

**FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA**

**MINISTRY OF WATER AND ENERGY**



**ETHIOPIA - HORN OF AFRICA - GROUNDWATER FOR  
RESILIENCE PROJECT (P174867)**

**Sexual Exploitation and Abuse/Sexual Harassment Risk  
Assessment and Action Plan**

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ABBREVIATIONS AND ACRONYMSCEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CoC	Code of conduct
ESMP	Environmental and social management paln
GBV	Gender Based Violence
GMC	Grievance redress committee
GoE	Government of Ethiopia
GRM	Grievance Redress Mechanism
GW	Groundwater
GW4R	Groundwater for Resilience
HoA	Horn of Africa
HoA-GW4RP	Horn of Africa Groundwater for Resilience project
HoAI	Horn of Africa Initiative
IA	Implementing Agency
MoWE	Ministry of water and Energy
PAP	Project Affected Parties
PMCU	Project management and coordination unit
SEA	Sexual Exploitation Abuse
SH	Sexual Harassment
WB	World Bank

## GLOSSARY OF TERMS

**Child Marriage** refers to any formal marriage or informal union between a child under the age of 18 and an adult or another child (UNICEF). It can be classified as a form of forced marriage as children are not legally competent to agree to such unions and are unable to give informed consent.

**Code of Conduct (CoC).** CoC is a set of rules, outlining rules, norms and responsibilities for the signatory.

**Consent:** is the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained using threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. The individual also must be aware of and have the power to exercise the right to refuse to engage in an action and/or to not be coerced (i.e., by financial considerations, force, or threats). There are instances where consent might not be possible due to cognitive impairments and/or physical, sensory, or developmental disabilities.

**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, mental, sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life. GBV disproportionately affects women and girls across their lifespan and takes many forms, including sexual, physical, and psychological abuse.

**Grievance Mechanism (GM).** The process established by a project to receive and address complaints.

**Potential Perpetrator.** Any person who is alleged to have committed or has threatened to commit a GBV act.

**Gender-based violence (GBV) service provider:** An organization offering specific services for GBV survivors, such as health services, psychosocial support, shelter, legal aid, safety/security services, etc.

**Gender mainstreaming:** is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve equality between men and women.

**Human trafficking:** Trafficking in persons is defined as the recruitment, transportation, transfer, harboring or receipt of persons by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power, or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purposes of exploitation.

**Sexual Exploitation** - is a manifestation of GBV consisting of 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:** Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

**Sexual Harassment (SH)** - is a manifestation of GBV consisting of any unwelcome sexual advance, request for sexual favor, or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual harassment occurs within the context of a contractor or subcontractor and relates to employees of a company experiencing unwelcome sexual advances or requests for sexual favors or acts of a sexual nature that are offensive and humiliating among the same company's employees.

**Survivor-centered approach** - is based on a set of principles and skills designed to guide professionals, regardless of their role, in their engagement with survivors who have experienced sexual or other forms of violence. The survivor- centered approach aims to create a supportive environment in which the survivor's interests are respected and prioritized, and in which the survivor is treated with dignity and respect. The approach helps to promote the survivor's recovery and ability to identify and express needs and wishes, as well as to reinforce the survivor's capacity to make decisions about possible interventions.

**Violence Against Women:** any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

**Women's empowerment:** concerns women's gaining of power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. This implies that to be empowered they must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but they must also have the agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions.

## Introduction

### 1.1 Description of the project

The Government of Ethiopia (GoE) has requested financial and technical support from the World Bank to advance ground water management and use. The focus of the Project will be on strengthening national level institutions, information, and community-level infrastructure. The project will boost the country capacity to engage in regional efforts to promote dialogue, information sharing and trust building on shared aquifers. The Project will also contribute towards improved pastoral and agro-pastoral livelihoods through community level sub-projects to increase groundwater supply and use, involving targeted communities in the development, management, and maintenance of groundwater-based schemes. Overall, the project will advance potential investment opportunities for national integrated groundwater management or development. The Project will provide an opportunity to swiftly translate readily available shelf design documents and confirmed groundwater sources in to productive and consumption use. Furthermore, it provides a platform to leverage additional resource to the sector from the IDA regional pot.

The proposed Project is aligned with the GTP II and the 10-year strategy of the sector which aims to enhance the knowledge and use of the country's groundwater potential for production and consumption.

The project will provide benefits in the form of; (i) improved ground water governance and management through strengthened capacity of groundwater institutions and information system, assessment and development of potential groundwater aquifers, and MAR designed and implemented.

(ii) provision of groundwater access for improved water supply consumption to an estimated 214,100 rural community, and

iii) provision of improved groundwater access for irrigation to 27,700 Rural community.

The Project would have the following four components:

## ***Component 1: GW Potential Assessment and Infrastructure Development for Inclusive Community-level Use.***

This component will focus on carrying out groundwater potential assessments, and implementing investments for groundwater use, conjunctive use, and introduction of managed aquifer recharge (MAR). It supports investments to develop critical groundwater infrastructure in selected priority woredas as well as ensuring their sustainability. It will also promote the use of efficient renewable energy, such as solar and wind to lift water, as well as soil conservation measures and aquifer recharge. The component will have three subcomponents: (i) Groundwater Potential Assessment and aquifer recharge; ii) Utilization of groundwater for water supply (human and livestock) as well as enhancing service delivery management capacity, and iii) utilization of groundwater for irrigation.

***Subcomponent 1.1 Groundwater Potential Assessment and Aquifer recharge:*** This subcomponent will finance: (i) groundwater potential assessment in prioritized areas, including borderland sites; (ii) design and implementation of MAR in the Dire Dawa plain, and (iii) development and management of monitoring wells that will feed into component 2 in targeted water supply and irrigation subproject sites/woredas.

***Sub-component 1.2. Utilization of groundwater for water supply (human and livestock) and enhancing service delivery management capacity.*** This subcomponent is structured into two sub-components:

***Sub-component 1.2a. Increasing rural and pastoral access to water supply services:*** This subcomponent will focus on groundwater-based rural water supply infrastructure/system development with an emphasis on strengthening resilience at the community level against droughts and extreme temperatures.

This subcomponent will finance: i) groundwater source development; ii) feasibility studies and engineering designs, and iii) construction/ rehabilitation of small and medium scale multi-village water supply schemes for community and livestock demand, including water distribution to public water taps.

***Sub-component 1.2b. Enhancing service delivery management capacity.***



The project will build on existing practices and lessons from on-going projects (such as the One WaSH), and apply lessons learned on operational and managerial challenges by existing rural water systems, to ensure the sustainability of rural water supply schemes through strengthened community management arrangements.

***Subcomponent 1.3. Utilization of groundwater for small scale irrigation.***

This subcomponent will finance: i) groundwater source development; ii) feasibility studies and engineering designs, construction/ rehabilitation of small-scale groundwater-based irrigation infrastructures, including climate-resilience considerations, and iii) introduction of the concept of farmer-led irrigation (FLID), where farmers are the decision makers, to improve agricultural water use. The subcomponent will be informed by the findings of subcomponent 1.1. Boreholes drilled for testing purposes, that are ready for production, will be optimally utilized.

***Component 2: Strengthening groundwater institutions and information.***

This component will strengthen the enabling environment and institutional capacities for groundwater assessments, development and management as well as improve the country's groundwater management information system. Implemented by Water Resource Management Division at MoWE, this component will finance the following two sub-components:

***Sub-component 2.1. Strengthening institutional capacity for groundwater management:*** This sub-component finances technical assistance, capacity building and institutional strengthening, including support to national water resources management entities.

It aims to improve the MoWE WRM division's groundwater governance and management capacity through: (i) development of a groundwater strategy in line with the national policy; (ii) establishment of a groundwater management and regulation framework, and (iii) building institutional capacity through the design and implementation of training programs for groundwater resources exploration, management, and planning.

***Subcomponent 2.2. Enhancing groundwater information and monitoring systems:*** This subcomponent will finance interventions that will enhance groundwater information management systems, which are critical to ensure the sustainable management of the

resource. Activities include the: (i) development of supportive tools for groundwater information access, monitoring and use, and the (ii) consolidation, production, and dissemination of groundwater data and information.

