

MINISTRY OF IRRIGATION AND LOWLANDS



የመስኖና ቆገማ አካባቢ ሚኒስቴር
MINISTRY OF IRRIGATION AND LOWLANDS

THE LOWLANDS LIVELIHOOD RESILIENCE PROJECT, PHASE TWO
(LLRP II, P180076)

ETHIOPIA

ACCELERATING INVESTMENT IN NATURE-BASED SOLUTIONS (NBS) TO
HELP ADDRESS CLIMATE ADAPTATION IN LEAST DEVELOPED COUNTRIES

GENDER BASED VIOLENCE/SEXUAL EXPLOITATION AND ABUSE OR SEXUAL
HARASSMENT ACTION PLAN



January 2024
Addis Ababa

Table of Contents

List of Tables	iii
List of Figures	iii
List of Abbreviations and Acronyms	iv
Executive Summary.....	vii
PART ONE-INTRODUCTION	1
CHAPTER ONE: PROJECT DESCRIPTION.....	1
1.1. Project Background and Description	1
1.2. Project Objectives and Components.....	2
1.3. Study Area.....	4
CHAPTER TWO-SOCIO-ECONOMIC PROFILES OF THE PROJECT SITES	4
2.1. General Description of the Project Area Influence.....	4
2.2. Community Mobilization, Construction and Workforce.....	5
PART TWO-GBV-SEA/SH ACTION PLAN.....	6
CHAPTER THREE-GENDER ANALYSIS.....	6
3.1. Country Context	6
3.2. Institutional Context	9
3.3. Project Context	10
CHAPTER FOUR: GBV-SEA/SH ACTION PLAN-ISSUES AND OPPORTUNITIES.....	12
4.1. Gender Impacts of the LLRP II.....	12
4.2. Cost and Budget.....	15
PART THREE: GBV SEA/SH RESPONSE AND MITIGATION PLAN	16
CHAPTER FIVE: THE CONTEXT AND RISK ASSESSMENT	16
5.1. Gender Based Violence (GBV): An Overview	16
5.2. SEA/SH Risk and Impact Assessment	17
5.3. Institutional Capacity	19
5.4. Guiding Principles of SEA/SH and GBV in LLRP II	20
CHAPTER SIX: GBV-SEA/SH RISK MITIGATION ACTION PLAN	21
6.1. GRM to Address SEA/SH Complaints	39
6.1.1. Grievance Redress Mechanism.....	39

6.1.2.	Basic Grievance Management Process	39
6.1.3.	Proposed Grievance Redress Mechanism for the LLRP II Project	40
6.1.4.	Grievance Resolution Process	41
6.1.5.	Addressing GBV/SEA Complaints	43
6.2.	Cost and Budget	44
6.3.	Accountability and Response Framework for GBV-SEA-SH Prevention and Response action of the LLRP II Project.....	45
ANNEXES	47
ANNEX 1:	ASSESSMENT OF GENDER AND GENDER BASED VIOLENCE	47
ANNEX 2:	LEGAL AND INSTITUTIONAL ENVIRONMENT FOR SAFETY OF WOMEN AND GIRLS	49
ANNEX 3:	OBJECTIVES AND METHODOLOGY FOR GENDER AND SEA/SH RISK ASSESSMENT	52
ANNEX 4:	A PRELIMINARY MAPPING OF THE SERVICE PROVIDERS.....	57
ANNEX 5:	PROJECT GRIEVANCE MECHANISM TO ADDRESS SEA/SH COMPLAINTS.....	58
ANNEX 6:	SEA/SH PROCEDURES AND RESPONSE PROTOCOL	60
ANNEX 7:	CODE OF CONDUCT (COC) TO PREVENT THE SEA/SH RELATED RISKS	61

List of Tables

Table 1: Summary of budget for GBV-SEA/SH AP implementation	15
Table 2: GBV SEA-SH Action Plan	21
Table 3: Tentative Time Allocation for GRM Activities	43
Table 4: Estimated budget for SEA/SH GRM implementation.....	44
Table 5: Summary of data collection activities	52
Table 6: Definition of the magnitude classes and parameters	53
Table 7: Scoring criteria for magnitude assessment.....	53
Table 8: Definition of the sensitivity classes	54
Table 9: Cross-tabular matrix for assessing significance of an impact	54
Table 10: GBV-SEA/SH Risks.....	56

List of Figures

Figure 1: One-stop center location in Ethiopia: Source GBV AoR OSC data (February 2023)	57
Figure 2: PAP GRM channels.....	59
Figure 3: GBV SEA/SH Procedures and Response Protocol	60

List of Abbreviations and Acronyms

AP	Action Plan
A & R	Accountability and Response
AoR	Area of Responsibility
ATI	Agricultural Transformation Institute
BDS	Business Development Support
CAGs	Common Action Groups
CDD	Community Driven Development
C-ESRS	Concept-Environment and Social Review Summary
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
CH	Critical Habitat
CIGs	Common Interest Groups
COC	Code of Conduct
CRSL	Climate Resilient Sustainable Livelihood
CSA	Central Statistical Agency
CSO	Civil Society Organization
DHS	Demographic Health Survey
DPRSIPs	Disaster Preparedness and Resilience Strategic Investment Plan
E & S	Environmental and Social
ECC	Ethiopia Cooperative Commission
EDHS	Ethiopia Demographic and Health Survey
EDRMC	Ethiopia Disaster Risk Management Commission
EIAR	Ethiopia Institute of Agricultural Research
EMI	Ethiopia Meteorology Institute
EPHI	Ethiopia Public Health Institute
ESCP	Environmental and Social Commitment Plan
ESF	Environment and Social Framework
ESMF	Environmental and Social Management Framework
ESS	Environmental and Social Standard
ESS	Ethiopian Socioeconomic Survey
EWR	Early Warning Response
FDRE	Federal Democratic Republic of Ethiopia
FGD	Focus Group Discussion
FGM	Female Genital Mutilation
GAP	Gender Action Plan
GBV	Gender Based Violence
GBVS	Gender Based Violence Specialist
GDI	Gender Development Index
GHG	Green House Gas
GoE	Government of Ethiopia
GPN	Good Practice Note
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism

HEIS	Hands-on Extended Implementation Support
HTP	Harmful Traditional Practice
iMMAP	Information Management and Mine Action Programs
IA	Implementing Agency
IDA	International Development Association
IEC	Information Education and Communication
IFAD	International Fund for Agriculture Development
JSDF	Japan Social Development Fund
LLRP	Lowlands Livelihood Resilience Project
LMIS	Livestock Market Information System
LMP	Labor Management Procedure
ME & L	Monitoring Evaluation and Learning
MFD	Maximizing Finance for Development
MFI	Micro-Finance Institution
MILLs	Ministry of Irrigation and Lowlands
MoA	Ministry of Agriculture
MoF	Ministry of Finance
MoH	Ministry of Health
MoWSA	Ministry of Women and Social Affairs
MoWYCA	Ministry of Women Youth and Children Affairs
MSE	Micro and Small Enterprise
NDC	National Determined Contribution
NGO	Non-Governmental Organization
NSP	Nominated Service Provider
OSC	One Stop Center
PACK	Pastoral and Agro-Pastoral Center for knowledge
PAP	Pastoral and Agro-Pastoral
PASSACOs	Pastoral and Agro-Pastoral Saving and Credit Cooperatives
PCU	Project Coordination Unit
PDO	Project Development Objective
PEI	Public Economic Infrastructure
PIA	Project Implementation Agency
PPP	Public Private Partnership
PRMR	Pastoral Risk Management for Resilience
PSU	Project Support Unit
RF	Resettlement Framework
RMP	Rangeland Management Plan
RMS	Rangeland Management System
SA	Social Assessment
SDGs	Sustainable Development Goals
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment

SPJ	Social Protection and Jobs
SMEs	Small and Medium Enterprises
SNNP	South Nations Nationalities and People
SRMS	Social risk Management Specialist
SWEPR	South West Ethiopia People's Region
TOR	Terms of Reference
TPM	Third Party Monitoring
UNICEF	United Nation Children's Fund
US	United States
VAC	Violence Against Children
VAWG	Violence Against Women and Girls

Executive Summary

This document presents the Gender Based Violence Sexual Exploitation and Abuse/Sexual Harassment Action Plan-GBV SEA/SH Action Plan for addressing gender-based violence, sexual exploitation and harassment against women and supporting the victims of these acts under Lowland Livelihood Resilience Project II (LLRP II). The scope of the SEA/SH Action Plan extends beyond gender-based violence, as gender-based violence, sexual exploitation and harassment have the same origin, namely, power imbalance between social groups. The consensus is emerging that, where gender-based violence is widespread, violence against women and girls is also commonplace. It is also known that girls with experiences of sexual abuse are more susceptible to be in abusive relationships as adults. Their chances of becoming aggressors as adults also tend to be higher than for persons without such experience. The observers of Ethiopia have noted that the incidents of gender-based violence have increased recently to be one of the major social concerns. Due to armed conflicts, the number of vulnerable girls, children, such as orphans, has also increased.

This SEA/SH Action Plan describes the risk mitigation measures and formulation/implementation modalities throughout the lifecycle of the project, and to address gender-based violence, sexual exploitation and harassment against women and girls that are project related. The SEA/SH Action Plan also outlines the response measures to such incidents – including grievance redress mechanisms. Activities include awareness raising and capacity development on gender-based violence, sexual exploitation and harassment against women and girls, which engage men as accountable partners and target project personnel, female and male beneficiaries, other community members.

The formulation of an Action Plan to address gender-based violence, sexual exploitation and harassment will be led by local women, built on their strength with involvement of men and supported by implementing partners and other stakeholders of the project, which includes those involved in project management and implementation. Instruments directly related to gender-based violence adopted by the SEA/SH Action Plan are grievance redress mechanisms (GRMs), referral pathways, response support protocol and gender-based violence safety audit.

Each Grievance Redress Mechanism (GRM) will make use of the GRM on SEA/GBV developed by Ministry of Irrigation and Lowlands (MILLs)/Project Coordination Unit (PCU), which integrates existing Community Based Complaints Mechanisms. The goal is to have an operational one from the outset, which can be expanded as resources become available. The implementing partners will liaise with the GBV sub-cluster in the areas of the proposed project to ensure that the affected population is informed of the latest referral pathways and response support protocol as well as the GRMs associated with each sub-project.

The affected population will be encouraged to report their observations on violence, exploitation and harassment in good faith through the GRMs so that they serve as early warning and allow adaptive management of the project. The monitoring system of the proposed project will aim to facilitate beneficiaries' ownership and actively engage with them throughout the design, data collection and analysis process.

MILLs/PCU will train selected local officers and community members with the collaboration of the World Bank so that they can cover the functionalities of GRM linked to GBV, referral pathways and GBV service providers as much as possible.

PART ONE-INTRODUCTION

CHAPTER ONE: PROJECT DESCRIPTION

1.1. Project Background and Description

The proposed Lowlands Livelihood Resilience Project, Phase Two (LLRP II) is a follow-on operation to the ongoing Lowlands Livelihood Resilience Project (LLRP, P164336). LLRP II is a five-year (2024-2029) Investment Project Financing operation with an original allocation of US\$440 million, (US\$340m International Development Association (IDA), US\$80m International Fund for Agricultural Development (IFAD) co-financing and US\$20m financial gap). All Public Economic Infrastructure (PEI) subprojects to be financed under LLRP II will be complimented with up to 10 percent matching fund contributions from the respective regional governments for enhanced commitments and sustainability. The Project Development Objective (PDO) of LLRP is to “improve the ‘livelihood resilience’ of pastoral and agro-pastoral communities in Ethiopia in the face of increasing climate risks”. The project is highly timely given the challenges faced by the people living in the lowlands of Ethiopia, and the devastating impacts that climate change may have in the near to medium term in this area.

Addressing vulnerability and enhancing resilience of Pastoral and Agro-Pastorals/PAPs to impacts climate change induced disasters and other challenges has become a high priority for the Government of Ethiopia/GoE. Given the multiple challenges encountered the PAPs in the lowlands of the country, significant development resources continued to be diverted to emergency disaster management. To address the critical challenges of the PAPs in a more integrated and systematic way, the GoE has requested more technical and financial support for the lowlands and the PAP communities. Therefore, the Lowlands Livelihood Resilience Project, Phase Two (LLRP II) is proposed to support the GoE's initiatives in building lowlands livelihood resilience to the impacts of climate change and other disasters. The Project is expected to have approximately 2,000,000 beneficiaries (50 percent female and 20 percent youth) from at least 120 Woredas in eight regions (Somali Southern Nations and Nationalities (SNNP), Afar, Benshangul-Gumuz (BG), Gambella, South West Ethiopia Peoples' Region (SWEPR), Oromiya and DireDawa) These beneficiaries consist of three broad groups, namely (a) pastoralists and agro-pastoralists that benefit from more resilient and climate-smart technologies; (b) those who are opting out of pastoralism and interested in alternative rural livelihoods in the PAP value chains; and (c) those who benefit from better collective and public goods, resulting in better services, better market access and local economic opportunities (livestock infrastructure, rural access roads, marketing outlets, etc.).

The lead implementing agency (IA) is the Ministry of Irrigation and Lowlands (MILLs) and LLRP I Project Coordination Units (PCUs). The implementing partners include Ministry of Agriculture (MoA), Agricultural Transformation Institute (ATI), Ethiopian Institute of Agricultural Research (EIAR), Ethiopian Cooperative Commission (ECC), Ethiopian Disaster Risk Management Commission (EDRMC), Ethiopian Meteorological Institute (EMI) and Ethiopian Public Health Institute (EPHI). LLRP II implementation is also supported by institutions that provide international technical assistance, private sector actors, PAPs, and medium and lower level administrative structures and community based associations.

1.2. Project Objectives and Components

The Bank adopts Hands-on Expanded Implementation Support (HEIS) Approach, with the 1st Project over three years. The project's PDO is "To improve the 'livelihood resilience' of pastoral and agro-pastoral communities in Ethiopia in the face of increasing climate risks." LLRP II, with a budget of around US\$ 440 million and five years (2024-2029) implementation period will focus on the following eight major areas: (1) Emphasizes on disaster risk management for system resilience, introducing one new component: Pastoral Risk Management for Resilience; (2) Places greater focus on climate change mitigation and adaptation and aligns with the new corporate requirement on Paris Alignment and the National Determined Contribution (NDC) of the country; (3) Shifts towards strategic investments, prioritizing them over social service subprojects; (4) Adopts a One Health approach; (5) Integrates innovative grants and improved technologies; (6) Addresses causes of conflict and fragility through risk management and natural resource management; (7) Promotes integrated water resources management, considering human and livestock needs alongside natural resources management and (8) Enhances institutional coordination and partnership between sector ministries and international organizations. The components of LLRP II comprise of the following broad interventions:

(I) Component 1: Pastoral Risk Management for Resilience (PRMR) (initial allocation of US\$239M, including US\$184.7M IDA and US\$54.3 M IFAD): It will include disaster risk management to the resilience framework of LLRP. It will support the transition from disaster management to disaster risk management through enhancing institutional capacities and building resilience capacities at household and communities' level. Operates through two complimentary sub-components:

- a. ***Subcomponent 1.1: Strengthen the Early Warning and Response and Climate Information Systems in Ethiopia's Lowlands (US\$10M):*** It will support enhancing institutional, organizational and human resource capacities towards a modern, better outreach and accountable Early Warning and Response (EWR) system in the country with focus on the lowlands.
- b. ***Sub-component 1.2 Prioritize and carry out Disaster Preparedness and Resilience Investments (US\$2290M):*** It will employ four steps; a) prepare WRPs for 120 project woredas, b) prepare 8 regional DPRSIPs, c) Public Economic Infrastructure (PEI) plan for LLRP II and d) implement selected PEIs. It will finance selected PEI prioritized from Disaster Preparedness and Resilience-Building Strategic Investment Plans (DPRSIP), including the ones identified under LLRP I : small dams for forage development and irrigation systems, feeder roads in selected strategic locations including livestock migration and trade routes, cold chains and feed stores, livestock market facilities, livestock quarantine facilities, veterinary service (clinics, laboratories, and diagnostic centers).

