisa which is already in use.

Below is a list of the actors working on GBV service provision and referral pathways in SESRP project areas. To date, the type and quality of key services, including Case management, Clinical Management of Rape (CRM), Psycho-social support, Livelihoods, Safety and legal and justice can vary significantly from one location to another.

Table 9-2: Available GBV service providers in project areas

State	Districts	Organizations	Services provided
Somaliland	Hargeisa	Ministry of Health	PREVENTION: FGM awareness on the side of health held on MCH, and health centres week in Dami, Sh Nur, Sh Mubarik and Sh Madar to make awareness one FGM ,child rights 2 counseling staff for FGM/C female
Somaliland	Hargeisa	Edna hospital	RESPONSE: Fistula repairing, counselling. PREVENTION: Research on FGM, trainings to midwives and nurses, health education. These services are covers in Somaliland including at the boarders.
Somaliland	Hargeisa	TALOWADAAG Executive Director Guleid Osman Abdikarim	Respond:- Counselling, psychosocial , referral and nutrition, food , and medical treatment and HIV kits. Prevention Awareness raising, Capacity building communities committee, training police

Somaliland	Hargeisa	CCBRS (comprehensive Community Based in Somaliland)	Hargeisa (2 caseworkers),Buroa (2caseworkers) Borama (2 case workers) Berbera (2 caseworkers) case workers and one GBV coordinator (based in Hargeisa, with monitoring the other regions)
Somaliland	Hargeisa	Humanity Inclusion (HI)	Medical Service through referral pathway to Hargeisa Group of Hospital
Somaliland	Hargeisa	HAYDA	medical: referral to Hargeisa of group hospital Counselling, psychosocial
Somaliland	Hargeisa	DAN	protection: of refugees and returnees asylum seekers, venerable groups, person with disabilities including children and elderly people with best regards
Somaliland	Hargeisa	NRC	Prevention Awareness raising, Capacity building communities , training Medical Service
Somaliland	Buroa/Borama	SLNMA (Somaliland Nursing Midwiverning association) Executive Director ,Fozia M Ismail ,063-4489689	PREVENTION: trainings on prevention especially on FGM and advocacy for reproductive health system. Lobbying and advocacy on FGM policy with the collaboration on Mesaf. The activities are in all regions - Hargeisa, Buroa, Borama, Berbera, Lascanood Erigavo,
Somaliland	Buroa and Erigavo	TASCO (Taakulo Somaliland Community) Main Email: taakulosom@gmail.com	PREVENTION: Awareness raising meetings with elders, village committees, local authorities, women and through media on FGM/GBV and child care, GoSL with the women and children on FGM and GBV consequences. The activities

			are conducted through health, Wash and community education committees. Awareness on non-discrimination.(Hargeisa ,Buroa ,Erigavo. Activities are funded by Nafis Network.
Somaliland	Berbera and Boroma	HAVOYOCO - Horn Africa Voluntary Youth Committee	GBV PREVENTION and RESPONSE: Hargeisa - awareness raising activities, debates, circus team through the Community Welfare Committees (CWC) established in 5 districts. In Burao and Erigavo (focus only on girls) school education project in the remote villages.(Training teachers, school construction monitoring and awareness through the Community Education Committees.) In Berbera and Boroma the project is focused on early and forced marriage. Response: Provision of PSS and Referral for GBV cases adults only Hargeisa.
Somaliland	Hargeisa, Buroa, Las'Anod	Nagaad Network, Executive Director Nafisah Yusuf	PREVENTION/ADVOCAY: Network coordination, 46 members coordination, advocacy and facilitation on Sexual Offences Bill based on MOU between Nagaad Network and Parliament and concluded in two regional validation workshops on Rape and Sexual Offenses Bill. Conduct research on GBV in all six regions of Somaliland, reports on Policy and Legal papers on SGBV in all six regions, developed GMT (Third party Judiciary Monitoring

			<p>Tool) on GBV proceedings, awareness raising. Women Peace coalitions in six regions, three offices in east regions with focal points (Buroa, Lascanood and Erigavo). In Borama ,Berbera and Hargeisa present of focal points.</p> <p>RESPONSE: Safe home in Erigav, mecial psychosocial food and non-food items, income generation for SGBV survivors. Skill trainings and livelihood programs ..</p>
Somaliland	Buroa and Boroma	Nafis network (advocacy activities) Programme Coordinator Abdulrahman Gaas	<p>PREVENTION: Capacity Building for Nafis members organization and other FGM stakeholders ,coordination and networking among the FGM/C stakeholders ,peer and parental dialogues on FGM/C issues , lobbying and advocacy for FGM policy and law, research and documentations .(all these above mentioned activities are carried out in six regions including Hargeisa,Borama ,Buroa , Berbera, Erigavo and Las-anod) (Funding agencies : KNH ,UNDP,ISF, Forum SYD) .This is more involve in children</p> <p>RESPONSE: FGM survivor support through offering necessary care on FGM complicated patient (medical and counselling) referral to other medical practitioners , FGM survivors daily counselling ,follow up on condition of Referral survivors .(Funding agencies ,Forum SYD).The majorities are adult .</p>