### ***Component 3: Project management, Knowledge, and operational support.***

This component will finance consultants and operational costs of the Project Coordination and Management Unit (PMCU) at MoWE and the Project Management Teams at MoWE (water supply project implementation team and WRM project implementation team) and MoILD (irrigation development project implementation team). This component will finance the procurement of goods, services, training, and operating costs including: (i) implementation support in the form of technical experts, and equipment, including assistance in capacity building; (ii) project management and coordination costs between implementing agencies; (iii) specialists on procurement and contract management, financial management, and environmental and social management to support the corresponding staff at the Ministry, and; (vi) knowledge management.

### ***Component 4: Contingent Emergency Response Component (CERC).***

This component is a mechanism for financing eligible expenditures in the event of an eligible crisis or emergency, such as a major natural disaster.

## **1.2 Existing Legal and Policy Framework on Gender-Based Violence**

The Federal Democratic Republic of Ethiopia has ratified international and regional treaties and commitments to ensure gender equality and prevention of GBV as part of all programs, projects and plans of the country.

***Internationally and Regionally:*** Ethiopia is a member State of the African Union and of the United Nations (UN), and has human rights obligations at both the regional and universal levels. Ethiopia has ratified a number of international human rights treaties, including the Convention on the Rights of the Child (ratified by Ethiopia in 1991), the African Charter on the Rights of the Child (1999), and the Convention on the Elimination of Discrimination against Women (CEDAW).

***Most recently, the African Union Convention:*** Governing the Sustainable Development Goal 5 target to eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation.

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

- ✚ ***Article 1:*** that “all human beings are born free and equal in dignity and rights” that “everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion.
- ✚ ***Article 2:*** all rights and freedoms equally to men and women and prohibits discrimination on the basis of sex. These freedoms and rights include equal pay for equal work, the right to health and the right to an education for all.
- ✚ ***Article 7:*** all are equal before the law and are entitled without any discrimination to equal protection of the law.
- ✚ ***Article 16:*** Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and its dissolution, and to found a family; marriage shall be entered into only with the free and full consent of the intending spouses; and the family is the natural and fundamental group unit of society and is entitled to protection by society and the State.
- ✚ ***Article 25:*** everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, and housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

### ***Convention on the Elimination of all Forms of Discrimination against Women (CEDAW):***

It is one of the UN's nine core conventions and was adopted by the United Nations General Assembly in 1979. It states that discrimination against women is an offence against human dignity and calls on States to "abolish existing laws, customs, regulations and practices which are discriminatory against women, and to establish adequate legal protection for equal rights of men and women". The Committee on the Elimination of Discrimination against Women's general recommendation No. 25 (2004) clarifies that the term "special measures" can encompass a wide variety of legislative, executive, administrative and other regulatory instruments, policies and practices, such as outreach or support programs, allocation and/or reallocation of resources, preferential treatment, targeted recruitment, hiring and promotion, numerical goals connected with time frames, and quota systems.

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

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

***The World Bank's Gender Strategy (2016-2023)*** has four strategic objectives which stand to ensure equal rights for women and promote and protect their social and economic rights.

These are:

- ✚ Improving human endowment: specifically addressing women's access to health service, closing the remaining gender gap in education and expanding social safety nets

- ✚ Removing constraints for more and better jobs emphasizes the increment of women's participation in the labour force, their income-earning opportunities and access to and control over productive assets.
- ✚ Removing barriers to women's asset ownership and control focuses on ensuring women's rights to productive assets such as land, housing, and technology, as well as their access to financial and insurance services.
- ✚ Enhancing women's role, agency and engaging men and boys aims to promote and enhance women's participation and decision-making role in the prevention and response activities towards gender-based violence and in the services provided to survivors of GBV.

***WB's Guidance Note on Management of Labor Influx, 2016*** - provides guidance on identifying, assessing and managing the risks of adverse social and environmental impacts that are associated with the temporary influx of labor resulting from Bank-supported projects. The Note contains guiding principles and recommendations to be considered as part of the design and implementation of projects with civil works that require labor from outside the project's area of influence. It sets out principles that are key to properly assessing and managing the risks of adverse impacts on communities that may result from temporary project induced labor influx. The key principles include (i) reduce labor influx by tapping into the local workforce; (ii) assess and manage labor influx risk based on appropriate instruments; and (iii) incorporate social and environmental mitigation measures into the civil works contract.

***Good Practice Note for Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing Involving Major Civil Works***. The GPN is developed to support the implementation of the Environmental and Social Framework (ESF) in World Bank financed operations. It is guided by several key principles:

- 1) **Be survivor-centered:** Approach considerations related to GBV prevention, mitigation and response through a survivor-centered lens, 5 protecting the confidentiality of survivors; recognizing them as principal decision-makers in their

own care; and treating them with agency, dignity and respect for their needs and wishes.

- 2) **Emphasize prevention:** Adopt risk-based approaches that aim to identify key risks of SEA/SH and to undertake measures to prevent or minimize harm.
- 3) **Build on existing local knowledge:** Engage community partners—local leaders, civil society organizations, gender and child advocates—as resources for knowledge on local-level risks, effective protective factors and mechanisms for support throughout the project cycle.
- 4) **Be evidenced-based:** Build on existing global research and knowledge on how to address GBV effectively.
- 5) **Be adaptable:** Adapt and adjust prevention and mitigation measures to respond to the unique drivers and context in any given setting, using the operational guidance presented in this GPN, which provides the foundation for an effective SEA/SH risk management approach.
- 6) **Minimize harm to women and girls:** The project staff must be trained on how to preserve the safety of women while interviewing/collecting data on this topic. Women may suffer physical harm and other forms of violence if partners/perpetrators discover that they have been talking to others about their personal relationships. Because many violent partners/perpetrators control the actions of women with whom they are in a relationship, even the act of speaking to another person without their permission may trigger a woman's beating. As such, asking women about violence should be confidential, and should take place in complete privacy, with the exception of children under the age of two. Consent for any data collection, even as part of a case file, should be offered and if anonymity can be guaranteed, it should also be provided.
- 7) **Enable continuous monitoring and learning:** Ensure operations integrate mechanisms for regular monitoring and feedback to track effectiveness and to build internal knowledge of what works to prevent, mitigate and respond to SEA/SH.

**Nationally:** The Constitution of the Federal Democratic Republic of Ethiopia (1995) includes articles on rights, including rights to life, security and liberty (Article 14, 16, 17); rights to

equality (25) and marital, personal and family rights (34). Article 35 of the Convention on the Rights of the Woman advocates affirmative action to enable women "to compete and participate on an equal footing with men in political, social, and economic life, as well as in public and private institutions," while Article 42 protects their right to employment, promotion, and equal pay, and Article 53 ensures their right to access and control of resources, as well as their right to consult in the process. Article 9 (4) declares that all international agreements ratified by Ethiopia are an integral part of the law of the land, with implications for the enforcement of international provisions referred to above.

***Laws and proclamations*** to protect the rights of women and to ensure gender equality and women's empowerment:

- ✚ ***The Revised Family Code (2000)*** has provisions to protect the rights and dignity of women, boys and girls at household level. It sets the legal age of marriage at 18 years, with full and free consent of both partners.
- ✚ ***The Revised Rural Land Administration and Use Proclamation (No. 456/2005)*** stipulate that women have a right to ownership of rural land. More specifically, article 5 sub article 1.c. of the proclamation provides that women who want to engage in agriculture shall have the right to get and use rural land. In addition, article 6 sub-article 4 provides for land ownership certificates.
- ✚ ***The new Labour Law, Proclamation 1156/2019*** Art 87 and Art 88 promote non-discrimination, affirmative action, less time and job burden for pregnant women, protection from hazardous works and workplaces and extended maternity leave. Article 14 and Article 32.1.b also preclude the need for interpretation of sexual harassment and sexual violence by providing definitions, prohibitions and punishments specific to the acts.
- ✚ ***Gender mainstreaming guidelines: Proclamation No.1097/2018*** requires all ministries to ensure that the policies, laws, development programs, and projects they must benefit women, children, and youth. Accordingly, each sector is expected to develop their mainstream guidelines. As a result, the Ministry of Women, Children and Youth Affairs developed national gender mainstreaming guidelines and shared them with all line ministries so that they could develop their own guidelines.