(II) Component 2: Integrated Rangeland Management (initial estimate US\$65.5M, including US\$50.62M IDA and US\$14.88M IFAD): It will continue to use rangelands as an entry point for investment to support the development and management of the rangelands in an integrated, climate smart, nature based and participatory approaches and practices on targeted rangeland clusters. The three interrelated sub-components are illustrated below:

- a. ***Sub-component 2.1: Rangeland Health Monitoring and Institutional Capacity Building (\$7M)***: It will strive to materialize two major activities. These activities include: 1) Support to fully operationalizing the integrated and web-based Rangeland Management System (RMS), and 2) Provide institutional capacity building supports at all levels.
- b. ***Sub-Component 2.2. Participatory Rangeland and Pasture Management (\$50M)***: this subcomponent is established on the following three sub-projects: 1) Rangeland Management Plan (RMP); update the existing and formulate new RMPs covering 120 woredas (5-year RMP); 2) support rangeland and pasture development interventions (restoration of degraded rangelands , soil, and water conservation (physical, biological and agronomic practices), controlling of invasive bush and herbaceous species (Prosopis Julifora), participatory and temporary area closure, etc.) and 3) support production and marketing of forage and feed.
- c. ***Sub-component 2.3: Resource Related Conflict Management and Mitigation (8.5M)***: this sub-component has manifested through three activities such as; 1) Conflict management: empower communities to analyze conflicts and engage in dialogues, support conventional and indigenous conflict prevention and mitigation mechanisms; 2) Securing access to Key natural resources: in coordination with component 4, strengthen customary institutions for effective dialogue and negotiation with the government, policy gap assessment, policy reforms, pilot appropriate pastoral land tenure and use policy to legally recognize and certify traditional pastoral land ownership and resource use rights; and 3) Efficient and alternative energy: promote market driven alternative/renewable, climate smart and efficient energy sources such as such as fuel-efficient stove, bio digester, etc.

(III) Component 3: Component 3: Climate Resilient and Sustainable Livelihoods (CRSL) (Initial Allocation US\$96.5M, including US\$74.57M IDA and US\$21.93M IFAD): It will facilitate livelihoods transformation through targeted resilience pathways, focuses on household level resilience, targeted Livestock and Crop value chains. It will consider Japan Social Development Fund (JSDF) to work with civil society organization (CSO) on Fostering Agro-ecosystem resilience and livelihoods through regenerative farming in Agro-pastoral areas. The two sub-components include:

- a. ***Sub-component 3.1: Support Climate-smart Livestock and Crop Productivity and Climate Resilience (US\$33M)***: It will dwell on the following four activities. These activities include: 1) Bundling (smart-pack) climate-smart, and nutrition sensitive crop and livestock improved technologies and practices , value chain approach for production & productivity., and 2) Provide institutional capacity building supports at all levels; 2) Improving crop varieties & livestock breed , health, feed, market & husbandry/herd management to increase productivity, and reduce Green House Gas (GHG); 3) Supporting Agro-pastoralism and dry-land farming through improved practices, technologies and innovations; and 4) Supporting digital pluralistic extension system, including private sector led extension system.
- b. ***Sub-component 3.2. Livelihoods Diversification and Commercialization of Livestock and Crop Value Chains (US\$63.5M)***: This will be realized through three major activities which include: 1) Improving access to rural finance, existing pastoral and agro-pastoral saving and credit cooperatives (PASSACOs), new only women PASSACOs, develop & support Business

Development Support (BDS), graduating Common Interest Groups (CIGs) to Medium and Small Enterprise (MSE), seed capital (\$10K), promote digital financing and interest free financial products; 2) Supporting producer groups (CIGs, Community Action Groups-CAG, MSEs,) business Development skills, alternative livelihood options, matching grants (\$10K), Private sector engagement; and 3) Enhancing market access and linkages, commercialization, Livestock Market Information System-LMIS, productive alliances, (MSEs, CAGs etc.).

(IV) Component 4: Project Management, ME&L and Policy Support (Initial estimate US\$39M, including US\$30.14M IDA and US\$8.86M IFAD): This component will handle (1) project management, evaluation, and learning (ME&L), and (2) knowledge management and policy engagement. The two sub-components include:

- a. **Sub-component 4.1: Project Management, ME& L (US\$36M):** It facilitate institutional coordination and partnerships among ministries and nongovernmental and international organizations, strengthen the capacity of Project Coordination Units (PCUs) at all levels, engage in project planning including by generating annual work plans, develop and oversee project implementation including fiduciary and safeguards, and monitor project implementation and outcomes.
- b. **Subcomponent 4.2: Knowledge Management Policy Support (US\$3M):** It will be dedicated to realize two interrelated sub-projects: a) carry out studies of direct relevant to project activities, support the establishment of a national level think tank and policy platform on lowlands development with focus on climate change and livelihood resilience among PAP communities, sponsor academic policy research and create a space for national-level policy dialogue on pertinent issues; and b) Policy Engagement: support targeted policy studies, gap assessment and policy briefing notes, support establishment and management of pastoral and Agro-pastoral centre for Knowledge (PACK)

1.3. Study Area

The study are covered (1) Benishangul Gumuz regional state (Abramo and Sherkole Woredas), (2) Dire Dawa city (Jeldesa cluster), (3) South West Ethiopia People’s Region (Me’anit goldia and Me’anit shasha Woredas) and Somali Region (Goljano and Bililbur Woredas) for assessing the potential benefits and impacts of components 1, 2 and 3 and 4 of LLRP II.

CHAPTER TWO-SOCIO-ECONOMIC PROFILES OF THE PROJECT SITES

2.1. General Description of the Project Area Influence

The project is expected to directly reach (as primary beneficiaries) about 3 million people (about 600,000 households), including the 2.5 million people targeted under LLRP I, of which 50 and 20 percent will be women and youth beneficiaries respectively. These beneficiaries are selected

individuals and households residing in the 120 climate-affected PAP woredas of 8 regions, including the 7 regions covered by LLRP I (Afar, Benshangul-Gumuz, Gambella, Oromia, Somali, South Ethiopia, and Southwest Ethiopia) and the Dire-Dawa administrative region. They include pastoralists and agro-pastoralists who live and work in the targeted rangelands and are generally looking to diversify their livelihoods, including in some cases by opting out of PAP occupations. The project will also benefit a range of organizations including various public institutions delivering public goods and services, cooperatives, small and medium enterprises (SMEs), other private enterprises in project-targeted value chains, micro-finance institutions (MFIs) and government and non-governmental organizations, and international implementing partners. Depending on resource availability, the project will expand to additional 20 woredas, which will make the total project geographic coverage to 120 woredas in 8 regions.

While communities living around the selected 120 Woredas located within seven regional states and one city administration are vulnerable, it is essential to recognize that communities cannot be treated as homogenous groups. Other social variables within communities may lead to different or disproportionately distributed access to resources, rights and vulnerability among specific social groups.

2.2. Community Mobilization, Construction and Workforce

The construction activities of LLRP II will be consisting of 1) construction of flood control structures, feed and food stores; 2) climate-smart PEI investments include construction, upgrading and or rehabilitation of: (i) water resources both for human and livestock consumption (such as deep water, small, and micro dams); (ii) small-scale irrigation schemes (including solar and drip irrigation technologies) (up to 500 hectares), (iii) all-weather feeder roads; (iv) cold chain and feed store; (v) livestock market facilities, and veterinary service facilities, and (vi) wetland management and flood management measures; and 3) the construction or rehabilitation of veterinary service facilities such as federal and regional laboratories and quarantine stations. However, the scope of construction work is relatively small in size and would require about an estimated 200-300 workers (during peak time) in each site. The project also involves community mobilization, skill development and cash transfer activities among the rural communities around the project sites to support in building their resilience and coping capacity. This will be carried out by working with the CAGs and MSEs. Generally, the project will engage four types of workers in the implementation: direct, contracted, primary supplier and community workers. The civil works construction period will likely be two years (2025/26 to 2026/27), followed by two years of monitoring of the infrastructures for their performance and effectiveness.

PART TWO-GBV-SEA/SH ACTION PLAN

CHAPTER THREE-GENDER ANALYSIS

3.1. Country Context

Women play important role in Ethiopian agriculture which is the mainstay for over 80% of the population. Even though women play significant role in agriculture, they have limited access to land and essential inputs and services. Central Statistics Agency (CSA) data in 2017/18¹ indicates that women agricultural holders constitute 19% of the total. Average holding of women farmers is 0.65 hectares and that of men farmers is 1.1 hectares (CSA, 2017)². In addition, the data indicates that women have limited access to agricultural extension and input services. In 2016³ only 2% of women farmers have access to agricultural extension services while 49% of men farmers have access to agricultural extension services. In 2018, of those farmers who received agricultural extension women constitute only 16%, while the remaining 84% are men farmers, indicating male dominance in extension service use. About 36% and 8% of males and females, respectively, have ready access to credit (CSA, 2017)⁴. This has resulted in lower productivity of women farmers compared to men. A study by the World Bank in 2014⁵ indicates that women produce 23% less per hectare than men farmers. In general, men have better access to agricultural services than women and this resulted in difference in agricultural productivity in favor of men.

Livestock production is common in Ethiopia with majority of holders practicing both crop and livestock production i.e. mixed farming. Compared to crop production higher number of female farmers are engaged in livestock production. In 2017/18 production seasons the proportion of female who are engaged in crop production are 26% while those who engaged in livestock production are 39% (CSA, 2019)⁶. Therefore, livestock production is an area that engages more women than crop production. In addition, livestock production activities such as feeding, milking and dairy cow management are mainly the role of women in rural Ethiopia. CSA data in 2016⁷ indicates that 46% of the households reported livestock rearing activity is performed by both sexes, 31% reported it is performed by men and 23% reported it is performed by women. On top of this income from dairy and sale of small ruminants and poultry are controlled by women (CSA, 2019)⁸. For example, agricultural sample survey in 2019 revealed that 83% of the respondents reported the decision on the sale of livestock products is mainly the role of female household members. Therefore, enhancing efficiency and productivity of livestock sub sectors has direct gender implications. The

¹ CSA, 2019. Regional-Level Gender Disaggregated Data Mining and Analysis Report. Addis Ababa, Ethiopia.

² CSA, 2017. Gender statistics Report. Addis Ababa, Ethiopia.

³ Ibid.

⁴ Ibid

⁵ Levelling the field: Improving Opportunities for Women Farmers in Africa, WB, 2014.

⁶ CSA, 2019. Regional-Level Gender Disaggregated Data Mining and Analysis Report. Addis Ababa, Ethiopia.

⁷ CSA, 2017. Gender statistics Report. Addis Ababa, Ethiopia.

⁸ CSA, 2019. Agricultural Sample Survey. Addis Ababa, Ethiopia.

intervention of reducing per head livestock has also the impact of reducing drudgery on women because women are the one who mainly participate in livestock management (feeding, milking, etc.).

With regards to the national situation of children, according to UNICEF (2019)⁹, there has been notable progress in reducing child marriage, with 40 per cent of females aged 20-24 years married by age 18, and 14 per cent married by age 15. Despite this progress, the median age at first marriage is still below the legally permitted age of marriage (18 years). Compared to progress over the past 10 years, progress will need to be six times faster if child marriage is to be eliminated by 2030. Like child marriage, FGM rates have declined, however the national average is still high (65 per cent in the 15-49 year age group). FGM remains almost universal among women of reproductive age in Afar and Somali. Although reported FGM rates are far lower among girls aged 0-14 years (15.7 per cent) than among all women of reproductive age, in order to eliminate FGM by 2030, progress will need to be seven times faster than the progress observed over the past 10 years.

In Ethiopia in 2023, at least 31.4 million people, including 16.5 million children, 7.8 million women and 5.7 million people with disabilities¹⁰ are suffering due to multiple, overlapping hazards: armed conflict, severe drought, flooding, inter-communal violence and outbreaks of diseases including cholera, measles and malaria. These crises have also compounded pre-existing gender inequalities, exclusion and risks for women and girls. Primary and secondary displacements and related needs of at least 4.5 million internally displaced people¹¹ continue to grow, while the situation of 875,879 refugees¹² is also highly affected by the current crises. Social services and accountability mechanisms that are critical to the protection of women and girls have broken down or been weakened due to insecurity and instability. More than 1,000 square kilometers of land is estimated to be contaminated with landmines and explosive remnants of war.¹³

In northern Ethiopia (the Tigray, Afar and Amhara Regions), a sprawling humanitarian crisis due to armed conflict has placed 9.4 million people at risk.¹⁴ Approximately 1.4 million people have been displaced, more than 440,000 of them in Tigray. A comprehensive, multi-sectoral humanitarian response to new and existing displacements in Tigray has remained constrained: staff movement is limited due to security concerns and limited access, including restrictions on cash, fuel and life-saving supplies. More than 225,000 people are displaced in Afar and 732,000 in Amhara. Damage and destruction of schools and health facilities has impacted children's access to inclusive, formal education and prevented access of children and women to essential health and nutrition services,

⁹ UNICEF, 2019. National Situation Analysis of Children and Women in Ethiopia. Addis Ababa, Ethiopia.

¹⁰ The draft 2023 Humanitarian Needs Overview for Ethiopia has identified 31.4 million people in need. Children aged 0-17 years make up 52.4 per cent of the population. Fifty percent of people in need are female, 5 per cent are elderly and 18 per cent are people with disabilities.

¹¹ IOM, Ethiopia National Displacement Report 12: Site Assessment Round 29 & Village Assessment Survey Round 12 (March-April 2022); IOM, Displacement Tracking Matrix, Ethiopia: Emergency Site Assessment 8 (27 July - 4 October 2021).

¹² Office of the United Nations High Commissioner for Refugees (UNHCR) and Government Refugees & Returnees Service, 30 September 2022.

¹³ Ethiopia Protection Cluster, October 2022.

¹⁴ Displacement figures are based on worst-case scenarios developed by UNICEF field offices in Tigray, Amhara and Afar in consultation with regional authorities.

including routine immunization. Protection concerns have significantly increased because children are exposed to violence and potential separation from their families.

In the southern and eastern regions of the country (in the Afar, Oromia, Somali and Southern Nations, Nationalities and Peoples Regions), the worst drought in 40 years has impacted 24.1 million people.¹⁵ More than 3.5 million livestock have died, and livelihoods of pastoralist and agro-pastoralists have been extinguished.¹⁶ Families have been forced to migrate in search of food and pasture, forcing children to drop out of school¹⁷ and increasingly face child marriage¹⁸ as the only prospect for a family's survival. An integrated food security phase classification (IPC) classification of 4 (emergency levels) is indicated in all affected regions through January 2023. Recent 'Find and Treat' nutrition campaigns have shown a proxy global acute malnutrition mean average of 23 per cent in the drought-affected regions, exceeding the global emergency threshold of 15 per cent.¹⁹

The Afar, Amhara and Gambella Regions have also experienced medium- to large-scale flooding events that have impacted up to 1.7 million people. What's more, ongoing outbreaks of cholera, measles and malaria have worsened the already grave situation nationally.²⁰

The 2016 Ethiopia Demographic and Health Survey (EDHS)²¹ found that as many as 1 out of 4 or 26 per cent of women age 15-49 experienced physical and/or sexual violence by an intimate partner or non-partner in their lifetime. More specifically, 23 per cent of women experienced physical violence since age 15 and 10 per cent experienced sexual violence at some point in their lives by either a husband or anyone else. Four per cent of women experienced physical violence during pregnancy. Among ever-married women age 15-49, as many as 1 in 3 or 34 per cent ever experienced spousal violence in the form of emotional, physical and/or sexual violence by their current or most recent husband/partner (24 per cent of ever-married women experienced emotional violence by their current or most recent husband/partner, 24 per cent experienced physical violence, and 10 per cent ever experienced sexual violence).²² Only 23 per cent of women who experienced physical and/or

¹⁵ OCHA, Ethiopia: Drought Response, July - December 2022 (revised).

¹⁶ Ibid

¹⁷ September assessments led by the Regional Bureaus of Education and Education Cluster partners and have shown that 154,994 children remain out of school due to drought.

¹⁸ UNICEF, "Child marriage is on the rise in Horn of Africa as drought crisis intensifies", press release, 29 June 2022, available at <www.unicef.org/press-releases/child-marriagerise-horn-africa-drought-crisis-intensifies

¹⁹ . 'Find and Treat' campaigns conducted in the drought-affected regions have identified the following: In Somali region, all zones show proxy global acute malnutrition rates exceeding the global thresholds, ranging from 16.5 to 39.0 per cent, with proxy severe wasting and moderate wasting rates ranging from 0.4 to 3.9 per cent and 14.3 to 37.3 percent, respectively. In Oromia, the proxy global acute malnutrition ranges from 15.1 to 31.4 percent, with proxy severe wasting and moderate wasting rates ranging from 0.6 to 5.4 percent and 7.3 to 26.0 per cent, respectively. In Afar, the proxy global acute malnutrition rate has been estimated at 28 per cent, with average proxy severe wasting and moderate wasting rates of 1.9 per cent and 26.9 per cent, respectively. In drought-affected zones in the Southern Nations, Nationalities and Peoples, Sidama and South West Ethiopia Peoples Regions, the proxy global acute malnutrition rate is 13 per cent, with average proxy severe wasting and moderate wasting rates of 2.28 per cent and 10.2 per cent, respectively.

²⁰ <https://www.unicef.org/media/131956/file/2023-HAC-Ethiopia.pdf> , accessed on December 19, 2023.

²¹ Ethiopia Demographic and Health Survey 2016,

²² Ethiopia Demographic and Health Survey 2016, p. 305.

sexual violence sought help, whereas 66 per cent of women never sought help and never told anyone about the violence. Findings from the 2016 EDHS reveal violence against women and girls (VAWG) is a pervasive problem in Ethiopia, and a major challenge and threat to women's empowerment.