Somaliland	Buroa and Boroma	Y-peer network Programme Office Mohamed Mahad dhamac	PREVENTION: PREVENTION/ADVOCAY: Production of IEC materials, Awareness raising activities through peer to peer session and trainings. School debates, production of booklets e social media campaign on Facebook and twitter. Theatre performance, peer education sessions at the University of Hargeisa, Alpha university, Admass University, New Generation university, Addis Ababa medical college, International Horn University, Gollis University, Beder International University and secondary schools Mohamoud Ahmed Ali secondary school, Farah Omar secondary school, Ga'an Libah secondary school, Gaandi secondary school, Waran Cadde secondary school and 26 June secondary schools
Somaliland		Asal Youth Development Association Exective Director khadar Abdilaahi mohamed	Prevention:human right awareness raising , community skill training , traditional training and religious training
Somaliland	Boroma	Ministry of Emploment,social Affairs and Family. Director of gender Luul Aden Geedi.	Prevention : information sharing meetings (GBVWG), awareness raising, capacity building and referral GBV cases
Somaliland	Buroa	Vosomwo	Prevention : awareness raising capacity , Respond : Small Grand fund support

			such as nutrition food transportations and medical
Somaliland	Buroa and Erigavo	Action Aid	Prevention: Capacity building and awareness raising about FGM/C. Respond: livelihood support such water Dams
Somaliland	Berbera and Boroma	DRC	Prevention: technical capacity building , awareness raising, mentoring ,Respond : material assistance psychosocial and medical support through case management
Somaliland	Hargeisa, Buroa, Las'Anod	Somaliland Human Right Commissions (SHRC)	Respond: lawyers defence GBV cases and monitoring GBV case during the justice system
Somaliland	Buroa and Boroma	IRADA	Prevention: FGM awareness raisin, communities sensitization and community training.
Somaliland	Buroa and Boroma	Somaliland Environmental Voluntary Organization (SEVO)	Prevention: awareness raising communities' domestic violence, capacity building. Respond: legal assistant supports the survivor
Somaliland	Buroa and Erigavo	Candalight	Prevention: awareness raisin, communities sensitization and community training. Capacity building

ANNEX X: ToR GBV Third Party Monitoring (TPM)

1. BACKGROUND

Effectively addressing gender-based violence contributes to the achievement of the World Bank's twin goals of poverty reduction and shared prosperity by increasing women's and girls' ability to participate in society and livelihood opportunities. Sexual Gender-based violence (GBV) including sexual harassment, exploitation and abuse – is a prevalent feature in settings across countries where the World Bank operates; recent estimates by WHO indicate that 35 per cent, or roughly one in three, women worldwide have experienced some form of physical or sexual assault in their lifetime. The costs of GBV, both direct and indirect, are a staggering burden for households and economies. While the time horizon for reducing gender-based violence is necessarily affected by the need to shift norms and attitudes that underlie GBV given the widespread acceptance of violence against women and girls, it is generally agreed that effective interventions at the programming and project level in several sectors could help change attitudes and behaviors and enhance women's ability to participate and benefit from development programs. There is recognition as well that development operations, including those supported with World Bank financing can increase or introduce new risks of GBV, including the risks of sexual exploitation and abuse (SEA), as well as 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 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. Preparation of the SESRP highlights potential project-related risks of SEA/SH that will require protective mitigation measures and establishment of response mechanisms to address. Mitigation measures to be integrated into and monitored throughout the life of the project have been identified in alignment with IASC principles and in accordance with the World Bank guidance and standards on GBV risk management.

As part of the GBV risk management process, the Project Implementation Unit (PIU) seeks a GBV TPM, with experience monitoring the GBV/SEA/SH, who will be responsible for verifying the implementation status of the GBVA for the project milestones.

2. CONTEXT OF THE PROJECT

The SESRP was assessed to be High risk. Consequently, the Project will need to put in place certain measures in order to mitigate the risks of GBV and generally comply with the standards and good practices to address GBV risks, including those developed in the World Bank's SEA/SH Good Practice Note. This necessitates the need to hire the GBV TPM to ensure the hired firm sticks to the implementation with realization of all the milestones.

3. OBJECTIVES

The general objective of TPM position is to monitor and verify GBV implementation progress, including SEA/SH, related to project implementation that shall be undertaken the GBV Hired Firm/Expert.