### ***National Policies and Plans***

***National Policy on Ethiopian Women (1993)*** aims to institutionalize the political, economic, and social rights of women by creating appropriate structures in government offices and institutions so that public policies and interventions are gender-sensitive and equitable.

***The National Strategy and Action Plan*** on Harmful Traditional Practices (HTPs) against Women and Children (2013) is a national strategic framework that aims to reduce child marriage, abduction and FGM/C as part of broader gender and equity goals.

***Education and Training policy (1994)***, MOE, addressed gender parity in access to education and training, along with mainstreaming gender equality in national curricula. As well as addressing access, relevance, quality and equity in education and training for girls and boys, it includes gender responsive principles such as mainstreaming gender equality in national curricula (Article 3.1.3)

***Both GTP I (2010/11-2014/15) and GTP II (2015/16 - 2020/21)*** of Ethiopia gave emphasis to women's participation and benefit from all social, political and economic development of the country.

### **1.3. Objectives of the SEA/SH Risk Assessment and Action Plan**

The Management Plan details the measures that will be put in place to assess and mitigate the risks of SEA/SH and other forms of GBV due to the project-implementation. This includes procedures for mitigating SEA/SH and other forms of GBV risks, responding to SEA/SH or GBV cases reported in the project area, and ensuring effective management of GBV related grievances.

### **1.4. Methodology**

This Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risks assessment and action plan is prepared using both primary and secondary data. Public consultations were conducted on SEA/SH and other forms of GBV with community, community elders/clan leaders, and relevant stakeholders like Head of Woreda Women and Children Affairs, Heads of woreda water and energy bureau and E and S specialists. In addition, secondary data was



collected by reviewing data sources like World Bank Good Practice Note on Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works, the Ethiopian demographic health survey (EDHS 2016), the constitution of the Federal Government of Ethiopia and other references related to Gender-based violence (GBV), by taking the contextual situations of HoA-GW4RP project implementation areas.

### **Summary of Stakeholder Consultations**

Stakeholder consultations were conducted on Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) and other forms of GBV with community representatives such as community elders, clan leaders, religious leaders and women representatives as well as relevant stakeholders like Woreda Women and Social Affairs, woreda water and energy bureau and the Environmental and Social specialists exist at federal level of active projects under MoWE. The meeting with Konso woreda of SNNP region was conducted on Oct 5 and 6, 2022 while for Dire woreda of Borena zone (Oromia zone) conducted on Oct 10, 2022. A brief presentation was made to introduce the participants on the HoA GW4RP. The main issues covered during the consultation meeting consists of existing E & S risk management including capacities in the project implementing institutions, experience of conflicts regarding water supply use and management, and receiving concerns, views and opinions of the stakeholders regarding Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) and other forms of GBV risks of the proposed project. Please refer annex 2 for details on the stakeholder consultations.

**Table 1 : Summary of Findings or Issues Raised During Stakeholder Consultations**

<b>Issues and Concerns</b>	<b>Responses to Address Concerns and Issues</b>
<b>Continuous stakeholder consultation and involvement:</b> the next plan to discuss with majority of the community	The nature of the project is characterized by Community Demand Driven approach. Thus, the project will continue to have public discussion and involving the community and stakeholders at different stages of the project design activities, implementation and M and E activities

<p><b>Benefits of the Project:</b> our critical problem is having potable water for human and their animal. However, is there a chance to get access to irrigation?</p>	<p>The project will help to reduce many compliant in relation to improving the reliability of water supply for 55 project woredas and also increase the access on the irrigation scheme in 4 selected woredas of Borena zone</p>
<p><b>Compensation:</b> compensation is usually paid to men and there is misuse kind of trend</p>	<p>The HoA GW4R will follow the following procedure</p> <ul style="list-style-type: none"> <li>- As possible as due care will be taken the project activities will be implemented in public lands which is free from private land holding</li> <li>- Land-to-land replacement in the case of loss of land</li> <li>- Compensation will be paid on the book account opened in both names.</li> </ul>
<p><b>Coordination and integration:</b> Since the project is expected to be managed mainly through federal based team and supported by the regional level project focal persons; there could be gaps to easily follow up and monitor E&amp;S activities and mainly the SEA/SH/ and GBV risk mitigation measures.</p>	<p>Strong coordination and integration will be established with regional and woreda concerned offices and bodies. More importantly, establishment of community level monitoring systems to oversee the overall implementation of the project at the grass root level will be strengthened</p> <p>The project will higher Gender specialists will be supported by intensive capacity building training with the objective to closely work with woreda offices including Office of Women and Social Affairs.</p> <p>The project GBV Specialist and SEA/SH/GBV focal points will support Woreda level Women and Children affairs offices, and other Muti-sectoral service provider to develop GBV referral pathways</p>
<p><b>Lack of awareness for project workers and contractors:</b> there is a fear that SEA/SH/GBV can happen when project workers and contractor workers come to their site for project work</p>	<p>Create awareness on SEA/SH and others forms of GBV mitigation and response mechanisms for key HoA GW4R staffs and other relevant implementing agency (IA) and contractors</p> <p>Key messages should be disseminated focusing on: i) No sexual or other favor can be requested in exchange for any forms of services from the project; ii) Project staff are prohibited from engaging in sexual exploitation and abuse; iii) Any case or suspicion of sexual exploitation and abuse can be reported to free hotline service to report any forms of GBV incidents, to access free psychosocial support, medical referral and information provision on GBV awareness and Kelela” (“protection”) an offline platform that produce different guiding tools, contents to fight against societal problems that are often considered as taboo in the society like children sexual abuse) and;</p>

	iv) the importance of timely services/services available
<b>What are the kind of supports that a survivors can get</b>	The services are different based on the nature of the risks and level of impacts. However, the major support that the survivor wil get includes health, psychosocial support and legal service

## **2. Addressing Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) or other forms of Gender Based violence (GBV) In HoA-GW4RP Project**

MoWE as a leading institution is the one who take full responsibility for the implementation of this project. Based on Ethiopia's legal framework like FDRE Constitution, Labor proclamation and civil servant proclamation, MoWE has several institutional directives. Among them gender equality policy and procedure, CoC, GRM and OHS policy as well as policy on GBV prevention and response policy on any acts of SEA/SH constitute serious misconduct and is grounds for disciplinary measures, including summary dismissal.

The World Bank Group recognizes that World Bank-financed Projects can increase the risk of SEA/SH and other forms of GBV in both public and private spaces by a range of perpetrators in several ways. Based on the protocol laid out in the WB SEA/SH Good Practice Note, a preliminary GBV risk assessment was conducted on Horn of Africa groundwater for resilience project, and it shows the likelihood of GBV risks increasing as a result of both contextual and project related factors. The assessment rates the level of risks as “substantial”.

### **2.1. Country Context of SEA/SH or GBV Prevalence**

Research shows that gender-based violence (GBV) is widespread in Ethiopia. Wife beating is commonly accepted, and adolescent girls are subject to harmful practices, such as female genital cutting, marriage by abduction, and early and forced marriage.<sup>1</sup> Studies like EDHS have also identified the overall magnitude of GBV in Ethiopia. According to the 2016 EDHS, around 23% of women between the ages of 15-49 have ever experienced physical violence and 10% have ever experienced sexual violence.<sup>2</sup> Furthermore, 15% of women in this same age group have experienced physical violence in the last 12 months.<sup>3</sup>

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<sup>1</sup> Federal Democratic Republic of Ethiopia Ministry of Women, Children and Youth Affairs. 2013. National Strategy and Action Plan on Harmful Traditional Practices against Women and Children in Ethiopia.