3.2. Institutional Context

According to Ethiopia Socioeconomic Survey (ESS) third wave data (2015–2016), which represent 13,316 working-age individuals, of whom 52 percent are women. Some 53 percent of working-age people and 55 percent of working-age women work. Relative to working men, working women in our data have, on average, lower levels of education, are less likely to be widowed, separated, or divorced, and are less often the head of household.

While all smallholder farmers face constraints to productivity, female farmers encounter particularly acute challenges. Though women make up more than 40 percent of the agricultural labor force and head approximately 25 percent of all farming households, they have less access to land and other factors of production than men.²³ What is more, women experience lower returns than men from a given level of resource expenditure.²⁴ These lower returns point to broader social norms, market failures, and institutional constraints that prevent resources from translating into the same levels of agricultural productivity as they would for men.

According to World Bank (2021)²⁵, constraints related to human resources in LLRP project include – lack of enough staff positions in the Project Implementation Agencies (PIAs), especially at the Woreda/district levels; lack of full time gender staff, as gender is given as an additional responsibility to existing social development officers or other staff; inadequate competence of the gender staff; and high turnover of staff resulting in gap periods with vacant positions. In addition to addressing these constraints, including gender actions and impacts within the Key Performance Indicators for key staff in PIAs may be useful.

The assessment revealed that a focused institutional arrangement for managing E&S Risk and ensuring integration of E&S risk management by the Implementing Agencies (IAs) into operation is yet to be planned and established. The gap analysis also found that the IAs currently have little institutional focus on gender, although the responsibilities are mentioned in the general terms of reference of the Executive offices. For almost all foreign aided ongoing projects, the project coordination unit (PCU) has institutional arrangement for E&S setup which includes Gender Specialist to take the responsibility of integrating gender issues in planning and implementation. Among the IAs, LLRP has a limited permanent capacity in managing E&S risk including gender issues. Currently, LLRP has a few positions of Sociologist who also take care of gender issues.

²³ FAO. 2014.

²⁴ M. O'Sullivan, A. Rao, R. Banerjee, K. Gulati, and M. Vinez. 2014. "Leveling the Field: Improving Opportunities for Women Farmers in Africa." Washington, DC: World Bank.

²⁵ World Bank (2021). Gender Portfolio Review: Establishing the Ethiopia Gender Platform.

3.3. Project Context

The gender development index for the year 2021 G.C., in the project area is below the national average for Somali 0.19, Gambella 0.26, Oromiya 0.29 and the GDI for Afar is 0.30 which is equivalent to the national average. The GDI for Benishangul, SNNP regional states and Dire Dawa city administration is 0.35, 0.41 and 0.43 respectively which is higher than the national average²⁶. The data for SWEPR is not available. Women's vulnerability to disaster and drought, and resulted displacement, poverty etc. are playing important role here. In pastoral and agro-pastoral societies, in particular, gender-segregated customary laws, norms and practices that favor men's over women's access to livestock and other productive assets are still in place. While the assessment recognizes that some of these forms of discrimination are in principle addressed by national and local policies and legislation, in practice, new policies and new or revised laws have proven hard to enforce, with little tangible impact on women and girls in the pastoral and agro-pastoral areas. Aside from the sluggish change and sight regional differences, the stakeholder and community consultation consistently identified that males have significant control over vital productive resources [like large animals: cattle and camel] and females have control of small animals [like goat, and sheep], animal products like butter and milk, petty business-like selling chat. An interesting finding worth mentioning is that as people transition out of pastoralism

South west Ethiopia People's Region (SWEPR) and Somali engagement in agro-production, agro-processing, non-farm activities] there are increases in women's control over productive assets and resources as well as decision-making power. Regarding financial capacities, a small proportion of households reported having or using financial products, such as savings, credit or health insurance. There were no substantial differences in the utilization of financial products between male and female headed households. In general, women's role in controlling productive assets is insignificant in the pastoral and agro-pastoral communities and hence there does not appear to be a significant regional difference among SWEPR and Somali. In the predominantly agro-pastoral and agricultural areas of Dire Dawa, however, the tendency of women to engage in productive resources is [sluggishly] improving. In SWEPR, Somali and Dire Dawa, a large proportion of women's time and labor goes into searching and gathering firewood and collecting crop residues for fuel and natural vegetation for livestock fodder. Such works are very laborious and time-consuming and expose them to potential risk of SEA/SH. The sad reality is that in spite of that, their work remains mostly uncounted and unrecognized.

The LLRP II has been designed to address a range of gender gaps by, empowering women to make livestock related decisions and enhancing women's access to markets, finance, and inputs. Due attention will be given to the specific challenges of PAP women, including in the context of female-headed households. Among other things, the project will offer women leadership and financial literacy and access training. The project will also promote dietary diversity by sensitizing beneficiaries to nutritious foods that can be integrated into PAP production systems. Furthermore, proposed project aims to systematically address the disproportionate impacts of climate on women and vulnerable community groups through specific and targeted supports across components particularly under component-3 and thereby enhance the livelihood resilience. Such resilience

²⁶ Network of Ethiopian Women's Associations (NEWA), 2021: Ethiopian Gender Development Index 2021.

improvement would close the gender gap especially by reducing vulnerabilities related to drought and flooding.

CHAPTER FOUR: GBV-SEA/SH ACTION PLAN-ISSUES AND OPPORTUNITIES

4.1. Gender Impacts of the LLRP II

The gender gap analysis in the Ethiopia gender diagnostic report (World Bank, 2019) presents clear evidence that the differences in access and returns to resources result in poorer economic outcomes for women in Ethiopia: lower agricultural productivity (36%), business sales (79%), and wage income (44%) compared to men. In agriculture, lower access to and usage of agricultural extension services, agricultural inputs, and formal credit, as well as lower crop diversity appear to drive the gender productivity gap. Meanwhile, in self-employment, differential business revenues between men and women stem from differences in time spent on business activities, access to hired labor and credit, and business licensing, whereas in wage employment, demographic factors and education help explain some (but not all) of the gender gap in income.

Though there are slight differences across the study woredas and household types, work is still gendered and the division of labor is legitimized by traditional patriarchal gender ideology, norms and practices. Women's ability to participate in more productive work outside their home is also restricted by the time they have to spend on domestic tasks such as cooking, cleaning and child care with their limited access to information, knowledge and skills. However, some changes in general, in townships and agro-pastoral types of communities are seen.

Despite being stigmatized, a significant number of men and boys have started to engage in unpaid reproductive activities outside the home (fetching water, collecting firewood, going to community mills, for example), allowing a slight change in the gendered division of labor. Similarly, facing the stigma, women and girls sometimes engage in farming activities that are traditionally and culturally considered as men/boys' tasks [herding shoats, selling shoats, milking camel etc...], irrigation, petty trade, paid employments, cooperatives...and hence the dynamics show a sluggish changing of the gendered division of labor. These sluggish changes were registered due to forces such as changing economic opportunities, shocks, emergencies, the spread of new ideas, and more specific actions, such as government policies, programs and information campaigns.

As compare to SWEPR and Somali study Woredas, the GAP revealed that men and boys from Dire Dawa study Woreda/cluster have proved to share women's and girls' burden of the routine reproductive work and out-of-home activities that previously considered "women and girl's" task. Although small changes are observed, yet, majority of women from SWEPR and Somali per se prefer to be good wives and engage in the production of children, care for them and serve their husbands. The GBV SEA/SH AP assessment found that this is common not only for the uneducated but also for some women who are in school and also graduated from college or university and then they marry and put their certificate at home.

In line with the World Bank's Gender Tag requirements, the LLRP II seeks to address gender gaps specific to the climate change resilience, agriculture, livestock, natural resources management and disaster risk management sectors. The identified gaps include significant gender disparities in the

decision-making process, access to sector employment, livestock-based livelihoods, agro-production and processing, non-farming activities, post-flood recovery, and MILLS services on improving basic social and economic services to strengthen human capital. These gaps are in part driven by weak institutional capacity and a lack of gender-sensitive strategy and M&E framework. To address these gaps, the Project will (a) incorporate gender capacity building in Sub-components 2.1 as part of customary institutions with targeted and need based capacity building trainings. Sub-component 2.3 as part of the process of promoting efficient and alternative energy sources and related capacity building supports activity. On the other hand, the LLRP II will provide 3.1 sub component in a view of promoting gender-sensitive and climate-smart technology that increases the production and productivity of crops and livestock and reduces the GHG emissions including carbon intensity of livestock. The sub-component 4.1 of LLRP II offers a at least 20 percent of the technical positions at all levels of the LLRP II PCUs shall be held by female experts, for which appropriate affirmative actions need to be put in place and it needs to be supported with an appropriate technical support. Furthermore, LLRP II will consider the following activities; (a) it will develop and implement gender strategies and M&E frameworks in the IAs; (b) incorporate gender aspects in the planning documents to be prepared under Sub-components 2.1., 2.3, 3.1 and 4.1; and (c) ensure women are well-represented and their voices are heard and reflected in community engagement activities under Sub-component 4.1. One PDO level indicator and six intermediated indicators are included to monitor progress. The Project will ensure that necessary orientation sessions and training are conducted for improved awareness and practices. Women's access to digital, interest free loan and innovative financing products, income generating opportunities, and leadership roles in women managed PASSACOs is expected to be improved through LLRP II.

The negative impacts of LLRP II that will particularly affect women and need to be mitigated are: (i) loss of land and properties; (ii) disruption of livelihoods and living; (iii) changes in social and cultural support mechanisms; and finally, (iv) increased risk of SEA/SH. Since, the project will acquire land with potential displacement of the families, the women are particularly vulnerable as the displacement and resettlement will affect them physically, emotionally and psychologically – more than men. The burden of resettlement will be more on women in the family. Due to limited or no access to resources and opportunities, women-headed households in the program areas may undergo disproportionate impact in the process of land acquisition, resettlement and project construction.

Both displacement and relocation will have direct adverse impacts on household income and on women in the family. Affected women will lose their traditional way of living and will require time to adjust to the new relocated place. The project may also have an impact on the livelihood, especially of marginalized women, due to a possible loss of access to common resources namely-livestock, water, grazing land, financial capacity, agricultural activities and other productive assets – resulting in major shifts in their incomes and livelihood means. Women have a social support system in the villages. No matter how strict the setup is within their villages, they support each other and share in times of need. In the village women largely can depend on kinship support. With displacement, this system may disintegrate, at least temporarily. With the imminent psycho-social pressure of resettlement and impending uncertainties, the risk of domestic violence against women may rise further. In addition, external labor workforce or migrants attracted by work opportunities may

increase the risk of sexual assault and violation, increased risk of extra-marital sex, and multiple sex partners may increase. These risks, given the scale of the project in LLRP II, may likely be moderate to substantial.

The potential positive impact towards gender equality that needs to be fostered are: (i) enhanced employment opportunity; (ii) active participation and decision making; (iii) an increase of skills and knowledge; and (iv) gender mainstreaming overall and within the activities of PRMR, IRM and CRSL. The project will generate substantial direct short and long-term employment opportunities in the construction and strengthening of the flood control structures, feed and food stores; climate-smart PEI investments include construction, upgrading and or rehabilitation and the construction or rehabilitation of veterinary service facilities. These jobs during the construction as well as for the infrastructures maintenance will bring gains in terms of incomes, skill development and empowerment for both men and women.

Since LLRP II has adopted an inclusive process through stakeholder and community consultation and FGDs, it is expected to foster participation of women in the design phase of the project. This will continue through the implementation phases as well, to keep building confidence amongst women. The project has the opportunity to build skills for women through targeted livelihood and skill development activities. In the context of gender roles and division of labour, women's status may improve due to earning an income and more active participation in decision-making. Furthermore, gender and gender-based violence related awareness rising activities will help the process. On an administrative level, gender mainstreaming within the PRMR, IRM and CRSL will be promoted through training and awareness rising programs to ensure gender responsible resettlement measures and provide services and safeguards against SEA/SH vulnerabilities.

A gender strategy will be prepared by the LLRP II to promote gender equality in its human resource practice and incorporate gender aspects in the planning documents. Potential actions include (a) collaborations with academic and vocational training partners to improve women's pathways from education to employment; and (b) sensitization and capacity building on (i) fair and transparent recruitment opportunities, (ii) female empowering retention policies (including considerations for safety, flexible work arrangements, and childcare services); and (iii) inclusive decision making and advancement opportunities for women. The Project will focus on drafting, validating and implementing these strategies.

4.2. Cost and Budget

The IAs will keep provisions for adequate budget for implementation of the GBV-SEA/SH Action Plan. The table below presents an initial estimation of the cost of the SEA/SH Action Plan components based on the budget for previous projects as well as similar activities conducted for other World Bank projects. The budget will be updated and finalized once the GBV specialist is on board.

Table 1: Summary of budget for GBV-SEA/SH AP implementation

S.No	Cost Items	USD \$
1	The Preparation and development of gender strategy	20,000
2	Baseline gender survey	10,000
3	Ensure women's participation in project activities and benefits	20,000
4	Consultation with stakeholders and communities in project areas	20,000
5	Targeted leadership trainings for women in the executive committees	20,000
6	Gender specialist	Included in staff costs
7	Strengthen institutional capacity for SEA/SH (internal capacity building sessions: 2 x 10,000)	20,000
8	Prevention, capacity building and communication on GBV/SEA/SH for IPs, contractors, and communities (10 training sessions per year for IPs 10 x 200 USD; 15 training sessions per year to contractors 15 x 500)	19,000
9	GBV requirements in tender processes	Included in staff costs
10	Conduct GBV risks assessments at project sites (travel of GBV Specialist to project site for assessment, 20 x 2,500)	50,000
11	SEA/SH reporting protocol & referral pathways (travel of GBV Specialist to enter agreements with local service providers)	30,000
12	Monitoring and supervision of the GBV-SEA/SH Action Plan (Gender Specialist travel to different subproject sites)	20,000/ included in TPM costs
	Total	USD 229,000
	Contingency (10%)	USD 22,900
	Grand total	USD 251,900

PART THREE: GBV SEA/SH RESPONSE AND MITIGATION PLAN

CHAPTER FIVE: THE CONTEXT AND RISK ASSESSMENT

5.1. Gender Based Violence (GBV): An Overview

Research works show 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.²⁷ Little information is available on married adolescents, but with child marriage rates estimated at up to 41 percent²⁸, this large population faces especially difficult challenges in accessing health services—lack of information and poor perceptions about sexual and reproductive health, feeling of shame, fear of being seen by others, restrictive cultural norms, lack of privacy and confidentiality, and unavailability of services²⁹. Girls and women face different forms of GBV across their lifecycle, and the health system is often best placed to respond to GBV given the frequency of girls’ and women’s interaction with it.

Changes in attitudes towards GBV³⁰ were slower, and the gender gap is wide. Significantly fewer men (between 13 and 20 per cent) shared the opinion that wife-beating is justified in certain situations compared to between 37 and 44 per cent of adolescent girls and adult women, respectively. In 2016, wife-beating was widely justified among women in Oromia, Afar and SNNPR³¹.

More than a third – 35 per cent - of adolescent girls and adult women experienced some form of GBV in 2016: physical, psychological or sexual. Incidence was highest among adult women residing in Oromia and Gambella. The lowest rates of GBV were reported in Somali: 4 per cent among adolescent girls and 10 per cent among adult women³². Percentage of ever-married women age 15-49 who have ever experienced physical, sexual, or emotional violence committed by their husband/partner among the project areas is high in Oromiya (38%), Gambella (34%) and Benishangul Gumuz (32%) and less than 30% in the case of SNNPR (29%), Dire Dawa (29%) and Afar (20%). The lowest rate in this regard is registered in Somali regional state which is 9%.³³ CSA EDHS (2016) report finds that only 23 percent of women who experienced violence in 2016 sought help. The likelihood of help seeking was higher among women subject to physical or psychological violence. Another important finding

²⁷ 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. Accessed November 13, 2023:http://www.africanchildinfo.net/clr/policy%20per%20country/2015%20Update/Ethiopia/ethiopia_h tp_2013_en.pdf

²⁸ The United Nations Children’s Fund (UNICEF) 2016

²⁹ Central Statistical Agency and Inner City Fund (ICF) 2016; Brhane and Kidane-Mariam 2016; USAID 2016

³⁰ Measured as justification of wife-beating in five different situations: (i) If the woman goes out without telling her husband; (ii) If the woman neglects the children; (iii) If the woman argues with her husband; (iv) If the woman refuses to have sex with her husband; and (v) If the woman burns the food.

³¹ MOWCY, UNICEF Ethiopia and SPRI (2019): Gender Equality, Women’s Empowerment and Child Wellbeing in Ethiopia.

³² Ibid

³³ Central Statistical Agency (CSA) [Ethiopia] and ICF. 2016. Ethiopia Demographic and Health Survey 2016. Addis Ababa, Ethiopia, and Rockville, Maryland, USA: CSA and ICF. See on page 295.

is that less than 11 per cent of GBV victims sought help from formal institutions such as the police (8 per cent) or lawyers, doctors, medical personnel and social work organizations (jointly 2 or 3 percent). Neighbors, the victim's family and the partner's/husband's family were the most common sources of support that GBV victims reached out to (CSA 2017, p.297)³⁴. Figures for GBV prevalence across wealth quintiles show no common pattern, especially among adolescent girls. Experience of GBV is highest among adolescent girls in the middle and the richest wealth quintile. Among adult women, GBV incidence is significantly higher across all wealth quintiles – ranging between 35 and 39 per cent – compared to the richest wealth quintile (at 29 per cent)³⁵.