The specific objectives mandate are as follows:

- Reviewing ESCP implementation status and compliance with the ESSs with biased in GBV/SEA/SH.
- Tracking GBV/SEA/SH and social performance of the project.
- Monitoring contractor (GBV Firm / Expert) compliance to the implementation GBV Action Plan.
- Verifying compliance and progress on project commitments to the GBV Action Plan.
- Reviewing stakeholder engagement and grievance management in relation to GBV/SEA/SH.
- Undertaking site visits to review GBV/SEA/SH documents and meet with workers, management, and stakeholders.
- Identifying corrective and preventive actions as needed and assisting the PIU to incorporate to the relevant management tools, in a manner acceptable to the Bank.
- Providing information for the PIU to disclose to stakeholders, showing GBV/SEA/SH performance of the project or implementation of commitments.
- Provide information that is evidence-based, credible and useful, enabling the incorporation of conclusions and recommendations into the future decision-making processes, and
- Support the PIU in the monitoring and evaluation of activities related to prevention, response, and mitigation of GBV risks, by ensuring the ethical monitoring of key indicators related to prevention and response activities and the operation of Grievance Management (GM) and contributing to the periodic reports and to the SEA/SH Prevention and Response Action Plan.

4. TASKS DIVIDED IN MAJOR PROJECT PHASE, OR LOCATION OR TYPE OF ACTIVITY

The TPM will ensure the hired GBV Firm / Consultant will monitor the implementation of the GBV Action Plan for the period of the contract in line with the agreed tasks above. This will involve the review of the project ESCP/ESMPs, Resettlement Action Plan, Stakeholder Engagement Plan, or other relevant documents to be provided by the PIU. This will be incorporated with the following:

- Planning of monitoring visits to evaluate the adequacy of the proposed parameters including but not limited to:
 - % Increase in knowledge of key gender/GBV issues among participants of informant,
 - % Increase in knowledge of GBV among women and girls who complete a GBV awareness raising program,
 - % Increase in positive messages about how to prevent and respond to GBV articulated by women and girls who complete a GBV awareness raising program,
 - % Increase in willingness to take positive action to prevent GBV by participants who complete a GBV awareness raising program,
 - % Increase in willingness to take positive action to prevent GBV by men and boys who complete a GBV awareness raising program,
 - % Decrease in site-related GBV risks, physical and as perceived by community members,
- The Monitoring Schedule will be on quarterly with the possibility of targeted purposive monitoring during the peak construction activities, the TPM will periodically join the scheduled Bank Support Implementation Mission Bi-annually, in collaboration with the Project Implementation Unit, as appropriate.
- The prior arrangement shall be agreed between the TPM and the PIU to ensure availability of the communities, realistic locations of communities to be visited (with observance of the COVID 19 Protocols),
- Carry an independent satisfaction survey of the target population considering the implemented projects,
- Submit a comprehensive monitoring report to (1) validate activities delivered in the field and report on significant accomplishments; (2) document and report on the implementation of activities implemented through project partners and any other identified gaps observed during field interviews (including any feedback on access, usage, quality and relevance by end users and (3) identify issues/bottlenecks with regards to the implementation of projects.
- Methodologies to be used shall include but not limited to field visit / survey, Focus Group Discussion, Key informant interview / administering of the questionnaires, among others that the PIU may deem necessary,
- Use of the SPSS and or Excel Spread Sheet to analyze the information and or present the findings

5. REPORTS

The TPM will prepare quarterly and annual activity reports to be integrated into the preparation of quarterly and annual activity progress reports of the project's environmental and social safeguarding aspects. These reports will take stock of the achievements of the quarter or year, will present the main issues raised and the solutions provided, together with the strengths and weaknesses of the actions carried out. Said reports will be due no later than fifteen (15) days and one month respectively after the end of each period concerned.

6. QUALIFICATIONS / PROFILE OF THE CANDIDATE

- Holds of a Bachelor + 5 Diploma or equivalent, in social sciences, law, project management, or any other similar discipline;
- At least eight years of overall professional experience in undertaking TPM roles;
- At least five years of experience in supervising the implementation of GBV prevention and response activities;
- At least five years of experience in conducting awareness campaigns on women's rights, gender equality, GBV, and / or reproductive health considered an asset;
- Excellent knowledge of the guiding and ethical principles that govern work with survivors of GBV and good practices in the implementation of activities to prevent and address GBV;
- Good experience in data collection and analysis on GBV;
- Good knowledge of the World Bank's environmental and social safeguard policies;
- Good knowledge of relevant legislation/legal frameworks in Somaliland in the area of GBV;
- Fluent in Somali and English and strong ability to write reports;
- A good command of IT tools (word processing, spreadsheets, Internet and Intranet, etc.).

7. DURATION AND LOCATION OF ASSIGNMENT

The duration of the mission is renewable one year with a trial period of three (3) months.] The renewal is not validated until after the satisfactory performance evaluation approved by the World Bank.

The assignment is planned within the PIU of the MINISTRY OF ENERGY AND MINERALS for the Government of Somaliland. One-off missions within the country to the project sites may be necessary for the proper execution of the mandate.

The procurement process will be conducted using the competitive processes in accordance with the new World Bank procurement regulations.