<sup>2</sup> Ethiopia Demographic and Health Survey. Central Statistical Agency. 2016.

<sup>3</sup> Ibid

There are high levels of physical and sexual violence against women and girls, nearly a quarter of women report such experiences and levels of intimate partner violence are even higher. Sexual abuse of children, particularly in school settings, is known to occur. Transactional sex, including for basic survival is seen as accepted practice although official data is lacking. Both internal and external trafficking takes place. Harmful traditional practices such as child marriage and FGM/C continue to prevail. Different forms of GBV are prevalent at varying levels in different regions. Areas of the country affected by humanitarian crises suffer from greater levels of GBV. While there is no publicly available data on the prevalence of GBV/SEA in international aid operations, it is a known phenomenon and there have been notorious cases in Ethiopia in the past. Key data gaps remain, particularly as the Ethiopian Demographic Health Survey has only covered GBV since 2016 and still does not collect data on some aspects, for instance, sexual violence and abuse against boys and men.

Risk factors for GBV arise at multiple levels from societal level due to gaps in the law, weak enforcement, poor and uneven economic development, and societal attitudes and norms; community level with peer pressure and weak community sanctions; family level arising from household poverty and women's economic disempowerment; as well as various factors which heighten individual vulnerability.

The data shows that survivors of GBV do not normally seek help (only 23 percent according to available statistics) with very small numbers, as little as 2 to 3 percent seeking assistance from professionals (lawyers, doctors, social workers). Social stigma, fear of reprisals and a lack of knowledge of rights and where to seek support are key inhibitors.

The international, regional and national legal and policy framework is comprehensive in addressing GBV. However, some critical gaps remain, for instance, inadequate protection from domestic violence and the lack of criminalization of marital rape. Cultural practices continue to prevail despite prohibitions in the law. Various national implementation strategies are in place which relate to GBV such as the National Action Plan for Gender Equality and the National Strategy on Harmful Traditional Practices. Practical measures are in motion, for instance, to strengthen the criminal justice response (build police and prosecutor capacity to deal with cases) or policies and procedures to tackle GBV in the

education system. However, key weaknesses remain in implementation, for example, health care providers are inadequately prepared to deal with GBV and the social work system remains at a nascent stage<sup>4</sup>.

According to the ESMF of this project, due to the inter-ethnic conflict in the northern, Western and other parts of the country, and climate induced social crisis. One of the outcomes of social insecurity is the high prevalence of SEA/SH and other forms of GBV. The most frequently reported form of violence related to conflict, natural disaster, water fetching, COVID-19 and other crisis is rapidly increasing SEA/SH or GBV in different parts of the country particularly in Tigray, Amhara, Afara and parts of Oromia regional states. In addition to increased SEA/SH or GBV risks, there is also strong evidence of general worsening of safety of women and girls, including an increased threat from human trafficking and child sexual abuse and exploitation (Please refer the ESMF-Ethiopia).

The SEA/SH Risk Assessment highlighted the following as the major risk factors in the country context:

- ✚ Though it is illegal, there is a high risk of prevalence of child marriage (defined as mirage before the exact age of 18 reported by women)
- ✚ Poverty in the project area is in bottom quartile of country; the majority of targeted locations, likely to be in remote locations, where pastoralist people live.
- ✚ Absence of legal protection and provision to marital rape;
- ✚ Laws on domestic violence - legislation does not extend to unmarried intimate partners and protection orders for domestic violence do not exist
- ✚ Justification of wife beating - 57% (wife beating justified for at least one reason) - considerably higher than regional average of 40.2
- ✚ The capacity/ability of project implementers like Supervisors, drilling contractors and consultants to monitor GBV and SEA/SH risks across the full span of the project.
- ✚ Consultations with, women's groups and service providers, on SEA/SH and other forms of GBV risks and processes usually don't included as participant as part of the

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<sup>4</sup> Ethiopia GBV/SEA Portfolio Review FY19

- ✚ project preparation; community engagement and integration of local concerns and considerations.
- ✚ In addition, although there is a National GBV Working Group, it focuses on humanitarian issues; and because the project is not applied in a humanitarian environment, frameworks for coordinating GBV prevention and response may be limited and insufficient for local government, NGO, and CBO. Although there is a gender action plan, there is no protocol defined for referrals to GBV services, which may impact the availability and access to response services. Multi-sectorial government partners (health service providers, Women and Children Affairs, Police and legal service providers) will be supported to develop referral pathways.

## **2.2. Project-Induced Potential Risks of SEA/SH or GBV**

The HoA-Ground Water for Resilience Project is implemented across one city administration (Dire Dawa) and in the remote borderlines of the nine regional states (Amhara, Afar, Benishangul Gumuz, Gambella, Oromia, Sidama, Somali, SNNP and Tigray) where active humanitarian and emergency situation associated with the refugees exist. The project involves in various infrastructure works due to activities under component one including construction of new or rehabilitation of old boreholes/wells; sand dam pilots for community gardens, nature-based solutions for enhanced groundwater recharge, community-driven low-scale infrastructure development, rehabilitation and expansion of groundwaterbased rural water supply schemes for community and livestock demand; construction, rehabilitation of small and medium scale ground water-based irrigation infrastructures (including potential solar powered) which may induce risks of SEA/SH and other forms of GBV. While at any given site significant labor influx is not expected, given the potential location of project sites risks of GBV may still occur. Because the presence of even relatively small numbers of external workers can result in social tensions, risk of disease transmission and the risk of sexual exploitation and abuse/ sexual harassment (SEA/SH). Being implemented in the remote rural areas, there will be limited access to service provisions which may exacerbate the risk and challenges any efforts of addressing potential GBV risks.

The SEA/SH Risk Assessment highlighted the following as the major risk factors related to the project activities:

- ✚ The project can bring influx of labor and employment income differentials in local communities. Projects with labor influx of workers may increase the demand for sex work, including the risk for trafficking of women for the purposes of sex work; or the risk of forced early marriage. Furthermore, higher wages for workers in a community can lead to an increase in transactional sex.
- ✚ Largely, sub projects areas are likely in rural areas where pastoralist live included so that projects can be in hard-to-supervise areas (for instance, very remote or geographically diffuse projects).
- ✚ Number of drilling operation is small in number by definition, but it takes more than 6 month.
- ✚ In drilling sites, It is likely that female laborers will work alongside male laborers without adequate supervision of work sites; without separate latrine and other sanitation facilities for males and females; and without specific mechanisms for females to share concerns about their working environments, including concerns about sexual harassment.



### 3. SEA/SH or GBV Risk Mitigation, Prevention and Response plan

As part of MoWE's initiatives to integrate SEA/SH in HoA-GW4RP project, the following SEA/SH and other forms of GBV risks mitigation measures are recommended to be planned and taken under consideration during the project implementation.

*Key elements of the plan include:*

- ✚ Create awareness on SEA/SH mitigation and response mechanisms for key HoA-GW4RP project staff, staff of Groundwater investigation consultants, drilling contractors and supervisors.
- ✚ Monitor SEA/SH and other forms of GBV Risks and ensure it is adequately addressed in the ESF instruments.
- ✚ Establish a clear Reporting and Response Framework that outlines key requirements for reporting cases if they arise and measures to enable a safe, ethical, survivor-centered response;
- ✚ Updating ESMPs to include the SEA/SH prevention and response Action Plan.
- ✚ Stakeholder consultations including the participation of the community that will take place throughout the life of the project, every six months, which will help to inform SEA/SH and other forms of GBV risks mitigation in the project.
- ✚ MoWE Environmental, social Development and GBV specialist in collaboration with regional GBV focal points for environment and social risk management will carry out a GBV service providers mapping.
- ✚ MoWE Environmental, social Development and GBV specialist will organize regular mentoring sessions for multi-sectorial service providers (Health, case management and psychosocial support, safety/police, and legal service providers) on SEA/SH or GBV guiding principles.
- ✚ Establish an Accountability Framework that outlines how the PMCU/contractor will handle allegations, including related to investigation (in alignment with national processes) and sanctions for potential perpetrators