The results indicate that dedicated efforts are required to tackle GBV and reshape related attitudes in rural areas. Across regions, Afar and Oromia note the lowest rates of full empowerment in the domain of Attitudes towards wife-beating with incidence of 27 and 28 per cent respectively³⁶.

5.2. SEA/SH Risk and Impact Assessment

The Concept Environmental and Social Review Summary (C-ESRS, Report No: ESRSC03667) has identified a number of SEA/SH risks associated with the LLRP II activities which were assessed as 'substantial' based on the Bank's civil works and social protection tools combined with the analysis and judgment of the Gender team. These risks are mostly related with the civil works, land acquisition, labor influx, the capacity of IAs, promote the commercialization of fodder production and its marketing under Component 2 and sub-component 2.2., support establishment and strengthening of 1000 Micro and Small Enterprises (MSEs) (of which 50 percent are only women MSEs) and access to finance (support for PASACCOs) under component 3 and sub-component 3.2., and at least 20 percent of the technical positions at all levels of the LLRP II PCUs shall be held by female experts under Component 4 and sub-component 4.1. The details of the Gender and SEA/SH risk and impact assessment are provided in Annex 3 of this report. The highlights of the SEA/SH risk assessment is:

(i) The project will involve construction work under Component-1. Most of the labour demand will be met locally, as it most of the PEI is guided by community driven development (CDD). However, the high- and semi-skilled labor will be recruited from outside, causing some labor influx. This labor influx may increase the demand for sex work, including the risk of trafficking of women for sex work, forced early marriage with construction workers as a livelihood strategy, and increase the demand for transactional sex.

(ii) The project will involve land acquisition under Component-1, which may lead to displacement, loss of residential and agricultural land, loss of assets or access to assets altogether, resulting in loss of income and livelihood. This increased poverty and marginalization can lead to child marriage, abandonment by spouse and family, and intimate partner violence.

³⁴ CSA, 2017. Gender statistics Report. Addis Ababa, Ethiopia.

³⁵ MOWCY, UNICEF Ethiopia and SPRI (2019): Gender Equality, Women's Empowerment and Child Wellbeing in Ethiopia.

³⁶ Ibid

(iii) Activities under Component 3 include activities in rural settings involving both women and girls. SEA/SH risks could also increase through activities such as cash transfer through PASSACOs, community mobilization and trainings sessions.

(iv) The intervention Woredas are some of the most remote areas of Ethiopia where legal and medical support barely reaches. Low capacity of IAs is a further contributing factor to higher SEA/SH risk. The involvement of women and girls on PRMR, IRM and CRSL in the periphery areas may increase the risk of trafficking for women and adolescents of that area and adjacent areas.

(v) The project may employ women as laborers. If they work along with male laborers without proper labor management and gender strategy, they may face SEA/SH and other forms of GBV.

(vi) In a situation of conflict, exclusion and vulnerability, sexual harassment and abuse, forced and early marriages are some of the risks which women and girls maybe exposed to, for example women and girls are excluded from all household and community levels (mainly due to lack of knowledge, rights and information on gender, SEA/SH) thus made to be dominated by men, such as in the construction/improvement infrastructure, cash and family decisions (fetching water, harness, cooking, etc.) in a context dominated by gender stereotypes built from a patriarchal ideology.

(vii) Limited knowledge of existing GBV service providers, protocols and referral pathways.

(viii) Abuse of power, including SEA/SH and bullying in hiring, employment, and retention practices. Hiring and employment practices that seek to increase the number of women in different employment positions – from skilled labor within contractors (i.e. engineers) to female workers in construction works – can expose women to incidents of sexual exploitation (pressure to perform sexual acts in exchange for work), harassment, or violence.

(ix) Lack of involvement in economic and decision making activities at household and community level pose vulnerabilities to SEA/SH. In light of project interventions, where women and girls are expected to have more roles and command over resources which could, in turn, exposed additional vulnerabilities to women and girls due to possible change in power structures at household and community level. Such as, having more control on resources may expose women and girls to violence, SEA and GBV.

(x) Patriarchal norms that lead to specific, normative, designs based on male, able-bodied models and priorities in infrastructure planning. Women and girls' exclusion from planning and design spaces can result in community-based interventions that either ignore, or exacerbate women and girls' risks of SEA/SH and when focusing on livelihoods and economic support.

(xi) Limited awareness of SEA/SH among the project team, contractors/implementation partners as well as project communities and limited mechanism to give response to GBV challenges.

The Ethiopian government has a directorate under the Ministry of Women and Social Affairs responsible to addressing SEA/SH related cases with aid and assistance from the police. Besides, different national and international organizations work to mitigate SEA/SH. But most of these facilities are available in urban areas. The SEA/SH Action Plan have detailed the relevant mitigation

measures, both preventive and curative, along with specific actions to promote gender and women empowerment (table 5).

5.3. Institutional Capacity

The E&S risk management capacity of the IAs is institutionally limited by inadequate workforce and human resource policy and practice. Currently, only the MILLS-under Pastoral and Lowland Area Development Directorate has an E&S Unit in its organogram consisting of multi-disciplinary staffs, which have a firsthand experience on WB's Environmental and Social Framework (ESF). Members of the federal steering committee such as MoF, MoH, and EDRMC are currently implementing Bank-financed project under safeguards (ESF or Investment Project Financing-IPF, Performance for Result-PforR). In view of the Bank's potential engagement over 7-8 years period from 2023 G.C., the LLRP I and II will include measures for systemic institutional strengthening on E&S risk management for the IAs.

The systematic assessment presented in the Labor Management Procedure (LMP), Resettlement Framework (RF) and Social Assessment (SA) clearly indicates that there is a need of establishing a separate unit for E&S Risk Management with adequate workforces in EMI, MoF, MoH and EDRMC who are dedicated for LLRP II E and S safeguards instruments implementation. The proposal proposes the establishment of a new Wing/Unit to be entitled as "Environment and Social Risk Management (E&SRM)" headed by a Chief (equivalent to an Agriculture Economist or Livestock Development or, Livelihood Resilience or Natural Resources Management or Climate Change or DRM experts) under the Director General of International Financial Institutions Co-operation directorate-MoF, Natural Resources and Food Security CEO-MoA, Lead Executive Officer, Meteorological Data and Climatology-EMI and Strategic Affairs Executive office-MoH. The wing will have offices/seconded at – i) Central office or seconded at MILLS/PCU, ii) Seconded at MoF, MoH, EDRMC and EMI, and iii) Seconded eight regional offices/bureaus of lowland and basin development bureau or pastoral development offices. At each office, there are positions for Environmental and Social Risk Management. The job description of the E&SRM includes the gender risk management. If in any reason the above-mentioned implementing agencies and partners does not have established environmental and social risk management unit or focal person, they should fill the gap by establishing the unit before the project effectiveness. In addition to the above mentioned institutions, Ministry of Women and Social Affairs (MoWSA) shall assign a GBV/gender specialist who is dedicated to follow-up and implementation of GBV-SEA/SH action plan.

In case of LLRP II, the LMP, RF and SA proposes a dedicated directorate on E&S Risk Management in MILLS to be headed by a director. The directorate is proposed to be established under the office of the Chairman of Pastoral Area Development Directorate at MILLS. The job description of the E&S Risk Management Directorate will include the SEA/SH risk management. The detail of the proposal (organogram, job description, etc.) can be found in the LMP.

The LMP, RF and SA also include plans for ad-hoc capacity for the project management unit/project implementation unit of the all three IAs. Recruitment of Gender/SEA/SH specialists with the

responsibilities of managing the risk of SEA/SH is included in the project's environmental and social commitment plan (ESCP) by the IAs.

5.4. Guiding Principles of SEA/SH and GBV in LLRP II

The IAs (MoH/EDRMC/EMI) will underpin all efforts to assess, prevent, respond to and monitor SEA/SH in the Program for safe operations of all project activities. The approach taken will be:

- (i) Context-specific on solid understanding of the local legal and social context of SEA/SH.
- (ii) Survivor-centric having full respect to those affected/experienced and their wishes ensuring confidentiality.
- (iii) Collaborative work with internal and external stakeholders to identify risks, prevent SEA/SH and respond to reports.
- (iv) Inclusive, non-discriminatory and informed in addressing the risk of SEA/SH and providing access to independent, objective and nonjudgmental spaces to discuss concerns.

CHAPTER SIX: GBV-SEA/SH RISK MITIGATION ACTION PLAN

Following the mitigation hierarchy, the following mitigation measures have been proposed in the Table below. This is prepared to meet ‘substantial’ risk rating as per the Bank’s Good Practice Note (GPN) on “major civil works” and “social protection and jobs” (SPJ).

Table 2: GBV SEA-SH Action Plan

S.no	Activity to Address SEA/SH risk	Steps to be taken	Time Lines	Responsible body	Monitoring (Who will monitor)	Output indicators	Estimated Budgets
1	Sensitize the key IA on the importance of addressing SEA/SH on the project, and the mechanisms that will be implemented						
a)	Training IA/PCU (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 LLRP/II IAs Include SEA/SH as an agenda in quarterly meetings	Quarter 1 following the commencement of the project Quarterly (Throughout Project implementation.)	PCU-project office GBV Specialist/Social development specialists, External Facilitators / Nominated Service providers (NSPs)	MILLS/PCU	Number of training conducted Number of IA/PA (Management/leadership) members trained	MILLS/PCU -10,800 USD
b)	Sensitizing the PCUs, and integrating the SEA/SH into the PAD	Organize meeting with MILLS, MoF, MoH, EMI and EDRMC before the negotiation to sensitize them about the need of incorporating SEA/SH action plan into the Project Clearly define the SEA/SH risks, requirements and expectations and the associated cost in the ESMF, SA, RF, LMP, SRAMP, GAP as per the Mitigation Plan, and ESMP	Project Preparation (PAD preparation) Project Preparation (PAD preparation)	PCU-project office GBV Specialist/Social development specialists, External Facilitators / Nominated Service	MILLS/PCU, WB	Number of training conducted Number of IA/PA (Management/leadership) members trained Integrating SEA/SH risks, requirements and expectations and the associated cost in	MILLS/PCU -11,000 USD

		Ensure IA has a SEA/SH specialist to support project implementation. Rapid assessment on extent to which training providing institutions are safe spaces; and review existing GBV/SEA/SH policies, procedures and grievance reporting mechanisms in such institutions.	Project Preparation (PAD preparation) and PCU strengthening Two months after project effectiveness	providers (NSPs)		the ESMF, SA, RF, LMP, SRAMP, GAP as per the Mitigation Plan, and ESMP Number of assessments conducted	
c)	Create awareness on SEA/SH and GBV	Prepare relevant communication materials on SEA/SH and disseminate these materials Develop an awareness-raising campaign on SEA/SH to raise awareness among all stakeholders	During the project preparation and at the beginning of the implementation At the beginning of the implementation	PCU-project office GBV Specialist/ Social development specialists, External Facilitators / Nominated Service providers (NSPs)	MILLs/PCU, WB	Number of communication materials disseminated Number of awareness raising campaigns conducted	MILLs/PCU -7,000 USD
2	Conduct GBV/SEA assessment at project sites						
a)	Conduct a GBV/SEA risk assessment in project area to inform risk mitigation strategies	Use in house MILLs/PCU staff or hire independent consultant/Nominate Service Provider to conduct the assessment	First quarter after commencement of the project	MILLs/PCU staff or hire independent consultant/ Nominate Service Provider	MILLs/PCU	GBV/SEA risk report	MILLs/PCU -10,200 USD

3	Map out GBV/SEA prevention and response service providers						
a)	Map out and review capacity and quality of GBV/SEA/VAC service Providers in the project area	<p>Develop TOR for consulting firm/nominated Service Provider (NSP)</p> <p>Procure qualified consulting firm/NSP to conduct the assessment</p> <p>Conduct field visits to identify, and map out key actors and service providers on GBV/SEA in project area</p> <p>Develop tools for assessing capacity of GBV/SEA service providers</p> <p>Conduct organizational capacity assessment</p>	<p>First quarter after commencement of the project</p> <p>First quarter as part of the baseline data</p>	<p>MILLs/PCU</p> <p>LLRP II project staff a NSP, Resident Engineers.</p> <p>GBV/SEA Specialist</p>	MILLs/PCU	<p>GBV/SEA service provider mapping and Capacity Assessment Report</p> <p>Organizational Capacity Assessment Report</p>	<p>MILLs/PCU -15,000 USD</p>
b)	Stakeholder consultations	<p>Develop interview/ facilitation guides</p> <p>Conduct stakeholder meetings/FGDs</p> <p>Conduct regular safety audits</p> <p>Prepare field visit reports</p>	<p>Prior to initiating construction</p> <p>Maintained throughout Project implementation.</p>	<p>MILLs/PCU Project office Staff</p> <p>Consultant /NSP</p>	MILLs/PCU	<p>Number of stakeholder consultations done</p>	<p>MILLs/PCU -11,800 USD</p>
c)	Develop/update GBV/SEA referral pathway(s)	<p>On the basis of mapped GBV/SEA prevention and response service providers develop/update a GBV/SEA/VAC referral list for service providers.</p> <p>Disseminate the referral pathway/list to all LLRP II IAs and all stakeholders</p>	<p>First quarter after the commencement of the project</p> <p>Maintained throughout Project implementation.</p>	<p>MILLs/PCU /Consultant or NSP, contractors , PPP-MFD models operated by private sector or cooperatives</p>	MILLs/PCU	<p>Referral pathway developed/updated</p> <p>Number/type of GBV/SEA preventive and response services available.</p>	<p>MILLs/PCU -6,000 USD</p>

						No. of referrals of SEA/SH incidents to the project GRM	
d)	Prevention of child marriage	<p>Linking project components to women economic empowerment;</p> <p>Awareness raising on the importance of integrating livelihoods and child protection;</p> <p>Working with CIGs, CAGs, MSEs and PASACCOS on empowering children to be agents of their own change is crucial to break cycles of violence</p>	<p>First quarter after the commencement of the project</p> <p>Maintained throughout Project implementation.</p>	MILLs/PCU /Consultant or NSP, contractors , PPP-MFD models operated by private sector or cooperatives	MILLs/PCU	<p>Number of project activities linked to women economic empowerment</p> <p>Number awareness raising sessions on integrating livelihoods and child protection</p> <p>No. of engagement with CIGs, CAGs, MSEs and PASACCOS on empowering children to be agents of their own change</p>	MILLs/PCU -3,000 USD
4	Strengthen Institutional capacity for GBV/SEA risk mitigation and response						
a)	Engage/hire a GBV/SEA Specialist in MILLs/PCU project office or wherever appropriate to supervise LLRP II implementation to supervise and provide technical support for the implementation of GBV/SEA Action Plan	Procure services of a qualified and competent GBV/SEA specialist to supervise and provide technical support for the implementation of GBV/SEA in projects	At the end of the project preparation	MILLs/PCU	MILLs/PCU	Qualified GBV/VAC specialist hired	MILLs/PCU -20,000 USD
b)	Support capacity of local support systems to prevent and respond to GBV/SEA (police, health, legal system)	<p>Identify key stakeholders to engage</p> <p>Develop training plan</p> <p>Develop training material/content using global/national</p>	Maintained throughout Project implementation.	MILLs/PCU project office GBV specialist/Social	MILLs/PCU contractors, PPP-MFD models operated by	Number of trainings conducted	MILLs/PCU -15,000 USD

	<p>Strengthen the reporting mechanisms & procedures of local systems</p> <p>Strengthen a survivor centred referral and response.</p> <p>Strengthen coordination for better services with local/national GBV/SEA service providers</p>	<p>standards, human rights and survivor centered approaches</p> <p>Conduct training and mentoring</p> <p>Conduct regular coordination meetings with service providers for effective referrals</p>		<p>development specialist; other IAs</p> <p>GBV focal persons, consultants hired to support SEA/SH interventions,</p> <p>GBV focal persons/staff of contractors, PPP-MFD models operated by private sector or cooperatives</p>	<p>private sector or cooperatives</p>	<p>Number of coordination meetings conducted</p> <p>Level of satisfaction of GBV/SEA survivors with services received</p> <p>Level of Community awareness about GBV and SEA referral pathway</p>	
c)	<p>Evaluate the IA, and community actors' ability to prevent and mitigate SEA/SH risks</p>	<p>Rapid Quality assessment of MILLS'/PCU's existing policies (including human resource manual, community operational manual) and grievance reporting mechanisms and identify gaps in GBV prevention, response and safeguarding measures. The action plan will be revised based on the above mentioned-assessment</p> <p>Evaluate other stakeholders, and community groups' ability to meet project's SEA/SH prevention and response requirements prior to finalizing the contract.</p>	<p>Within 6 months of effectiveness</p>	<p>PCU/GBV specialist with support from World Bank</p>	<p>MILLS/PCU</p>	<p>Number of capacity assessment conducted</p> <p>Level of satisfaction of GBV/SEA survivors with services received</p> <p>Level of Community awareness about GBV and SEA referral pathway</p>	<p>MILLS/PCU -10,000 USD</p>