- ✚ MoWE Environmental, social Development and GBV specialist, in collaboration with regional GBV focal points will support Woreda level Women and Children affairs offices, and other service provider to develop GBV referral pathways.
- ✚ Publicly post or otherwise disseminate messages clearly prohibiting SEA/SH in all project implementation sites during civil works including drilling operation period of the project, whether the project workers are perpetrators or survivors. This can include the development, adaptation, translation and dissemination of communication materials (through local radio, posters, banners, at community forums etc.)
- ✚ Develop additional protection measures to address potential sexual harassment in recruitment practices and in the workplace.
- ✚ Key messages should be disseminated focusing on: i) No sexual or other favour can be requested in exchange for any forms of services from the project; ii) Project staff are prohibited from engaging in sexual exploitation and abuse; iii) Any case or suspicion of sexual exploitation and abuse can be reported to (“Alegnta” 6388 free hotline service to report any forms of GBV incidents, to access free psychosocial support, medical referral and information provision on GBV awareness and Kelela” (“protection”) an offline platform that produce different guiding tools, contents to fight against societal problems that are often considered as taboo in the society like children sexual abuse) and; iv) the importance of timely services/services available.
- ✚ Project staff should sign SEA/SH Codes of Conduct covering conditions of service, OHS, GBV/SEAH and security requirements to be prepared and availed at project sites by Drilling contractors, subcontractors, and primary suppliers.
- ✚ There are delegated a Grievance Redress Mechanism (GRM) committee in each project targeted areas that handles complaints and feedback from all stakeholders involved in the project. The GRM aims at strengthening accountability to communities as well as other concerns related to the delivery of the project. Each GMC comprises of (7) seven members selected by the PAPs.
- ✚ Training of GBV focal points at MoWE, regional bureaus and all other implementing agencies that focus on reporting SEA/SH and to highlight the reporting protocols.

- ✚ Depending on what is in place and what is not ensure that the SEA/SH or GBV Action Plan puts measures in place for these to be established.
- ✚ SEA/SH CoC can be mentioned in routine project protocol briefings.
- ✚ Include session of SEA/SH during reporting and capacity building workshops by contractors or supervisors.
- ✚ Ensure that the project-level GM and workers' GM include channels/procedures for safe, confidential and survivor centered reporting of GBV incidents. The project will train GM operators and have specific protocols to respond to GBV cases”.
- ✚ Clearly define the SEA/SH and other forms of GBV requirements and expectations in the bid documents and the necessary actions in the CoCs. Include consideration for GBV response proposals in bid evaluations.
- ✚ The project site should ensure that separate lodging rooms, locker rooms, toilet and hygiene facilities are available and functional for men and women working on the project sites, including inside-locking doors and appropriate lighting.
- ✚ Adopt and enforce standards, protocols and codes of conduct for the selection and use of military and security personnel and screen such personnel to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force.
- ✚ Monitoring GBV/SEA/SH risks and mitigation measures continuously throughout the life of a project.

#### **4. Operationalizing of SEA/SH Prevention and Response**

MoWE will ensure the commitments and planned activities in this SEA/SH Prevention and Response Plan are operationalized through the project annual work plan and budget. The MoWE and other Regional Bureaus include environmental and social activities in this SEA/SH Prevention and Response Plan.

#### **5. SEA/SH Action Plan**

This section details the specific measures for mitigating SEA/SH risks under project HoA-GW4RP. These include the mitigation measures as well as steps to be undertaken to further mitigate and respond to risks and cases/allegation of SEA/SH and other forms of GBV in the project sites.

**Table 2: GBV/SEA/SH Prevention and Response Action Plan**

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who will monitor)	Output indicators	Estimated Budgets
<b>1</b>	<b>Sensitize the key IA on the importance of addressing SEA/SH on the project, and the mechanisms that will be implemented</b>						
	Training IA/PMCU (Management/leadership) on SEA/SH to include Accountability and response framework Responsibilities and reporting Confidentiality and whistle blower protection clauses	Develop ToR Secure technical expertise, Prepare the training module and materials Conduct training for targeted members of HoA-GW4RP IAs Include SEA/SH as an agenda in quarterly meetings.	Quarter 1 following the commencement of the project Quarterly (Throughout Project implementation.)	MoWE Environmental and social development specialists	MoWE	Number of training conducted and Number of Project management Unit trained	To be managed within existing budget
<b>2</b>	<b>Conduct GBV/SEA/SH assessment at project sites</b>						
<b>a)</b>	Conduct a GBV/SEA/SH risk assessment in project area to inform risk mitigation strategies	Use in house MoWE staff to conduct the assessment	First quarter after commencement of the project	MoWE Environmental and social development specialists	MoWE	GBV/SEA/SH risk report	To be managed within existing budget
<b>3</b>	<b>Map out GBV/SEA/SH prevention and response service providers</b>						
<b>a.</b>	Map out and review capacity and quality of GBV/SEA/SH service	Develop TOR for consulting firm, Procure qualified consulting firm, Conduct field visits to identify, and map out key actors and service providers on GBV/SEA/SH in project area, Develop tools for assessing capacity of	First quarter after commencement of the project, First quarter as	MoWE Environmental and social development specialists	MoWE	GBV/SEA/SH service provider mapping and Capacity Assessment Report,	To be managed within existing budget

	Providers in the project area	GBV/SEA/SH service providers, Conduct organizational capacity assessment.	part of the baseline data			Organizational Capacity Assessment Report	
<b>b.</b>	Stakeholder consultations	Develop interview/ facilitation guides Conduct stakeholder meetings/FGDs Conduct regular safety audits Prepare field visit reports	Prior to initiating drilling operations, Maintained throughout Project implementation.	MoWE Environmental and social development specialists	MoWE	Number of stakeholder consultations done	To be managed within existing budget
<b>c)</b>	Develop/update GBV/SEA/SH referral pathway(s)	On the basis of mapped GBV/SEA/SH prevention and response service providers  develop/update a GBV/SEA/SH referral list for service providers.  Disseminate the referral pathway/list to all xHoA-GW4RP IAs and all stakeholders	First quarter after the commencement of the project  Maintained throughout Project implementation.	Individual consultants	MoWE	Referral pathway developed/updated  Number/type of GBV/SEA preventive and response services available.  No. of referrals of SEA/SH incidents to the project GRM	To be managed within existing budget
<b>4</b>	<b>Strengthen Institutional capacity for GBV/SEA/SH risk mitigation and response</b>						
<b>A</b>	Assign MoWE Environmental, social development and GBV specialists to supervise HoA-GW4RP implementation to supervise and provide technical support for the implementation of GBV/SEA/SH Action Plan	Engage MoWE Environmental and social development specialists to supervise and provide technical support for the implementation of GBV/SEA/SH in projects	At the end of the project preparation	MoWE	MoWE	Assigned specialists	A part organizational arrangement

<b>b</b>	Support capacity of local systems to prevent and respond to GBV/SEA/SH (policy, health, legal system) Strengthen the reporting mechanisms & procedures of local systems Strengthen a survivor centred referral and response. Strengthen coordination for better services with local/national GBV/SEA/SH service providers	Identify key stakeholders to engage Develop training plan Develop training material/ content using global/national standards, human rights and survivor centered approaches Conduct training and mentoring Conduct regular coordination meetings with service providers for effective referrals	Maintained throughout Project implementation.	MoWE Environmental and social development specialists	MoWE	Number of trainings conducted  Number of coordination meetings conducted Level of satisfaction of GBV/SEA/SH survivors with services received  Level of Community awareness about GBV and SEA referral pathway	To be managed within existing budget
<b>5</b>	<b>Include GBV/SEA risk management in site-specific ESMPs and Contractors' Environment and Social Management Plan (c-ESMP)</b>						
<b>a)</b>	Incorporate GBV/SEA/SH risk in Feasibility study Environmental and Social Management Plan (ESMP)	Integrate GBV considerations in Feasibility study of consultants Environmental and Social Management Plan (ESMP)	First quarter and after signing of the works contract of all IAs	Feasibility study consultants	Consultants	Incorporated ESMP with GBV action plan (management plan) and CoC	To be managed within existing budget
<b>b)</b>	Develop and establish/review SEA/SH/GBV response and accountability framework to include: Allegation Procedures to report SEA/GBV incidents and internally for case accountability procedures which should clearly lay out	Develop/review SEA/SH/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 GRM, and how such cases are handled	Quarter 2 after commencement of project  During project implementation.	MoWE Environmental and social development specialists	MoWE	An established and functional accountability framework	To be managed within existing budget

	confidentiality requirements for dealing with cases	Develop mechanisms to hold accountable alleged perpetrators; disciplinary action for violation of the CoC by workers.					
<b>6</b>	<b>Review the IA's capacity to prevent and respond to GBV/SEA/SH</b>						
<b>a)</b>	Recruit/train an officer on GBV/SEA/SH specific skills to support supervise related issues.	Recruit MoWE GBV specific specialist from MOWE and Branch offices	In the first Quarter of the project	PMCU/MoWE	MoWE	Recruited/trained GBV specialists	As part organizational arrangement
<b>b)</b>	Develop M&E programme	Develop a comprehensive M&E plan to monitor work plan implementation  Monitor SEA/SH Implementation Plan	In Quarter 2 after project implementation started  Maintained throughout Project implementation.	GBV MoWE Environmental and social development specialists	MoWE	M&E framework in place.	To be managed within existing budget
<b>c)</b>	Conduct GBV/SEA orientation training for project staff	Develop a training plan Develop training materials Conduct training for project staff	Quarter 2 after the commencement of the project  Retraining during Project implementation.	MoWE Environmental and social development specialists/ Drilling contractors	MoWE and drilling contractors	Number of training conducted for project staff  Percentage of workers that have attended CoC training.	To be managed within existing budget
<b>7</b>	<b>Inform project affected communities about GBV/SEA/SH risks</b>						
<b>a)</b>	Establish partnerships with local government institution	Identify and select partners and officially inform them Engage partners, conducting joint community meetings and awareness raising	First quarter after the commencement of the project	MoWE Environmental and social development	MoWE and local government institution	Number of partnerships formed	As part organizational arrangement



			Maintained throughout Project implementation.	nt specialists			
<b>b)</b>	Identify, train and establish community focal points for GBV/SEA activities	Establish a trained, dedicated and committed network of community focal points	First quarter after the commencement of the project  Maintained throughout Project implementation.	MoWE and Regional Environmental and social development specialists	MoWE and regional water bureaus	No. of focal points and persons identified and trained	To be managed within existing budget
<b>c)</b>	Develop Stakeholder Engagement Plan for GBV/SEA related issues	Develop a comprehensive GBV/SEA Stakeholder Plan	First quarter after the commencement of the project  Maintained throughout Project implementation.	MoWE Environmental and social development specialists	MoWE	Stakeholder Implementation plan developed	As part organizational arrangement
<b>d)</b>	Develop information dissemination strategy	Develop a strategy Identify the methods to disseminate the information Disclosure of information to stakeholders through multimedia outlets	First quarter after the commencement of the project  Maintained throughout Project implementation.	MoWE Environmental and social development specialists	MoWE	A GBV/SEA communication strategy in place	As part organizational arrangement
<b>e)</b>	Develop relevant SEA/SH prevention and response advocacy and information dissemination materials for community engagements	Develop relevant advocacy and information dissemination materials translated in local languages of the project location	Second quarter  Maintained throughout Project implementation.	MoWE Environmental and social development specialists	MoWE	No and type of GBV/SEA IEC material developed	To be managed within existing budget
<b>g)</b>	Conduct community sensitization	Develop a Community GBV/SEA and VAC sensitization program, material and messages Conduct community sensitization	First quarter after the commencement of the project  Maintained throughout Project implementation .	MoWE Environmental and social development specialists	MoWE	Number of community sensitization conducted	To be managed within existing budget

				GBV focal persons/staff			
<b>8</b>	<b>GBV/SEA sensitive channels for reporting in GRM</b>						
<b>a)</b>	Develop/Review GRM for specific GBV/SEA/SH procedures	Undertake internal review of GRM for GBV/SEA mitigation Integrate GBV/SEA entry points within the GRM with clear procedures. Ensure that the project-level GM and workers' GM include channels/procedures for safe, confidential and survivor centered reporting of GBV incidents.	First quarter after the commencement of the project	MoWE Environmental and social development specialists GBV focal persons/staff	MoWE	GRM with GBV/SEA procedure integrated In the GRM	To be managed within existing budget
<b>b.</b>	Identify and train GBV/SEA/SH focal points within the GMC who will be responsible for GBV/SEA cases	Identify and select GBV/SEA focal persons within the GRC Clarify the role of the focal points in GBV/SEA as referral points Train the focal points on GBV/SEA basics and the referral pathway and have specific protocols to respond to GBV cases	During Quarter 2 following signing of the works contract  Retraining during project implementation.	MoWE Environmental and social development specialists	MoWE	GBV focal points selected and trained	To be managed within existing budget
<b>c)</b>	Review GRM reports/logs for GBV/SEA sensitivity	Review logs for GBV/SEA documentation to ensure it follows standards for documenting GBV/SEA cases  .	During project implementation.	MoWE Environmental and social development specialists	MoWE	Number of GBV/SEA cases documented	To be managed within existing budget
<b>9</b>	<b>Define and reinforce GBV/SEA/SH requirements in procurement processes and contracts</b>						
<b>a.</b>	Incorporate GBV/SEA/Requirements and expectations in the	Ensure that GBV/SEA issues are incorporated in all contracts signed by contractors and consultants	During project implementation.	MoWE Environmental and social	MoWE World Bank	GBV/SEA standards in procurement/contract document	All IAs to allocate budget

	contractor and consultants' contracts.			development specialists			
<b>b.</b>	Allocation of funds for GBV/SEA/SH related costs in procurement documents.	Clearly define SEA/SH requirements and expectations in the bid documents	During preparation of bid and Contract documents	MoWE	UNRA World Bank	Bid documents with clearly defined SEA/SH requirements  Contract documents with clearly defined SEA/SH clauses/requirements	As one requirement of Bid documents
<b>c.</b>	Workers (Contractor/consultant) sensitization on GBV/SEA.	Develop a training plan for workers, contractors and consultants Conduct training on GBV/SEA risks, responsibilities and legal/policy requirements	Quarter 2 after commencement of the project  During project implementation.	MoWE Environmental and social development specialists	MoWE	Number of contractors' and consultants staff trained,	To be managed within existing budget
<b>d.</b>	Codes of Conduct signed and understood. 1) Ensure requirements in CoCs are clearly understood by those signing the CoCs. ✚ CoCs signed by all those with a physical presence at the project site.	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	MoWE Environmental and social development specialists	MoWE	Percentage of workers that have signed a CoC	To be managed within existing budget

	<p>2) Train project staff on the behavior obligations under the CoCs.</p> <p>3) Disseminate CoCs (including visual illustrations) and discuss with employees and local communities.</p> <p>○ Create an appropriate Accountability and Response Framework</p>						
<b>10</b>	<b>Separate toilet and shower facilities for men and women and GBV/SEA-free signage</b>						
<b>a.</b>	Provide separate facilities for men and women and display signs, posters and pamphlets around the project site that signal to workers and the community that the project site is an area where GBV/SEA is prohibited	<p>Provide separate facilities</p> <p>Design and print pamphlets and posters.</p> <p>Distribute the pamphlets and posters to the project site</p> <p>Install signage on the facilities</p> <p>Visit Project gangs/camps to check on the availability and usability of separate sanitary facilities.</p>	<p>At the commencement of the project</p> <p>During project implementation</p>	Drilling contactors	MoWE	<p>Separate toilet and shower facilities for men and women</p> <p>Display signs</p>	<p>All IAs to allocate budget</p>

## **6. Institutional capacity to prevent and Respond to SEA/SH or GBV Risks**

Effective implementation of the environmental, social and gender issues including GBV/SEA/SH requires technical capacity in the human resource and logistics. Implementers need to understand inherent environmental, social and GBV/SEA/SH issues and values and be able to clearly identify their roles and responsibilities during project implementation. More importantly, it is necessary that a sound understanding, and dependable level of capacity exists in the institutions that would enable good implementation.. In relation to this, at MoWE there are an Environmental and a Social Development experts who have been working Among the PMCUs. Similarly, at each regional level there are environmental and social experts who can also facilitate the implementation gender and GBV related activities.