5	Integrate GBV/SEA risk management in Contractors' Environment and Social Management Plan (ESMP)						
a)	Incorporate GBV/SEA risk in the contractors, PPP-MDF models operated by private sector or cooperatives' Environment and Social Management Plan (ESMP)	Integrate GBV/VAC considerations in the contractors, PPP models operated by private sector or cooperatives' Environment and Social Management Plan (ESMP)	First quarter and after signing of the works contract of all IAs.	Contractor, Supervised by MILLS/PCU provide support	MILLS/PCU	Updated ESMP with GBV/VAC action plan (management plan) and CoC	All IAs to allocate budget
b)	Develop and establish/review SEA/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 confidentiality requirements for dealing with cases	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 GRM, and how such cases are handled Develop mechanisms to hold accountable alleged perpetrators; disciplinary action for violation of the CoC by workers.	Quarter 2 after commencement of project During project implementation.	MILLS/PCU GBV Specialist./ Social development specialist GBV focal persons/staff of contractors, PPP-MFD models operated by private sector or cooperatives	MILLS/PCU	An established and functional accountability framework	All IAs to allocate budget
c)	Clearly reflect SEA/SH risks and requirements in the safeguard instruments and expectations in Contract Operation and Management (COM)	Formulate and adopt GBV informed COM. Provide orientation on COM updates	Prior to floating of bids	MILLS/PCU GBV Specialist./ Social development specialist GBV focal persons/staff of contractors, PPP-MFD models	MILLS/PCU	An established and functional accountability framework	All IAs to allocate budget

				operated by private sector or cooperatives			
d)	Integrating SEA/SH into the project Documents	<p>Update the SEA/SH Action Plan as per the detailed information of the project and updated SA, RF and ESMF</p> <p>Clearly define and integrate the SEA/SH requirements and expectations in the bid documents and relevant Terms of References (TORs).</p> <p>Based on the project's needs, the Bank's Standard Procurement Documents (SPDs), and the IA's policies and goals, define the requirements to be included in the bidding documents and relevant TORs for a CoC which addresses SEA/SH.</p> <p>The procurement documents should set out clearly how adequate SEA/SH costs will be paid for in the contract. This could be, for example, by including: (i) line items in bill of quantities for clearly defined SEA/SH activities (such as preparation of relevant plans) or (ii) specified provisional sums for activities that cannot be defined in advance (such as for implementation of relevant plan/s, engaging SEA/SH service providers, if necessary)</p>	<p>Bidding/Tendering</p> <p>Same as above</p> <p>Same as above</p> <p>Same as above</p>	<p>MILLs/PCU GBV Specialist./ Social development specialist</p> <p>GBV focal persons/staff of contractors , PPP-MFD models operated by private sector or cooperatives</p>	MILLs/PCU	An established and functional accountability framework	All IAs to allocate budget

		Evaluate the contractor's SEA/SH response proposal in the C-ESMP and confirm prior to finalizing the contract the contractor's ability to meet the project's SEA/SH requirements	Bid evaluation				
e)	Improve infrastructure and create environment for women workers	Have separate, safe and easily accessible facilities for women and men working on the site. Latrines should be located in separate areas, well-lit and include the ability to be locked from the inside. Visibly display signs around the project site (if applicable) that signal the workers and the community that SEA/SH is prohibited in the project site	Before mobilization on the site	MILLs/PCU GBV Specialist./ Social development specialist GBV focal persons/staff of contractors, PPP-MFD models operated by private sector or cooperatives	MILLs/PCU	An established and functional accountability framework	All IAs to allocate budget
6	Review the IA's capacity to prevent and respond to GBV/SEA						
a)	Recruit/train an officer on GBV/SEA specific skills to support supervise issues related	Recruit/train an officer with GBV/SEA skills	In the first Quarter of the project	MILLs/PCU project office	MILLs/PCU	A qualified and competent GBV/VAC staff recruited	Covered under 4 (a)
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	MILLs/PCU GBV Specialist./ Social development specialist	MILLs/PCU	M&E framework in place	All IAs to allocate budget

			implementat ion.	GBV focal persons/st aff of contractors , PPP-MFD models operated by private sector or cooperativ es			
c)	Conduct GBV/SEA orientation training for project staff	Develop a training plan Develop training materials Conduct training for project staff	Quarter 2 after the commencem ent of the project Retraining during Project implementat ion.	MILLs/PCU GBV Specialist/ Social developme nt specialist GBV focal persons/st aff of contractors , PPP-MFD models operated by private sector or cooperativ es	MILLs/PCU, contractors, PPP-MFD models operated by private sector or cooperatives	Number of training conducted for project staff Percentage of workers that have attended CoC training.	All IAs to allocate budget
d)	Compliance Monitoring and Reporting	Prepare a set of key performance indicators (KPIs) for monitoring SEA/SH risks and tracking progress. A monitoring plan with multiple methods, tailored to local contexts and relevant to project operations will be prepared	Before implementat ion Same as above	MILLs/PCU GBV Specialist/ Social developme nt specialist	MILLs/PCU, contractors, PPP-MFD models operated by private sector or cooperatives	Number of performance report prepared Number of monitoring plan prepared and implemented	All IAs to allocate budget

		Prepare and submit quarterly monitoring report to the Bank covering all aspects of the SEA/SH activities and services delivered as per the action plan	Throughout the project implementation	GBV focal persons/staff of contractors, PPP-MFD models operated by private sector or cooperatives		Number of quarterly report prepared and submitted	
7	Inform project affected communities about GBV/SEA/SH risks						
a)	Establish partnerships with CBOs/CSO's and 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 Maintained throughout Project implementation.	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors, PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	Number of partnerships formed	All IAs to allocate budget
b)	Identify, train and establish community focal point for GBV/SEA/VAC activities	Establish a trained, dedicated and committed network of community focal persons	First quarter after the commencement of the project Maintained throughout Project	MILLs/PCU GBV Specialist/Social development specialist	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	No. of focal points and persons identified and trained	All IAs to allocate budget

			implementat ion.	GBV focal persons/st aff of contractors , PPP-MFD models operated by private sector or cooperativ es			
c)	Develop Stakeholder Engagement Plan for GBV/SEA related issues	Develop a comprehensive GBV/SEA Stakeholder Plan	First quarter after the commencem ent of the project Maintained throughout Project implementat ion.	MILLs/PCU GBV Specialist/ Social developme nt specialist GBV focal persons/st aff of contractors , PPP-MFD models operated by private sector or cooperativ es	MILLs/PCU, contractors, PPP-MFD models operated by private sector or cooperatives	Stakeholder Implementation plan developed	All IAs to allocate budget
d)	Develop information dissemination strategy	Develop a strategy Identity the methods to disseminate the information Disclosure of information to stakeholders through multimedia outlets	First quarter after the commencem ent of the project Maintained throughout Project implementat ion.	MILLs/PCU GBV Specialist/ Social developme nt specialist GBV focal persons/st aff of	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	A GBV/SEA communication strategy in place	All IAs to allocate budget

				contractors , PPP-MFD models operated by private sector or cooperatives			
e)	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.	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors , PPP-MFD models operated by private sector or cooperatives	MILLs/PCU, contractors, PPP-MFD models operated by private sector or cooperatives	No and type of GBV/SEA IEC material developed	All IAs to allocate budget
f)	Outreach to PASACCOs/CIGs, CAGs/MSEs on the risks of GBV/SEA	Develop a school outreach Plan in consultation with the community based associations/cooperatives head Conduct sensitization targeting PAPs and members of the community associations	First quarter after the commencement of the project Maintained throughout Project implementation.	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors , PPP-MFD models	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	Number of community based associations related outreaches conducted	All IAs to allocate budget

				operated by private sector or cooperatives			
g)	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.	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors, PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	Number of community sensitization conducted	All IAs to allocate budget
h)	Mitigation of risk related to cash transfer	LLRP II shall consider calculating payments, it is recommended to systemise as much as possible the use of thresholds and actual costs which in practice, for recovery and reinforcement projects, appear to result from compromises between the coverage and the budget available for the most part. This, of course, requires additional investments in terms of technical analysis and communication with households, as well as regular contact with the population,	Maintained throughout Project implementation.	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors, PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	Number of new cash transfer procedures introduced	All IAs to allocate budget

		which is not always possible, especially in conflict zones.		cooperatives			
i)	Prevention of abuse of power that comes with the project (e.g. decisions on employment, allocation of project resources, etc.)	Strengthening awareness raising activities on household use decisions on employment, allocation of project resources capacity at community and household level in addition to appeals committee on how to address cases of abuse of power;	Maintained throughout Project implementation.	MILLs/PCU GBV Specialist/ Social development specialist GBV focal persons/st aff of contractors , PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	Number of awareness raising sessions on the prevention of power abuse	All IAs to allocate budget
8	GBV/SEA sensitive channels for reporting in GRM						
a)	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	First quarter after the commencement of the project	MILLs/PCU GBV Specialist/ Social development specialist GBV focal persons/st aff of contractors , PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	GRM with GBV/SEA procedure integrated In the GRM	All IAs to allocate budget

b)	Identify and train GBV/SEA/SH focal points within the GMC who will be responsible GBV/SEA cases and referrals to the NSP and or other relevant stakeholders as defined in the referral pathway.	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	During Quarter 2 following signing of the works contract Retraining during project implementation.	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors , PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	GBV focal points selected and trained	Covered under 7 (b)
c)	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.	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors , PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	Number of GBV/SEA cases documented	All IAs to allocate budget
9	Define and reinforce GBV/SEA/SH requirements in procurement processes and contracts						

a)	Incorporate GBV/SEA/Requirements and expectations in the contractor and consultants' contracts.	Ensure that GBV/SEA issues are incorporated in all contracts signed by contractors and consultants	During project implementation.	MILLs/PCU GBV Specialist/ Social development specialist	MILLs/PCU World Bank	GBV/SEA standards in procurement/contract document	All IAs to allocate budget
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		MILLs/PCU, IFAD, World Bank	Bid documents with clearly defined SEA/SH requirements Contract documents with clearly defined SEA/SH clauses/requirements	MILLs/PCU -6,000 USD
c)	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.	MILLs/PCU GBV Specialist/ Social development specialist GBV focal persons/staff of contractors, PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	Number of contractors' and consultants staff trained,	All IAs to allocate budget

d)	Codes of Conduct signed and understood. 1) Ensure requirements in CoCs are clearly understood by those signing. o Have CoCs signed by all those with a physical presence at the project site. o Train project staff on the behavior obligations under the CoCs. o Disseminate CoCs (including visual illustrations) and discuss with employees and local communities. o Create an appropriate Accountability and Response Framework	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	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors PPP-MFD models operated by private sector or cooperatives	MILLs/PCU contractors, PPP-MFD models operated by private sector or cooperatives	Percentage of workers that have signed a CoC	All IAs to allocate budget
10	Separate toilet and shower facilities for men and women and GBV/SEA-free signage						
a)	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	Provide separate facilities Design and print pamphlets and posters. Distribute the pamphlets and posters to the project site Install signage on the facilities visit Project gangs/camps to check on the availability and usability of separate sanitary facilities.	At the commencement of the project During project implementation	MILLs/PCU GBV Specialist/Social development specialist GBV focal persons/staff of contractors , PPP-MFD models operated by private sector or	MILLs/PCU, contractors, PPP-MFD models operated by private sector or cooperatives	Separate toilet and shower facilities for men and women Display signs/IEC materials	All IAs to allocate budget

				cooperativ es					
								Total	125,800 USD

6.1. GRM to Address SEA/SH Complaints

Annex 5 includes a GRM model prepared based on the Project Level GRM Model of Good Practice Note of the World Bank. The IAs will further update the GRM when the construction methodology, labor requirements, labor management procedures and community mobilization (for component 1,2 and 3, in particular) are to be finalized. A general SEA/SH complaints and response protocol has also been prepared and included in Annex 6 which also should be updated and finalized once the PCUs are established.

Since SEA/SH issues are sensitive, the PCUs will organize orientation and training on SEA/SH for project staff/contractors and members of GRCs on how to receive and handle SEA/SH, including the related complaints. To make the GRM more responsive to SEA/SH, the PCUs will map service providers at the local level and create linkages to ensure an information sharing protocol with the service providers so that survivor cases can be referred to and handled by the service provider while ensuring survivor-related information is carefully managed, and confidentiality is maintained.

In addition, awareness campaigns and development of IEC materials on GRM will be done for the communities and stakeholders using easily accessible methods. The communication materials will be disseminated among the communities and stakeholders through appropriate channels and media including IAs website and use of social media.

6.1.1. Grievance Redress Mechanism

The Grievance Redress Mechanism (GRM) addresses grievances in an efficient, timely, and cost-effective manner, that arise in the Project, either due to actions by MILLS/PCU, or the contractor/subcontractors employed, from affected communities and external stakeholders. A separate grievance redress mechanism is developed to address worker grievances. MILLS and PCU will be responsible for managing the GRM and cascade the responsibilities to contractors and subcontractors engaged with the respective implementing entity. MILLS and PCU environmental and social experts shall monitor the grievance resolution process at different levels and respective implementing entities. Project Affected Persons (PAPs) and other potential complainants should be fully informed of the GRM, its functions, procedures, timelines, and contact persons both verbally and through written materials (often used Kebele Center notice boards for posting) and information brochures during consultations meetings and other stakeholder engagement activities. MILLS and PCU will keep a log of the complaints at hand. MILLS and PCU will implement an effective GRM, to help third parties to avoid resorting to the judicial system as far as possible. Complainants can seek redress from the judicial system at any time. The step-by-step process does not deter them from approaching the courts. All grievances related correspondence shall be documented, and the grievance resolution process will be systematically tracked.

6.1.2. Basic Grievance Management Process

The GRM will be a distinct mechanism that will allow stakeholders, at the community level in particular, to provide feedback on project impacts and mitigation programs. The project will also establish and functionalize project GRM for affected parties and a separate grievance mechanism for all direct and contracted workers to raise workplace concerns, as provided under ESS2. An environment and social risk management expert will be assigned at PCU and MILLS to follow up complaints related to affected parties by the project. The complaint, to be filed, should be related to the project components and/or to its implementation and management. Any complaint not directly related to the project will be referred to the appropriate responsible government body. The LLRP II project grievance resolution process will involve the following main steps:

- Receipt of grievances: anyone from the affected communities or believing they are affected by the Project can submit a grievance (written, verbal, text message, telephone, etc. as appropriate for the complainant).
- Registering the complaint: the focal person who received the complaint will use the GRM logbook for registering.
- Referral and examination of complaints: a GRM Committee shall be established at each project implementation site/ Kebele (comprising of members from representatives of implementing agencies, PAPs, elders, a representative from Woreda Women and Children Affairs office, etc.) who will examine the complaint, resolve, or refer to the appropriate body.
- Notifying the complainant: the decision/solution/action by the grievance committee shall be communicated to the complainant as per the stipulated timeline for feedback.
- Closing the complaint: where the decision/solution of the complaint is accepted by the complainant, or complaint that is not related to the project or any of its components, or a Complaint that is being heard by the judiciary will be closed following the appropriate procedure.

The complaints recorded, resolved and referred will be reported quarterly with the environmental and social implementation performance report to the World Bank and other relevant stakeholders.

6.1.3. Proposed Grievance Redress Mechanism for the LLRP II Project

The Grievance Redress committee will be established at Woreda and Kebele levels. The committee will be established by woreda administration at the initial stage of the project implementation. The committee will constitute of three to five members varying at Kebele and woreda levels. The Woreda Committee will be drawn from the different Offices from office of Women and Social Affairs and the Kebele GRM committee members will be drawn from Kebele Cabinet members and representative of PAPs. Special considerations will be given for women and persons with disability in the composition of the committee.

The functions of each GRM Committee are as follows:

a) Kebele GRM

Complaints of PAPs provided on any aspect shall first be lodged either in writing or orally to the committee, which will be resolved by using customary rules and existing grievance resolution mechanisms. The lower level GRM units must have reporting mechanisms for issues related to non-title holders which are not even recognized by the national laws. The Grievance Resolution Committee will try as much as possible to arrive at a compromise for the complaints raised. This will be obtained through series of consultations, mediations and negotiations exercises conducted with the PAPs. If the grievance is not resolved, the case will be forwarded to Woreda GRM. The seat of the Kebele GRM committee will be at Kebele administration.

Both, Woreda and Kebele GRM committee will follow the following procedures:

1. Registration of grievance: an aggrieved party registers a grievance at the Kebele office or with project liaison officer using “Grievance Registration Form” and within seven days the committee meeting is convened by the chair. The secretary of the committee will login the Grievance into the Grievance Register and the aggrieved person is informed of the scheduled hearing. A maximum of 7 days shall be given between the date the case is recorded and the date when the hearing is held;
2. The committee will be meeting on a weekly basis to deal with emerging cases. At these meetings, hearings with the affected persons and related witnesses will be held;
3. The committee will communicate its judgment to the affected persons within 7 days;
4. If the PAPs will dissatisfy with the Kebele GRM committee judgment, the committee chairperson deliver the decision to Woreda (Appeal Hearing Council) within 7 days;
5. If the PAP is still not satisfied with the judgment of Woreda GRM committee, he or she will be allowed to move his/her case to the next formal court

b) Woreda GRM

1. Receive responses of complaints from Kebele GRM.
2. Accept/receive grievance, complaints, and discontents from PAPs.
3. The GRM committee will look at the scene/spot or investigate any available data to give fair decision; and
4. Give response within one week.

6.1.4. Grievance Resolution Process

The grievance procedure will be simple and administered as far as possible at the local levels to facilitate access, flexibility and ensure transparency. All the grievances will be managed through the Grievance Resolution Committees. Complaints will be received in writing or orally and will be filled in a Grievance Registration Form by the committee.

The Steps for grievance redress are as follows:

First step: Registration of the grievances with the Grievance Resolution Committee at Kebele level as discussed above. The committee will seek to eliminate nuisance claims and engage with legitimate claimants endeavoring to reconcile the aggrieved PAP(s) concern or depending upon the issue to negotiate for a resolution. Where the complaint and grievance cannot be resolved by the committee, the complaint is referred to the Woreda GRM Committee.

Second step: The Woreda GR committee receives grievance forwarded by the Kebele GRM committee concerning the aggrieved PAP(s) to negotiate and forward possible resolution. The Woreda GRM Committee having heard the concern, the meeting will respond to the aggrieved PAP(s) within one week of the date of the meeting.

Third step: In instances where the project, in this case LLRP II is unable to resolve the matter, the same will be referred to the Courts for settlement. The aggrieved PAP(s) have the right to pursue the matter up to the Supreme Court if necessary. The Woreda GRM committee will give all the necessary documents and information to the aggrieved PAPs, who are dissatisfied with the committee decision.

Fourth step: court litigation process will be used as a last resort when either all the above procedures have failed or caused extensive delays to the project are foreseen with the deposition of the compensation amount in the closed account opened on his/her behalf. The decisions of the action to be taken will be communicated to all involved parties mainly in Grievance resolution form.

All measures will be undertaken to ensure that the grievance is solved amicably between the concerned parties and the courts will be the last resort. Efficiency in solving of the grievances will be of paramount importance.

Appeal to Court: Whenever misunderstandings and disputes arise between the principal parties (e.g. Local government bodies and affected parties) involved in the resettlement and compensation process, the preferred means of settling disputes is through arbitration (Proclamation No.1161/2019). The number and composition of the arbitration tribunal may be determined by the concerned parties. Though Proclamation No. 1161/2019 provides for appeals from valuation decision, such action will not delay the transfer of possession of land to the proponent. Courts of law shall be considered as a “last resort”, which in principle should only be triggered where first instance amicable mechanisms (which has similar role with the GR committee but formally established by government) have failed to settle the grievance/dispute. However, the Constitution allows any aggrieved person the right of access to court of law as well as access to compensation while appeal continues.

Table 3: Tentative Time Allocation for GRM Activities

Grievance mechanism	Length of Time	Remarks
Assigning local elder/traditional grievance redress institution/kebele/woreda	During the public meeting through the first phase of the project.	The flow of the project grievance redress mechanism will be introduced to the assigned party
Accepting grievances submitted through a channel of: in person in oral /written form, phone, text message, mail, e- mail	1 day	
grievances are registered in writing and maintained as a database	2 days	
Acknowledgement of grievances	2 days	
Presenting Grievance to appropriate body	3-5 days	
Development of verified response	2 days	
Redress action implemented and update of progress on resolution communicated to complainant	1 Week	

6.1.5. Addressing GBV/SEA Complaints

Information on the complaints and appeals will be collected at the kebele/woreda levels, must report to Project Implementation Unit level, and then to the PCU. The PCU in turn will be required to report information on the cases management as well. Information requirements will include registered cases, cases resolve in a timely manner and cases referred to the next level of the complaints and appeals structure. One of the key issues that the GRM considers is GBV/SEA. Hence, besides to the SEA/SH code of conduct, the GRM will be established in a way that it raises awareness of all stakeholders and provides a timely appropriate response to any SEA/SH cases. To this end, the GRM shall be established from the PAPs consisting of the more than 30% of the committee to be women. As part of the procedure, the GRM committee will establish separate GBV sensitive reporting channels. The activities of the GRM should go in hand with the initiatives identified in the SEA/SH action plan.

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 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 campaign 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 complaint to MILLS/PCU. MILLS/PCU will report the case to the WB.
- The Woreda Women and Children Office will not investigate the GBV/SEA case. Rather, maintaining the key principles of GBV/SEA case management including confidentiality, non-judgmental, best interest of the survivor will report the case to PCU, facilitate survivors to services and referrals,
- 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.

6.2. Cost and Budget

The IAs will keep provisions for adequate budget in the PIM for implementation of the SEA/SH action plan, particularly related to GRM. Table 4 contains an estimated budget for LLRP II of the SEA/SH action plan's GRM implementation. The budget provided below is lump sum and can be revised, if and when necessary, mobilizing resources from other sources such as project contingencies.

Table 4: Estimated budget for SEA/SH GRM implementation

S.no	Cost Item	USD \$
1	Training and orientation	40,000
2	IEC/Communication materials and distribution	10,000
3	SEA/SH Grievance Management	10,000
4	Consultation with stakeholders and communities in project sites	20,000
5	Referral services	20,000
6	Hiring local NGOs/Community workers for project sites	40,000
Total		USD 140,000

6.3. Accountability and Response Framework for GBV-SEA-SH Prevention and Response action of the LLRP II Project

The LLRP II Project's (GBV) SEA-SH Prevention and Response Action Plan includes this Accountability and Response (A&R) Framework. It outlines principles and best practices in survivor-centeredness in addressing (GBV) SEA-SH, and describes roles and responsibilities of personnel assigned by the LLRP II Project to address (GBV) SEA-SH, such as the Social Risk Management Specialist (SRMS), the GBV Specialist (GBVS), the personnel of the Project Coordination Unit (PIU), the Project Support Unit (PSU) and the community liaisons and Association persons. It also explains the operation of the Grievance Mechanism of the LLRP II Project and how it responds to (GBV) SEA-SH cases in making referrals to Project Companies (Employers, Contractors, Consultants hired for the Project) for internal redress of cases; or referrals to GBV Service Providers (SPs) or both, for resolution of these cases. The A&R Framework further outlines the who, what, when, where and how regarding the handling of allegations by Project Companies through the application of their Codes of Conduct (CoCs) and Company policies in investigation and sanctioning for violations. In addition, this A&R Framework addresses issues on consent, mandatory reporting requirements in local legislation, confidentiality and confidential data and information storage and handling, documentation, training and updating. These are intended to guide the Project in ensuring that it implements the requirement to effectively address (GBV) SEA-SH risks to the Project.

Guiding Principles

The LLRP II Project recognizes and applies the following principles, that:

1. All persons that are contracted for work under the Project will be treated with respect regardless of their race, color, ethnicity, religion, political affiliation, disability, birth or another status.
2. Gender-based violence, including sexual exploitation and abuse and sexual harassment (GBV) SEA-SH undermine the mental and physical well-being of persons. Everyone, including children, has the right to live free from (GBV) SEA-SH.
3. All forms of (GBV) SEA-SH are unacceptable whether it occurs at the work site, the work site surroundings, or at worker's camps.
4. The safety of survivors of (GBV) SEA-SH is of the utmost priority.
5. Perpetrators will be held accountable for their actions, as (GBV) SEA-SH constitute acts of serious misconduct and are therefore grounds for disciplinary measures, penalties and/or termination of employment.
6. Sexual activity with children under 18, including online harassment, is prohibited. Mistaken belief regarding the age of a child and consent from the child is not a defense.
7. Use of inappropriate language or behavior towards women, children and men that may be deemed harassing, abusive, sexually provocative, demeaning or culturally inappropriate is disallowed.
8. Exchange of money, employment, goods or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior, is prohibited.

9. Sexual interactions between Project Companies' employees or workers at any level and members of the communities surrounding the Project sites that are not agreed to with full consent³⁷ by all parties involved in the sexual act are strongly discouraged. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex. Such sexual activity is considered "non-consensual" by the Project.

10. The Project will provide avenues and mechanisms for reporting allegations of (GBV) SEA-SH. There shall be no retribution, retaliation or victimization against persons who make reports against their employers or personnel of the Project.

11. All Management personnel of the Project have a responsibility to support and maintain an environment that is free of (GBV) SEA-SH.

³⁷ Consent refers to when an adult makes an informed choice to agree freely and voluntarily to do something (GBV IMS classification tool). There is no consent when agreement is obtained through: i. the use of threats, force or other forms of coercion, abduction, fraud, manipulation, deception, or misrepresentation, ii. the use of a threat to withhold a benefit to which the person is already entitled, or iii. a promise made to the person to provide a benefit.

ANNEXES

ANNEX 1: ASSESSMENT OF GENDER AND GENDER BASED VIOLENCE

The Ethiopian Government has been taking measures at all levels towards ensuring gender equality and women's empowerment that resulted in significant progress on women's participation in and benefit from social, economic and political endeavors.³⁸ In 2020, the global gender gap index for Ethiopia was 0.69 index. The global gender gap index of Ethiopia increased from 0.59 index in 2006 to 0.69 index in 2020 growing at an average annual rate of 1.11%. The global gender gap index is described in that (1=No inequality, 0=Maximum inequality).

According to EDHS 2016, Sixteen % of women aged 15-49 own a house alone, and 35% own a house jointly with someone. Overall, the house ownership rate among men is similar to women (51% and 50%, respectively), although men are more likely than women to own a house alone (35%), and are less likely to share ownership (17%). When it comes to percentage of women who doesn't own a house, Addis Ababa has the highest percentage (84.2%) followed by Dire Dawa(71.3%), Somali (53.7%), Afar (48.5%) and Oromia 42.5%.

With land, the ownership rate is also higher among men than women (48% and 40%, respectively), with men less likely than women to own land jointly with someone (15% and 25%, respectively). Ownership rates are higher in rural than urban areas. About 1 in 5 urban women (27%) own a house, compared to 56% of rural women. When it comes to title deeds, more than half of women (51%) and nearly two-thirds of men (66%) who own a house do not have a title or deed for their house. When it comes to percentage of women who doesn't own a land, Addis Ababa has the highest percentage (96%) followed by Dire Dawa (81.7%), Afar (78.6%), Somali (68.6%) and Oromia (62.9%).

In Afar and Somali, customary law governs land use and bans women from owning land. Younger and older women in Afar and Somali communities are a disadvantaged segment of the population in relation to property and asset ownership. Evidence on the issue stated that young women were not welcomed by the community to work and have their own wealth. The community believes that a girl should not have to earn wealth because after she gets married, she will go to her husband's family or his clan. If she builds her own wealth before the marriage, it is assumed that she may take her family wealth to another family or clan. That is why a female is not expected to earn wealth, unlike boys. In some cases, the only source of inherited wealth are gifts such as goats or cattle that they receive from their parents, as it is believed that young women do not need property prior to their marriage. For young men, however, goats, camels and cattle are designated property for them from the time of birth.³⁹

A 2016 Health and Demographic survey shows that nearly a third of women aged between 15 and 49 had experienced either physical or sexual violence. There is only a small variation in women's experience of physical violence by urban-rural residence. Rural women are only somewhat more

³⁸ Konema.com visited on November 20, 2023.

³⁹ Gender Inequality and the Sexual and Reproductive Health Status of Young and Older Women in the Afar Region of Ethiopia, 2020 <http://www.mdpi.com/journal/ijerph>

likely (24%) than urban women (21%) to have experienced physical violence since age 15. When it comes to regional variation; the proportion of women who have experienced physical violence since age 15 ranges from 6% in Somali to 28% in Oromia. The proportion of women who have ever experienced sexual violence ranges from less than 1% in Somali to 11%-13% in Amhara, Tigray, and Oromia. Moreover, despite the progress made to eliminate harmful traditional practices (HTPs) that affect women, various forms of HTPs still prevail. FGM is still highly practiced in Somali, Afar, Oromia and pocket areas in SNNPR, with prevalence rates of 98%, 77% and 92% respectively.⁴⁰

Ethiopia has adopted a strategic plan for an integrated and multi-sectoral response to violence against women and children and child justice in Ethiopia and revised sentencing guideline No. 2/2012, which requires judges to increase the lower threshold for penalties when handing down sentences for crimes of gender-based violence and sexual violence covered under the Criminal Code. Ethiopia has also establishment of child and protection units in police and justice offices and specialized courts dealing with sexual violence, as well as the creation of one-stop centres.

Moreover, special courts dealing with rape and other sexual crimes against women and children have been established through the Child Justice Project of the Federal Supreme Court. The enhancement of services for violence survivors is another area of achievement. The major progress has been the establishment of One-Stop-Centers at federal and regional levels. These Centers provide comprehensive services for survivors including medical service, justice, psycho-social support and 72 hours shelter that provide temporary assistance and rehabilitation. There was also an expansion of institutions that provide safe houses and rehabilitation services although most of these are run by nongovernmental organizations. A module on violence against women was introduced in the national Demographic and Health Survey (DHS) and a key indicators report was issued in 2016 carrying national data on violence against women. The inclusion of the module is very important since poor data collection and under-reporting of violence against women and girls in Ethiopia had been a challenge for a very long time. Although administrative data on violence against women (data on reporting and prosecution) has limitations, the fact that modules on VAW, child marriage and FGM have been included in the EDHS stands out as a progressive step. Available data do not provide evidence of the full extent of VAW in Ethiopia suggesting that much of the scale and scope of GBV remains hidden. The demographic health survey (DHS) capture data on women of reproductive age and focus on physical and sexual violence, in general.

Women continue to face gender-based violence, including domestic violence, marital rape and emerging forms of violence such as acid attacks and gang rape.⁴¹ This is attributed to the following: (a) The absence of a comprehensive and inclusive law on gender-based violence; (b) The lack of effective implementation of the revised sentencing guideline; (c) The lack of sufficient training on gender-based violence for members of the judiciary, prosecutors, police officers and other law enforcement officials; (d) The lack of disaggregated data on genderbased violence against women.⁴²

⁴⁰ Oxfam (2017), Ethiopia Gender Snapshot

⁴¹ CEDAW, Concluding observations on the eighth periodic report of Ethiopia, 2019

⁴² Ibid

ANNEX 2: LEGAL AND INSTITUTIONAL ENVIRONMENT FOR SAFETY OF WOMEN AND GIRLS

The Ethiopian Government has shown a firm political commitment to the advancement of gender equality, women's rights and women's economic empowerment and as a result, the National Policy on Women was issued in 1993 guaranteeing equal rights of women, a commitment that was renewed in the constitution in 1995. The government of Ethiopia has made these important legal frameworks part of its constitution. In addition, the 1995 Constitution of the FDRE also provides the basic principle that all persons are equal before the law and are entitled without any discrimination to equal protection under the law. The Constitution guarantees women's rights as equal to those of men in employment, marriage, and property ownership. Furthermore, it requires the State to enforce the rights of women to eliminate the influence of harmful traditional practices that cause bodily and mental harm against women. The Ethiopian Women, Development and Change Strategy, developed in 2017/18, aims to increase women's economic empowerment by addressing high rates of unemployment and informality and ensuring urban job creation and food security for women. Ethiopia has also revised gender-discriminatory legal provisions in the Family Law (revised in 2000) and Penal Codes (revised in 2005), aimed at tackling gender-based violence, including child marriage and harmful traditional practices. In 2016, the Financial Administration proclamation was revised to mainstream gender issues in the budget preparation process. This political commitment is reflected in the recent appointment of a gender-balanced cabinet and the first woman president in Ethiopian history.

The Ethiopian Government formulated the National Social Protection Policy in 2014 as part of a social policy framework. It focuses on reducing poverty, the social and economic risk of citizens, vulnerability, and exclusion by taking measures through formal and informal mechanisms to ascertain accessible and equitable growth for all. The policy envisioned to see all Ethiopians enjoying social and economic wellbeing, security and social justice. The objectives of the policy aim to protect poor and vulnerable individuals, households, and communities from different natural and human-made adverse effects of shocks. Importantly, the policy in its guiding principles stated to emphasize gender equality during its implementation. The target groups identified in the policy are children living under difficult circumstances, pregnant and lactating mothers, victims of social problems including sex workers, and segments of society vulnerable to violence and abuse.