## **7. Special Procedures to Address Grievance Related to SEA/SH or GBV**

For the GRM to effectively address the issues/incidents related to sexual exploitation and other forms of gender-based violence, the project in general and the Woreda level GRC must set proactive mechanism functional throughout the project cycle. In this regard, the Woreda Women and Children Affairs Office head will be the focal person on issues related with sexual exploitation and other forms of gender-based violence. The following are the working procedures of the joint responsibility of MoWE safeguard specialist and Woreda Women and Children Affairs Office to handle GBV in the project area.

- ✚ The respective Woreda Women and Children Affairs Office should get the capacity building/Training on key principles of GBV/SEA case management including confidentiality, non-judgmental, best interest of the survivor, services and referrals,
- ✚ Establish a proper channel to receive reports or project-related risks of sexual harassment and GBV i.e., the risk factors that exacerbate or expose people to GBV;

- ✚ Conduct awareness raising activity regarding the risks of GBV to both men and women in the project area; and key principles of GBV/SEA case management including confidentiality, non-judgmental, best interest of the survivor, services and referrals,
- ✚ The respective Woreda Women and Children Office representative in the Woreda GRC will be the focal point who can confidentially receive complaints or reports from the survivors through various forms of uptake channels including telephone call (hot line if any), text message, email, face-to-face, and others.
- ✚ The Woreda Women and Children Affairs will immediately (maximum 24 hours) communicate the complain to GRC.
- ✚ The Woreda Women and Children Office will not investigate the GBV/SEA case. Rather, maintaining the key principles of GBV/SEA case
- ✚ The GBV/SEA case will be investigated, and further information will be collected by GBV/SEA specialists based on the scope of risk involved,
- ✚ Record all the reported incidents based on the level of risks and follow-up or track the response process of the referred agency or court until the achievement of satisfactory resolution.
- ✚ Report any GBV/SEA/SH incident to the Bank within 48 hours, and submit a detailed incident report provided within 15 days.

## **8. Monitoring and Supervision Plan**

To ensure the effectiveness of the project in preventing, mitigating and responding to GBV, monitoring and supervision will be undertaken. The Federal Project Coordination Unit (FPCU) will undertake monitoring and supervision in collaboration with the MoWE and MoILL women directorate on a quarterly basis. It will compile all reports from the regional project coordination unit and the regional Women and Social Affairs (WSAO), who will report on a monthly basis, as well as from the woreda level project coordination, WSAOs, and grievance redress committees /WGRCs/, who also report on a monthly basis. All reports, including details on GRM cases will be compiled into a quarterly progress report to the World Bank. The GRM reporting will contain GBV/SEA/SH cases but will maintain strict confidentiality and not disclose any names or other revealing details. Reporting on gender mainstreaming and GBV/SEA/SH will be based on the output indicators provided in Table 4 above, as well as information on numbers and trends of recorded GRM cases, including GBV/SEA/SH cases. In addition, GBV/SEA/SH cases will follow the incident reporting requirements for severe incidents by the World bank. GBV cases shall be reported within 24 hours to the PCU, which is required to report to the World Bank within 48 hours following informed consent by the survivor. A detailed incident report shall be submitted to the WB within 15 days.

## Annex:1 code of conduct for contractors' SEA/SH prevention and Response

To build a system for SEA/SH risk prevention and mitigation, projects must:

- ✚ Have all employees of contractors (including sub-contractors), supervising Engineers and other consultants with a footprint on the ground in the project area sign CoCs;
- ✚ Have an effective SEA/SH Prevention and Response Action Plan so that workers understand behaviour expectations and policies, as well as an effective GM. This Action Plan should include training and communication. It should also include plans to make the project-affected community aware of the CoC the project staff have just signed; and
- ✚ As part of the SEA/SH Prevention and Response Action Plan, define accountability and response protocols, which set out the procedures followed for holding individuals accountable and penalizing staff that have violated SEA/SH policies.

### Codes of Conduct from Standard Procurement Document

#### Code of Conduct for Contractor's Personnel (ES) Form

**Note to the Employer:**

***The following minimum requirements shall not be modified. The Employer may add additional requirements to address identified issues, informed by relevant environmental and social assessment.***

***The types of issues identified could include risks associated with: labor influx, spread of communicable diseases, Sexual Exploitation and Sexual Abuse (SEA) etc.***

***Delete this Box prior to issuance of the bidding documents.***

**Note to the Bidder:**

**The minimum content of the Code of Conduct form as set out by the Employer shall not be substantially modified. However, the Bidder may add requirements as appropriate, including taking into account Contract-specific issues/risks.**



## Code of Conduct for Contractor's Personnel

We are the Contractor, *[enter name of Contractor]*. We have signed a contract with *[enter name of Employer]* for *[enter description of the Works]*. These Works will be carried out at *[enter the Site and other locations where the Works will be carried out]*. Our contract requires us to implement measures to address.

Environmental and social risks related to the Works, including the risks of sexual exploitation and abuse and gender-based violence.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Works. It applies to all our staff, laborers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting using the execution of the Works. All such persons are referred to as “**Contractor's Personnel**” and are subject to this Code of Conduct.

This Code of Conduct identifies the behavior that we require from all Contractors' Personnel. Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

### REQUIRED CONDUCT

**Contractor's Personnel shall:**

1. carry out his/her duties competently and diligently;
2. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person;
3. maintain a safe working environment including by:
  - a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
  - b. wearing required personal protective equipment;
  - c. using appropriate measures relating to chemical, physical and biological substances and agents; and following applicable emergency operating procedures.
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from
5. a work situation which he/she reasonably believes presents an imminent and serious danger to his/her

life or health;

6. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
7. not engage in any form of sexual harassment including unwelcome sexual advances, requests for sexual favors, and other unwanted verbal or physical conduct of a sexual nature with other Contractor's or Employer's Personnel;
8. not engage in Sexual Exploitation, which means any actual or attempted abuse of 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. In Bank- financed projects/operations, sexual exploitation occurs when access to or benefit from Bank- financed Goods, Works, Consulting or Non-consulting services is used to extract sexual gain
9. not engage in Rape, which means physically forced or otherwise coerced penetration—even if slight—of the vagina, anus or mouth with a penis or other body part. It also includes penetration of the vagina or anus with an object. Rape includes marital rape and anal rape/sodomy. The attempt to do so is known as attempted rape. Rape of a person by two or more perpetrators is known as gang rape;
10. not engage in Sexual Assault, which means any form of non-consensual sexual contact that does not result in or include penetration. Examples include: attempted rape, as well as unwanted kissing, fondling, or touching of genitalia and buttocks not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
11. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, and Sexual Exploitation, and Sexual Abuse(SEA);
12. report violations of this Code of Conduct; and
13. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Employer, or who makes use of the [Project Grievance [Redress]Mechanism].

## **RAISING CONCERNS**

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done in either of the following ways:

1. Contact [*enter name of the Contractor's Social Expert with relevant experience in handling gender-based violence, or if such person is not required under the Contract, another individual designated by the Contractor to handle these matters*] in writing at this address [ ] or by telephone at [ ] or in person at [ ]; or
2. Call [ ] to reach the Contractor's hotline (*if any*) and leave a message.

The person's identity will be kept confidential; unless reporting of all allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

## **CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT**

Any violation of this Code of Conduct by Contractor's Personnel may result in serious consequences, up

To and including termination and possible referral to legal authorities.