Ethiopia has ratified a host of international and regional commitments on gender equality and women's empowerment. Ethiopia ratified the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1981⁴³ and adopted the Beijing Platform for Action, which was declared in the Fourth World Conference on Women gathered in Beijing in September 1995. The government has signed up to the Sustainable Development Goals (SDGs), which include ending violence against women and girls by 2030 (SDG goal 5), and the Africa Renaissance Agenda 2063, committing to a specific goal on full gender equality in all spheres of life.

43

The government of Ethiopia has also signed many regional protocols and Charters that enable women empowerment and gender equality. Among these are;

✓ Ethiopia ratified the Protocol of the African Charter on the Rights of Women in Africa (Maputo Protocol) in 2018. The Protocol requires all States to end all forms of VAW including unwanted or forced sex in the private or the public sphere. The African Charter on Human and Peoples' Rights on the Rights of Women in Africa addresses women's land and property rights. State parties are required to ensure that in the event of separation, divorce, or annulment of marriage, women and men shall have the right to an equitable sharing of the joint property deriving from the marriage; grant to women, whatever their marital status, access to adequate housing; promote women's access to and control over productive resources such as land; and guarantee their right to property (arts. 7, 16 and 19). The Protocol also provides that a widow has the right to an equitable share in the inheritance of the property of her husband and those women and men have the right to inherit, in equitable shares, their parents' properties (art. 21). In addition, the Protocol requires that State parties "take appropriate measures to ... provide women with access to clean drinking water, sources of domestic fuel, land, and the means of producing nutritious food" in the context of women's right to food security (art. 15).

✓ The Principles and Guidelines on the Implementation of Economic, Social, and Cultural Rights in the African Charter on Human and Peoples' Rights also recognize the principle of gender equality and women's equal rights to property and land. Among other provisions, they state that the African States are obliged to "ensure equitable and non-discriminatory access, acquisition, ownership, inheritance, and control of land and housing, especially by women. This includes the obligation to take measures to modify or prohibit harmful social, cultural or other practices that prevent women and other members of vulnerable and disadvantaged groups from enjoying their property right, particularly to housing and land" (para. 55 (viii)).

✓ "Dakar Platform for Action" 1994 that focuses on health issues of African women giving attention to reproductive health rights.

✓ The Framework and Guidelines on Land Policy in Africa: adopted by the African Union in 2009, contains a specific section on strengthening the land rights of women.

On top of being a signatory of these conventions, actions, and protocols as well as having the basic gender equality legal frameworks in place, Ethiopia has formulated/revised many policy and legal frameworks which are gender-sensitive. Proclamation No. 916/2015 requires all government institutions to address women's issues in policies, laws, and development programs and projects. Among the national policy and institutional frameworks that are formulated/revised as well as major interventions taken in terms of structure and budgeting, to promote gender equality and women empowerment, includes:

✓ Ethiopia 2030: The Pathway to Prosperity Ten Years Perspective Development Plan (2021 - 2030) is women and youth centered.

- ✓ The Strategic Plan for an Integrated and Multi-Sectoral Response to Violence Against Women and Children (VAW/C) and Child Justice in Ethiopia focuses on prevention, protection, and response mechanisms to address VAW/C.
- ✓ The National Strategy and Action Plan on Harmful Traditional Practices against Women and Children in Ethiopia (2013)
- ✓ Establishment of institutional mechanisms at federal and regional levels, including the Ministry of Women, Children, and Youth Affairs Offices (MOWCYA); Child and Women Protection Units within the various police units; a Special Bench for violence against women cases within the federal criminal court.
- ✓ Establishing hotlines for women and children experiencing violence, setting up more than 19 one-stop centres and rehabilitation centres, and strengthening existing ones.
- ✓ Proclamation No. 1113/2019 on civil society organizations of 5 February 2019;
- ✓ Proclamation No. 1064/2017 on federal civil servants, which provides for the prohibition of sexual harassment;
- ✓ Proclamation No. 1049/2017 on the amendment of the registration of vital events and the national identity card, which extends the scope of the standardized vital events registration system to refugees and other non-nationals;
- ✓ Proclamation No. 923/2016 on overseas employment, which protects the rights, safety, and dignity of Ethiopians who take up employment abroad;
 - ✓ Proclamation No. 943/2016 on the establishment of the Office of the Federal Attorney General of Ethiopia, which covers the provision of free legal services to women who do not have sufficient resources;
- ✓ Proclamation No. 970/2016 on the amendment of the Proclamation on the Federal Government of Ethiopia financial administration, which integrates a gender perspective into the preparation of the budget programmes;
- ✓ Proclamation No. 909/2015 on the prevention and suppression of trafficking in persons and smuggling of migrants in and from Ethiopia.

ANNEX 3: OBJECTIVES AND METHODOLOGY FOR GENDER AND SEA/SH RISK ASSESSMENT

A. Objectives

The primary objectives of the SEA/SH plan in this section are to (i) identify potential GBV risks that could be posed by LLRP II; (ii) complement the environmental and social management framework (ESMF) report with insights on GBV concerning inclusive development; and propose a SEA/SH mitigation action plan designed to address and mitigate all sorts of GBV SEA/SH risk posed by LLRP II.

B. Primary Data Collection

This report is based on my field-level investigations and interviews of stakeholder, particularly women, in the four selected sample areas; (1) Benishangul Gumuz regional state (Abramo and Sherkole Woredas), (2) Dire Dawa city (Jeldesa Woreda), (3) SWEPR (Minigoldia and Minishasha Woredas) and Somali Region (Goljano and Bilibur Woredas). Primary methods used were focused group discussions (FGDs) and key informant interviews (KIIs). Table below lists the details of the FGDs/KIIs held during the field visits. Interviews with local government officials were conducted via face-to-face meeting and workshop.

Table 5: Summary of data collection activities

Data Collection Methods	Number of Sessions	Sample Size
Face-to-face workshop	1	8
KII with stakeholders	7	14
FGD with local communities	7	119
FGD with regional level stakeholders	4	27
FGD with Woreda level stakeholders	7	58
Total	26	226

C. Methodology of Gender and SEASH Risk and Impact Assessment

Once an impact is identified, it has been further evaluated on the basis of its degree of significance. The degree of significance of an impact is defined by a five-point Likert scale is assessed by its magnitude and sensitivity. Thus, an approach of qualitative quantification is followed to evaluate the impact. The details of the methodology for assessing magnitude, sensitivity and finally the significance are provided below.

i) Assessing the Magnitude of the Impact

Table 6 has shown the magnitude of each identified impact is assessed on the basis of five parameters such as: i) duration of the impact (temporal aspect), ii) spatial extent of the potential impact, iii) reversibility of the impact, iv) likelihood of occurring and v) compliance to national and international standards. A scoring technique (Table 7) of qualitative quantification is adopted to assess the magnitude of an impact assessing these five parameters. A Likert scale is developed (Table 6) to

assess degree of each parameter. The scale had a maximum score “4” which is labelled as “major” and minimum score “1” which is labelled as “minimal. A word scenario was also developed to guide quantification of each parameter. Once the assessment of each parameter is complete for an impact, a composite score for each impact is calculated summing scores of all five parameters. Depending on the composite score, the magnitude of the impact is assessed following the scale provided in Table 6.

Table 6: Definition of the magnitude classes and parameters

Parameter	Qualitative Scale to Quantify the Parameter (corresponding score is in parenthesis)			
	Certain (4)	Likely (3)	Occasional (2)	Low (1)
Duration of potential impact	Long term (More than 15 years)	Medium Term (5 to 15 years)	Limited to construction period	Temporary with no Detectable potential impact
Spatial extent of the potential impact	Widespread far beyond project Area of Influence (AOI)	Beyond immediate project AOI	Within project AOI	Specific location within project component or site boundaries with no detectable potential impact
Reversibility of potential impacts	Potential impact is Effectively permanent, requiring considerable intervention to return to baseline	Potential impact requires a year or so for recovering with some interventions to return to baseline	Baseline returns naturally or with limited intervention within a few months	Baseline remains almost constant
Compliance to Legal Standards before Mitigation Measures	Breaches national standards and or international guidelines/ obligations	Complies with limits given in national standards but breaches international lender guidelines in one or more parameters	Meets minimum national standard limits or international guidelines	Not applicable
Likelihood of potential impacts occurring	Occurs under typical operating or construction conditions (Certain)	Occurs under worst case (negative impact) or best case (positive impact) operating conditions (Likely)	Occurs under abnormal, exceptional or emergency conditions (Occasional)	Unlikely to occur

Table 7: Scoring criteria for magnitude assessment

Magnitude of Impact	Composite score to define magnitude of an impact
High (H)	16-20
Substantial (S)	11-15
Moderate (M)	6-10
Low (L)	0-5

ii) Assessing the Sensitivity of the Receptors

The sensitivity of a receptor for each impact is assessed based on the capacity or features (including proximity/numbers/vulnerability etc.) of the receptors to handle or tackle an impact. A four-level qualitative scale defining the sensitivity as “low”, “moderate”, “substantial” and “high” is developed to assess the sensitivity. The definitions of the sensitivity classes are outlined in Table 8.

In case of biodiversity risk assessment, the sensitivity has been defined following the ESS6 considering critical habitats or a species triggering Critical Habitat (CH) criteria would have high sensitivity and the moderate habitat would have lower sensitivity.

Table 8: Definition of the sensitivity classes

Sensitivity Class	Definition
High (H)	Vulnerable receptor with no capacity to absorb proposed changes or minimal opportunities for mitigation.
	Biodiversity Risk Assessment: If the receptor (species, or biodiversity feature or habitat) is triggering Critical Habitat Criteria
Substantial (S)	Vulnerable receptor with little capacity to absorb proposed changes or limited opportunities for mitigation.
	Biodiversity Risk Assessment: If the receptor (habitat) is categorized as natural habitat and provides supports to vulnerable species (Critically Endangered or Endangered species)
Moderate (M)	Vulnerable receptor with some capacity to absorb proposed changes or moderate opportunities for mitigation
	Natural or Mixed habitats with anthropogenic pressure and decreasing trend of habitats (or population) with biodiversity value
Low (L)	Vulnerable receptor with good capacity to absorb proposed changes and/or good opportunities for mitigation
	Mixed habitats with occurrence of no important species

iii) Assessing Significance of An Impact

The significance of an impact was assessed by its magnitude and sensitivity. A cross-tabular matrix is developed to assess the magnitude qualitatively. The significance of an impact was evaluated following a five-level scale which is determined by a cross tabular matrix between magnitude and sensitivity.

Table 9: Cross-tabular matrix for assessing significance of an impact

Magnitude of Impacts	Sensitivity of Receptors			
	High (H)	Substantial (S)	Moderate (M)	Low (L)
High (H)	High (H)	Substantial (S)	Substantial (S)	Moderate (M)
Substantial (S)	High (H)	Substantial (S)	Moderate (M)	Low (L)
Moderate (M)	Substantial (S)	Moderate (M)	Moderate (M)	Low (L)
Low (L)	Moderate (M)	Low (L)	Low (L)	Low (L)

iv) Mitigation Hierarchy

The World Bank's ESF recommended under ESS1 a mitigation hierarchy, which consists of four steps to manage an impact:

- (1) Avoidance is the most preferred form of mitigation where technical options are proposed to be adopted within the project design to completely avoid the impact.
- (2) Where avoidance is not possible, specific actions to minimize or reduce risks and impacts to acceptable level.
- (3) Once risks and impacts have been minimized or reduced, mitigate; and
- (4) Lastly, where avoidance, minimization, and mitigation are not adequate to manage the potential risks, significant residual impacts remain, compensate for or offset them, where technically and financially feasibility.

Table 10: GBV-SEA/SH Risks

Potential Risks and Impacts	T A	SA	R	C	L	S	M	SWO M	I/RW M
1. Labor Influx									
Demand for sex by migratory workers will increase SEA/SH	2	3	2	3	2	S	M	M	L
Sexual harassment within the labour camp and nearby community	2	3	2	3	3	S	M	M	L
Force and early marriage by construction workers	2	3	2	2	2	S	M	M	L
2. Displacement by Land Acquisition									
Land acquisition induced poverty may lead the sexual activities by the poor girls and women with project employees	3	1	3	3	2	S	M	M	L
Land acquisition induced poverty may increase the risk of child marriage and other SEA/SH due to displacement by land acquisition	3	1	3	3	3	S	M	M	L
Land acquisition induced poverty may lead abandonment by spouse and intimate partner violence	3	1	3	3	2	S	M	M	L
3. Presence of Outsiders									
Increased demand of outsider (employees & visitors) may enhance the risk of SEA/SH	3	2	3	3	2	S	M	M	L
Harassment of the community women during taking bath in river by the project workers, officials and contractor	2	1	2	3	3	S	M	M	L
Community school or college girls may be harassed or sexually abused by the project workers	2	3	2	3	3	S	M	M	L
Presence of outsiders in the community and interaction with them may create stigmatization for women which may result in early marriage for adolescent girls and intimate partner violence/divorce/abandonment for married women.	2	2	1	1	2	M	M	M	L
4. Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) in periphery areas									
Women trafficking and rape may increase drastically due to low density of population and weak communication facility	3	3	3	3	2	S	H	S	L
5. Risk of SEA/SH at project related work									L
Project workers may tempt the community women and girls to achieve a job in exchange of sexual activity	2	2	3	3	3	S	M	M	L
Salary discrimination among the female workers	2	2	2	3	3	S	M	M	L

Key:

TA-Temporal Aspects; SA-Spatial Aspects; R-Reversibility; C-Compliance; L-Likelihood; S-Sensitivity; M-Magnitude; SWOM-Significance without Mitigation; I/RWM-Impact or Risk with Mitigation.

The number on the table (score) represents qualitative scale to quantify magnitude of a risk: 1=low or less likely, 2=occasional, 3=likely and 4=certain. The letters on the table (result) represents magnitude of impacts: L=low, M=medium, S=substantial and H=high

ANNEX 4: A PRELIMINARY MAPPING OF THE SERVICE PROVIDERS

According to the iMAP (February 2023) report analysis as of December 2022 the number of implementing partners are 23 in Tigray, 16 in Amhara, 12 in Afar, 11 in Oromia, seven in Somali, six in Benishangul Gumuz, three in SNNP, and two in Gambella regions. As of Feb 2023, there are a total of 61 functional OSCs across Ethiopia. Oromia has 23, Addis Ababa 5, Dire Dawa 4, Somali 2, Afar 4, Gambela 1, SNNP 5, Amhara 6, Harar 3, Tigray 7, Sidama 1 and Benishangul Gumuz 2 OSCs (GBV AoR,02/2023). One Stop Centers give access to holistic services (health, psychosocial support, legal and police services) to survivors under one roof and free of charge. There is a need to establish new OSCs and support the functioning of the available OSCs in all regions (GBV AoR, 10/06/2022). The availability of one stop centers is relatively concentrated around two major cities Addis Ababa and Dire Dawa, as shown in the Fig.1 below. One stop centers are dispersedly located in the rest of the country.

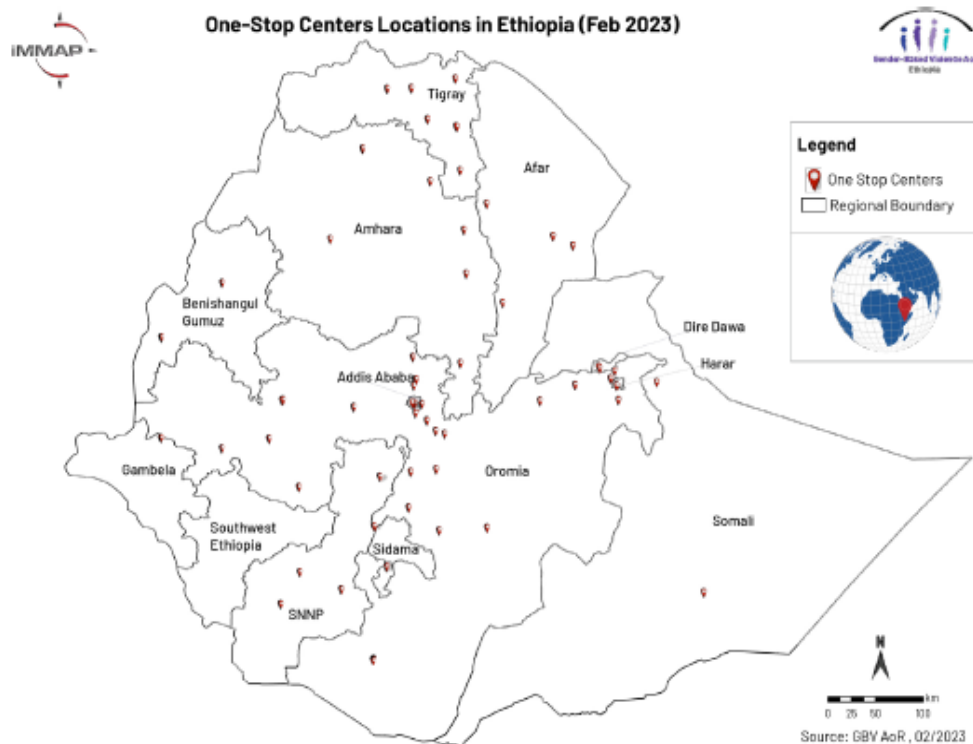


Figure 1: One-stop center location in Ethiopia: Source GBV AoR OSC data (February 2023)

ANNEX 5: PROJECT GRIEVANCE MECHANISM TO ADDRESS SEA/SH COMPLAINTS

The LLRP II Project is committed to pursuing a survivor-centered approach for responding to (GBV) SEA-SH. Survivor-centeredness by the Project requires that in seeking a resolution of allegations, the survivor's needs, wishes and rights will be central to the processes. This is done with the view to empower them and facilitate their healing and recovery. To this end, the LLRP II Project through its Grievance Mechanism and its (GBV) SEA-SH Implementing Framework will ensure that:

- The survivor will be treated with dignity and respect. Their needs, rights and choices will be taken into consideration at all times through all processes and decisions. Assistance will not be imposed on a survivor if they are not ready to proceed with a matter. However, support will be given to survivors who choose to seek redress or those who change their mind about whether they wish to take action or not.
- The survivor's choice and agency will be respected in all decisions. However, where the survivor is a minor (under 18 years of age) there are legal requirements for reporting abuse to the authorities irrespective of their consent or choice.
- The welfare principle of the Best Interest of the child will be upheld in all cases where minors are concerned.
- The safety and security of the survivor is of utmost consideration in all the processes. Every effort will be made by the Project to eliminate or minimize the risk of further traumatization or abuse from the community or other Project-related personnel to a survivor who reports a case.
- To address security, retaliation, and safety of survivors, the Project will ensure confidential handling of all data and information related to the survivors, and confidentiality in all processes leading to support for the survivor and the resolution of each matter. Sharing the story of the survivor with another agency or person will only be done with the informed consent of the survivor.
- Survivors will be provided all the information needed for them to make informed decisions
- Assumptions will not be made about the survivor's feelings, thoughts and experiences. All persons who will handle reports and processes leading to resolution will be trained on how to handle complaints with cultural and social sensitivity, non-judgemental, confidentiality and tact.
- Where the alleged abuse is project-related or is perpetrated by an employee of a Company on the Project against another employee, every effort will be made to protect the survivor from retaliation, including reasonable re-arrangements of work location and schedule and special leave for the survivor if deemed necessary.