**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 Contractor's Personnel: [insert name]

Signature: \_\_\_\_\_

Date: (day month year): \_\_\_\_\_

Counter signature of authorized representative of the Contractor:

Signature: \_\_\_\_\_ Date: (day month year): \_\_\_\_\_

## **Annex-2: Details of Stakeholder Consultations**

Stakeholder consultations conducted during the preparation of the Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) and other forms of GBV Risk Assessment and Action Plan

Gender, Equity and Inclusion is a process of being fair to women and men and persons with disability. It also refers to the practice of insuring fairness and justice in the distribution of benefits, access to resources, services and the promotion of equal rights. Ensuring universal access to safe and affordable drinking water for all by 2030 requires that we invest adequate and accessible infrastructure, provide accessible sanitation facilities and encourage hygiene at every level. To sustain these water, sanitation and hygiene (WASH) services the full participation of women, girls and persons with disabilities is needed in decision making process, planning, design and implementation of WASH programs and management of WASH systems.

Stakeholder consultations were conducted on Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) and other forms of GBV with community representatives such as community elders, clan leaders, religious leaders and women representatives as well as relevant stakeholders like Woreda Women and Social Affairs, woreda water and energy bureau and the Environmental and Social specialists exist at federal level of different project under MoWE. The meeting with the konso woreda of SNNP region was conducted on Oct 5 and 6, 2022 while for Dire woreda of Borena zone (Oromia zone) conducted on Oct 10, 2022. A brief presentation was made to introduce the participants on the HoA GW4RP. The main issues covered during the consultation meeting consists of existing E & S risk management including capacities in the project implementing institutions, experience of conflicts regarding water supply use and management, and receiving concerns, views and opinions of the stakeholders regarding Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) and other forms of GBV risks of the proposed project.

The discussion with different organizations expressed that the previous Water Development Commission under MoWIE has had an Environment, Social and Climate Change Directorate which was responsible for managing the E & S activities including gender mainstreaming and Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) and other forms of GBV mainly for the Bank financed projects. However, since the MoWE is currently undergoing a major organizational restructuring, they were not sure how the E & S and SEA/SH and other forms of GBV is planned to manage. The team who prepared this action plan provided the necessary information that the MoWE has established including the attentions that the Ministry provided to address such kind of issues.

The participants were also informed that the HoA-GW4RP is planned to have project Coordination and Management Committee (PCMU) at central level within the MoWE. In addition, Project Implementation Team (PITs) are going to be established under the MoIL and MoWE-Water Supply and Sanitation Division (WSSD) to carry out the day-to-day activities under their respective subcomponents in support of the PCMU. The PCMU and PITs

are going to higher E&S staffs and dedicated Gender specialists who are also responsible for SEA/SH and other forms of GBV. They participants were happy with this discussion and to hear that the project will have a dedicated Gender specialist.

On the other side the role of regional water bureaus in the implementation of the overall project and E & S, SEA/SH and other forms of GBV risk management was also discussed. Since this project is going to be managed at Federal level and all E & S and SEA/SH risk management works will be handled by the PCMU and PITs in MoWE and MoIL, they emphasized and agreed the involvement of regional and woreda concerned offices are very critical. More importantly, the involvement of Women and Social Affairs offices at all level and other service providers for survivors is also discussed.

The stakeholder consultation meetings with the community representative discussed detailly on SEA/SH and other forms of GBV; and shared experiences related to water supply use and management. Inadequate water supply and sanitation remains a problem for a significant number of people and disproportionately poses a large burden on women and girls. As primary collectors of water for domestic use, main caregivers and managers of household hygiene, it is the women and girls who bear an undue burden arising from the lack of access. The chore of water collection over long distances has been associated with negative effects on women's physical and mental well-being, as well as threats of SEA/SH and other forms of GBV.

Overall, the participates emphasized the focus of the Action Plan to be : (a) ensuring women's equitable participation in the project's public consultations; (b) incorporating gender issues in the design and features of the WSS infrastructure; (c) promoting employment opportunities for women and youth; and (e) strengthening the implementing agencies' institutional capacities for SEA/SH and on the other forms of GBV.

### **Annex-3: Photos taken during community consultations**



Fig : Community consultation held in Dire woreda (Borena zone) of Oromia region



Fig : Community consultation held in Konso woreda of SNNP region

### **Annex 4: Preliminary SEA/SH Risk Screening Completed Form**

= High Risk, 
  = Moderate Risk, 
  = Low Risk

## Screening Tool : Major Civil Works

Screening Country : **Ethiopia**

	Risk Level	Rating	Notes
1. Prevalence intimate partner violence (IPV)	Low	0	2016 DHS
2. Prevalence any form of sexual violence (SV)	Low	0	2016 DHS
3. Prevalence of child marriage (defined as marriage before exact age 18 reported by women)	High	1	2016 DHS
4. State Department Trafficking in Persons report	High	0.5	2020
5. Is the project in an fragile, conflict or violence-affected (FCV) country?	Low	0	FY22 List of Fragile and Conflict-affected Situations
6. Laws on sexual harassment	Low	0	WBL 2022
7. Laws on marital rape	High	0.5	WBL 2018
8. Laws on domestic violence	Low	0	WBL 2022
9. Wife beating justified for at least one specific reason	High	0.5	2016 DHS
10. Prevalence of help seeking to stop violence	High	0.5	2016 DHS
11. National action plan on addressing violence against women and girls/GBV	High	0.5	
12. GBV Working Group	Low	0	GBVAOR led by UNFPA
13. Does the country have a National referral pathway protocol for GBV service provision?	Low	0	"Alternative Childcare Guidelines" focused on child protection; no information regarding referral protocol for women but they do have a gender action plan, special police for VAWG and Child and Women Protection Units in Police Stations. Screening tool used for refugees to use for referral (2016 report): <a href="https://conflictandhealth.biomedcentral.com/track/pdf/10.1186/s13031-016-0071-g.pdf">https://conflictandhealth.biomedcentral.com/track/pdf/10.1186/s13031-016-0071-g.pdf</a>
14. Is the project in an area of the country with an active humanitarian or emergency situation?	High	2	
15. How much infrastructure, construction, upgrading or rehabilitation does your project entail?	High	1	Infrastructures include Construction of new or rehabilitation of old boreholes/wells; sand dam pilots for community gardens, nature-based solutions for enhanced groundwater recharge, community-driven low-scale infrastructure development, rehabilitation and expansion of groundwater based rural water supply schemes for community and livestock demand; construction, rehabilitation of small and medium scale ground water-based irrigation infrastructures (including potential solar powered) may present environmental risks.
16. Risk profile of the labor influx	Medium	1	Because focus will be given to recruit unskilled and semi-skilled labors from locals.
17. Were consultations undertaken with women's groups?	Low	0	
18. Issues related to GBV and GBV-related concerns about the project have arisen in the community engagement discussions?	High	2	
19. Are military or paid security forces being contracted as part of the project?	High	1	In the conflict prone and inaccessible areas, the project deploy TPMA which use security force to protect its workers' safety and security.
20. Is the project region or province in the lowest poverty quartile of the country?	High	1	
21. Is the project located in hard-to-supervise areas?	High	2	
22. Is the project being implemented in rural, peri-urban, or urban areas?	High	1	
23. Is the project construction near school route or other pedestrian access that women and girls use for their daily activities?	Low	0	
24. Will the project be able to monitor implementation across the full span (both in terms of geographic spread and duration) of the work?	High	2	
25. Are female workers in close proximity to male workers with limited supervision?	Medium	0.5	
Total Risk Assessment Rating:	Substantial	17	

Numeric Rating: 17

Risk Level: Substantial

Risk Tier	Score out of 25
Low	0 - 12.5
Moderate	12.5 - 16
Substantial	16 - 18
High	18 - 25

### Begin SEA/SH Action Plan with Mitigation Measures

Please click the link that matches the rating you received. This will take you to a word document with the mitigation measures found in the GPN for your level of risk.

ENGLISH	LOW	MODERATE	SUBSTANTIAL	HIGH
FRENCH	LOW	MODERATE	SUBSTANTIAL	HIGH
SPANISH	LOW	MODERATE	SUBSTANTIAL	HIGH