The GRM procedure is illustrated on fig. 2, below.

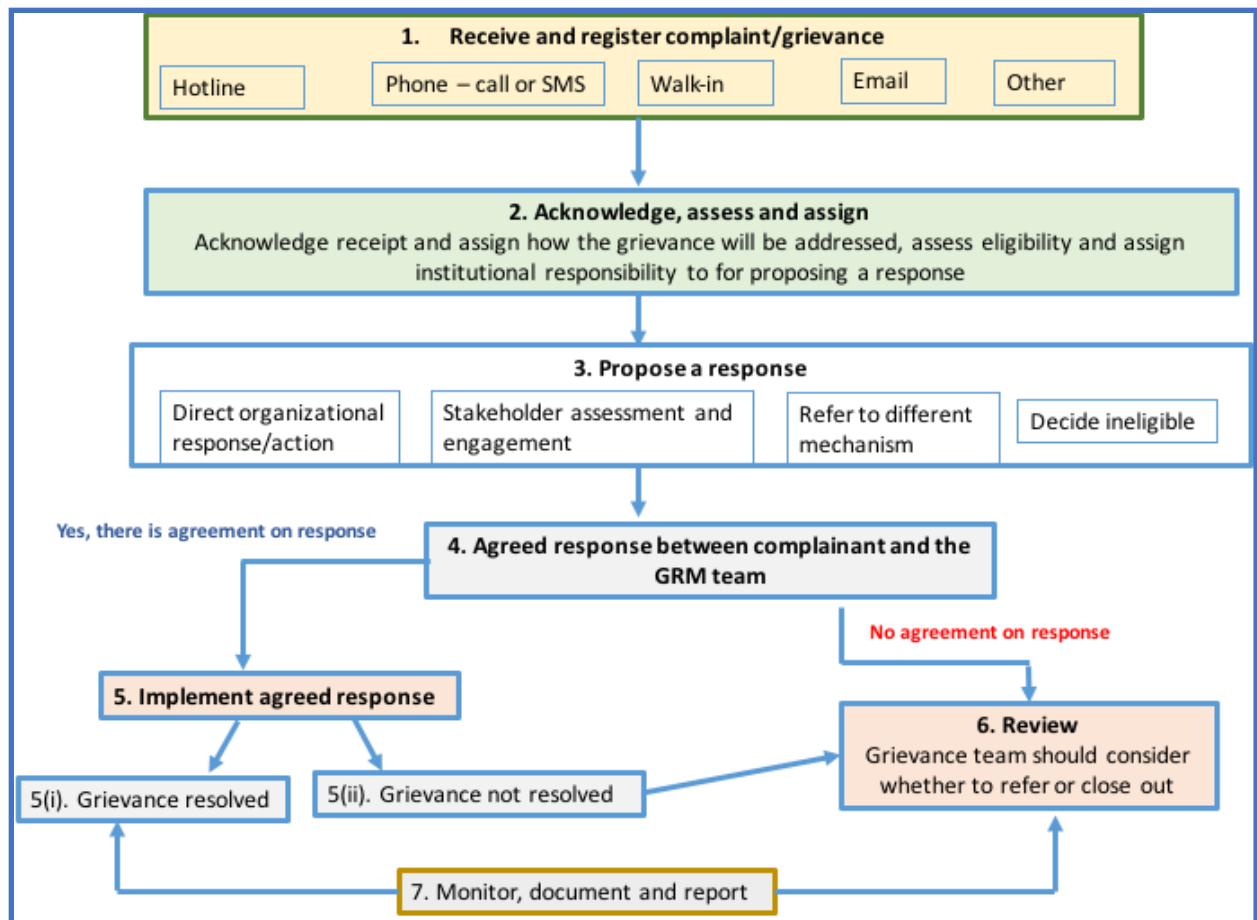


Figure 2: PAP GRM channels

ANNEX 6: SEA/SH PROCEDURES AND RESPONSE PROTOCOL

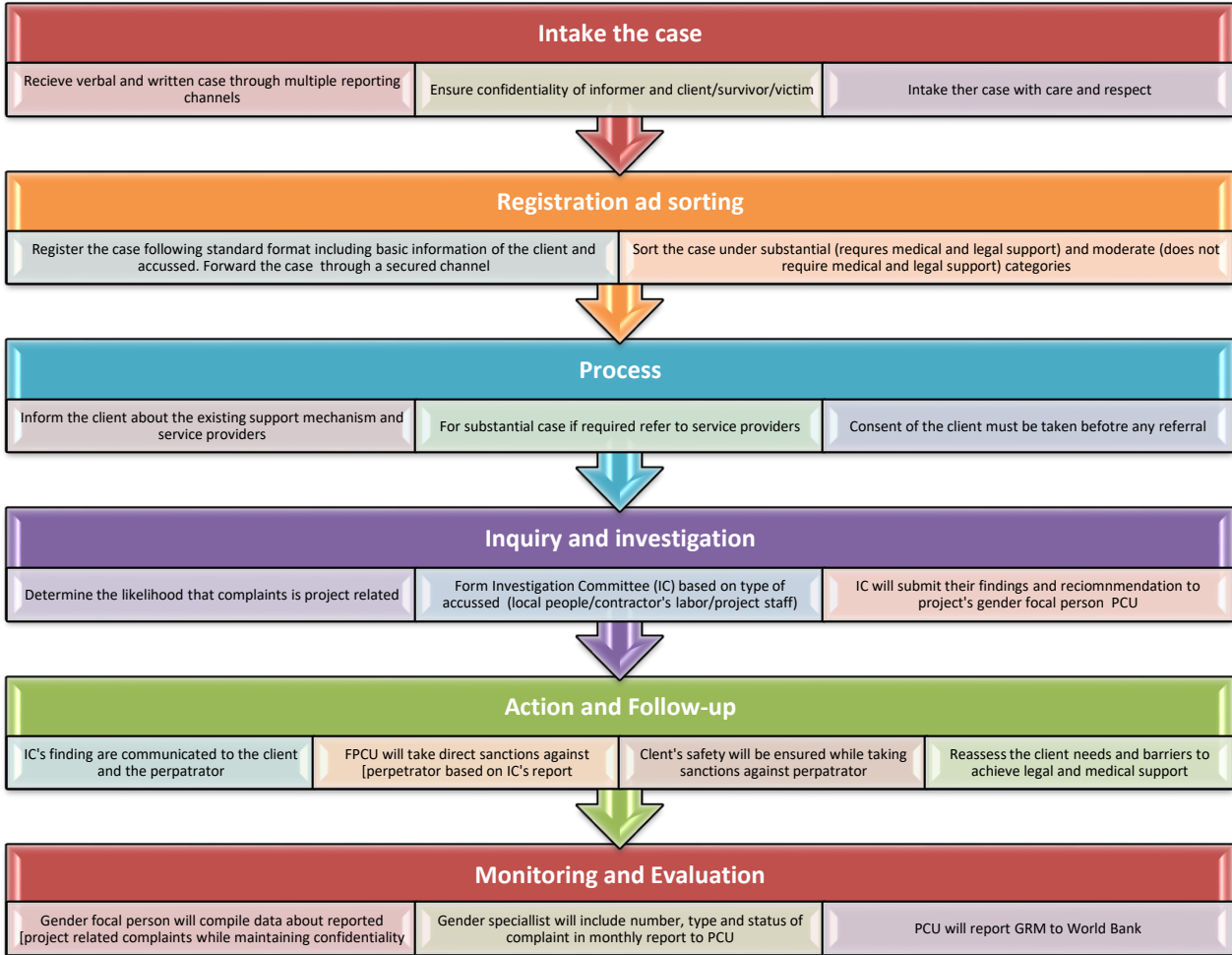


Figure 3: GBV SEA/SH Procedures and Response Protocol

ANNEX 7: CODE OF CONDUCT (COC) TO PREVENT THE SEA/SH RELATED RISKS

I. Introduction

The MILLS, MoH, EMI and EDRMC as implementation agencies (IAs) are committed to ensure a work environment which minimizes any negative impacts on the local communities, and its workers. The MILLS, MoH, EMI and EDRMC also strongly commits to create and maintain a safe working environment where Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) have no place, and where these will not be tolerated by any employees of contractors, sub-contractor, supplier, supervising engineers, and other consultants or representative of the IAs. The purpose of this Code of Conduct is to:

- a. Create a common understanding of what constitutes Sexual exploitation, and sexual abuse and sexual harassment.
- b. Create a shared commitment to standard behaviors and guidelines for the employees to prevent, report, and respond to SEA and SH
- c. Create understanding that breach of this code of conduct will result in disciplinary action.

The MILLS, MoH, EMI and EDRMC will adhere to the following and may add during implementation any additional requirements to address identified issues. The types of issues identified could include risks associated with: labor influx, Sexual Exploitation and Sexual Abuse (SEA), sexual harassment (SH) in the workplace, etc. The IAs will advise the bidders and/or contractors to submit their own code of conduct form as part of bids for construction works.

II. Definitions

The various words and concepts use in the COC are defined below for the purpose of clarity. These will be further discussed during training and orientation sessions by the PIU with relevant stakeholders. Sexual Exploitation and Abuse (SEA)⁴⁴ : 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 another⁴⁵.

Sexual Abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions⁴⁶

⁴⁴ As defined in the UN Secretary's bulletin – Special Measures for protection from sexual exploitation and abuse October, 9, 2003 ST/SGB/2003/13

⁴⁵ World Bank, Good practice note on Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment project financing involving major civil works, 2020.

⁴⁶ UN Glossary on Sexual Exploitation and Abuse 2017, pg.).

Sexual Harassment:⁴⁷Any unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of sexual nature⁴⁸.

Consent: the choice behind a person's voluntary decision to do something. Consent for any sexual activity must be freely given, ok to withdraw, made with as much knowledge as possible, and specific to the situation. If agreement is obtained using threats, lies, coercion, or exploitation of power imbalance, it is not consent.

Under this Code of Conduct consent cannot be given by anyone under the age of 18, regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of the child is not a defense.

There is no consent when agreement is obtained through (i) the use of threats, force or other forms of coercion, abduction, fraud, manipulation, deception, or misrepresentation; (ii) the use of a threat to withhold a benefit to which the person is already entitled; and (iii) a promise is made to the person to provide a benefit.

While all forms of violence against a community resident or a co-worker are forbidden, this code of conduct is particularly concerned with the prevention and reporting of sexual exploitation and abuse (SEA) and sexual harassment which constitute gross misconduct, are grounds for termination or other consequences related to employment and employment status.

III. Examples of Exploitation and Abuse

The following constitute examples of sexual exploitation and violence.

(i) Unwanted sexual comments, jokes, question, whistling, asking about sexual fantasies/ history to any member of the community.

(ii) Sexually suggestive signals (facial expressions, winking, throwing kisses, or licking lips, making sexual gestures with hands or through body movements).

(iii) Touching clothing, hair, or body, hugs, kiss, stroke or rub oneself sexually around any community member

(iv) Unwanted pressure for dates

(v) Any propose a woman in the community that he can get them jobs related to the work site (cooking and cleaning) in exchange for sex.

(vi) Telling a woman applying for a job that he will only hire her if she has sex with him.

⁴⁷ Inter-Agency Standing Committee Protection against Sexual Exploitation and Abuse (PSEA): Interagency cooperation in community based complaint mechanism. Global standard Operating Procedures. May 2016

⁴⁸ EFS Good Practice Note on GBV in Major Civil Works

(vii) Begin a friendship with a 17-year-old girl who walks to and from school on the road where project related work is taking place. He gives her rides to school. He tells her that he loves her. They have sex.

(viii) Actual or attempt to rapes anyone.

IV. Examples of Sexual Harassment in Work Place

(I) Male staff comment on female staffs' appearances (both positive and negative) and sexual desirability.

(II) Male staff makes unwanted sexual comments, jokes, question, whistling, asking about sexual fantasies/ history to any female staff/ co-worker.

(III) Male staff makes sexually suggestive signals (facial expressions, winking, throwing kisses, or licking lips, making sexual gestures with hands or through body movements) towards a female staff.

(IV) Male staff makes unwanted pressure for dates.

(V) A male staff touches female staff members' buttocks or any part of the body when he passes her at work.

(VI) A male staff member tells a female staff member he will get her a raise if she sends him naked photographs of her do a sexual favor.

(VII) When a female staff complains about comments male staff are making about her appearance, they say she is "asking for it" because of how she dresses.

V. Examples of Commitment by Company and/or Worker

I, _____, acknowledge that sexual exploitation and abuse (SEA) and sexual harassment, are prohibited. As an (employee/contractor) of (contracted agency /sub-contracted agency) in Ethiopia, I acknowledge that SEA and SH activities on the work site, the work site surroundings, at workers' camps, or the surrounding community constitute a violation of this Code of Conduct. I further understand SEA and SH activities are grounds for sanctions, penalties or potential termination of employment. Prosecution of those who commit SEA and SH act may be pursued, if appropriate. I agree that while working on the project I will:

- Treat all persons, including children (persons under the age of 18), with respect regardless of sex, race, color, language, religion, political or other opinion, national, ethnic or social origin, gender identity, sexual orientation, property, disability, birth or other status.

- Commit to creating an environment which prevents SEA and SH and promotes this code of conduct. In particular, I will seek to support the systems which maintain this environment.

- Not participate in SEA and SH as defined by this Code of Conduct and as defined under (country) law (and other local law, where applicable).

- Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with anyone below the age of 18. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense. I will not participate in actions intended to build a relationship with a minor that will lead to sexual activity.
- Not solicit/engage in sexual favors in exchange for anything as described above.

Unless there is the full consent by all parties involved, recognizing that a child is unable to give consent and a child is anyone under the age of 18, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non- monetary) to community members in exchange for sex—such sexual activity is considered “non-consensual” under this Code.

I commit to adhere to the provisions of this code of conduct both on and off the project site, attend and actively partake in training courses related to preventing SEA and SH as requested by my employer. If I am aware of or suspect SEA and SH act, at the project site or surrounding community, I understand that I am encouraged to report it to the Grievance Reporting Mechanism (GRM) or to my PCU. The safety, consent, and consequences for the person who has suffered the exploitation/ abuse/ harassment will be part of my consideration when reporting as per the SEA/SH Procedures and Response Protocol. I understand that I will be expected to maintain confidentiality on any matters related to the incident to protect the privacy and security of all those involved.

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

- Informal warning or formal warning
- Additional training
- Loss of salary
- Suspension of employment (with or without payment of salary)
- Termination of employment.
- Report to the police or other authorities as warranted.

I understand that it is my responsibility to adhere to this code of conduct. That I will avoid actions or behaviors that could be construed as SEA and SH incident. Any such actions will be a breach of this Individual Code of Conduct. I acknowledge that I have read the Individual Code of Conduct, do agree to comply with the standards contained in this document, and understand my roles and responsibilities to prevent and potentially report SEA and SHA issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to act mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Name: _____

Title: _____

Date: _____