

## ANNEX: SEA/SH Prevention and Response Plan - Project P175355 & P1766067

### Definitions

For the purpose of the SADC-GMI GRM, the following terms are defined as:

- **Sexual exploitation** is understood as any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another (UN Glossary on Sexual Exploitation and Abuse 2017, pg. 6).<sup>1</sup>
- **Sexual abuse** is understood as actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions (UN Glossary on Sexual Exploitation and Abuse 2017, pg. 5).<sup>2</sup>
- **Sexual harassment (SH)** is understood as any unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.<sup>3</sup>
- **Whistleblower:** The International Labour Organization (ILO) defines it as “the reporting by employees or former employees of illegal, irregular, dangerous or unethical practices by employers.”<sup>4</sup>
- **Gender based violence** is an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially-ascribed (i.e., gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private (2015 Inter-Agency Standing Committee Gender-based Violence Guidelines, pg. 5)

### Objectives

A. To discuss strategies and support mechanisms to mitigate the risk of and respond to allegations of gender-based violence (GBV), including sexual exploitation and abuse and sexual harassment (SEA/SH)

B. To provide guidance for adapting the GRM to allow for the safe and confidential uptake, management, and resolution of SEA/SH allegations (available in the Project SEP)

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<sup>1</sup> Also see World Bank Good Practice Note, Environmental & Social Framework for IPF Operations Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works, Second Edition, February 2020.

<sup>2</sup> Ibid

<sup>3</sup> Ibid.

<sup>4</sup> International Labour Organization Thesaurus (2005).

## Project Risks Related to SEA/SH

During the compilation of the ESMF of the project, the following risks related to SEA/SH were identified and mitigation measures proposed.

### Summary of potential SEA/SH risks

The SEA/SH risk is considered moderate at this time. As this is a regional project that will cover a number of SADC member countries whose participation has not yet been established, the SEA/SH risk assessment is based on assumed impacts of the planned project activities. There is no physical footprint for the investments under components 1 and 2. The GEF-grant will support the enhancements of financial planning, transboundary aquifer interventions and further studies to address pertinent ground water challenges, upscaling of dissemination of information. Strategic small-scale infrastructure development to build resilience and promote inclusiveness will take place under component 3 and will support considerations for climate smart technologies during the design and implementation of innovative pilot projects.

It is expected that SEA/SH risks are mainly related to minimal risks of workplace sexual harassment under components 1 & 2. Under component 3, which will entail small scale civil works, the risks are related to possible exacerbation of SEA/SH risks due to the presence of workers<sup>5</sup>, a possible shift in household power dynamics in cases where women may be hired by the project or otherwise benefit from the project<sup>6</sup>, risks of abuse or violence related to harmful social norms in project implementation context, lack of access to support services, lack of information for female beneficiaries regarding the project and its potential risks due to lack of independent consultations with women in safe and enabling environments and lack of access by female beneficiaries to project benefits and services. These project-related SEA/SH risks are captured in the table below along with proposed mitigation measures.

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<sup>5</sup> The influx of migrant workers into the project area may lead to risks of SEA/SH. Although the project is not expected to have a large influx of workers, the in-migration may increase the demand for sex work or the risk of forced early marriage in a community where marriage to an employed man is seen as the best livelihood strategy for an adolescent girl. Furthermore, higher wages for workers in a community can lead to an increase in the risk of transactional sex. The risk of sexual abuse of minors resulting from interactions with migrant workers can also increase.

<sup>6</sup> The Project may foster socio-economic changes within the project-affected communities and could cause shifts in power dynamics between the community members and within households. Challenges to gender norms, which can create tensions in the home where male partners are often accustomed to traditional power dynamics and control over household decision-making processes, and therefore associated risks of intimate partner violence, can be triggered by labor influx in relation to a project when workers are believed to be interacting with community women or where women may be hired to work locally on a project. Hence, abusive behavior can occur not only between project-related staff and those living in and around the project site, but also within the homes of those affected by the project.

Table 1: SEA/SH Prevention and Response Action Plan

Description of activities pertinent to risks	Project SEA/SH risks	Mitigation measures	Responsible party	Timeline	Indicators	Budget
<p><b>Component 1:</b> Capacity building for sustainable groundwater management</p> <p>This component will focus on capacity building and strengthening institutions through a range of technical assistance, knowledge exchanges, workshops and training activities:</p> <ul style="list-style-type: none"> <li>• support institutional capacity building at the national and regional level</li> <li>• strengthen SADC-GMI to act and perform as the SADC region’s center of excellence for sustainable groundwater development and management as elaborated in its Strategic Business Plan</li> <li>• cover the operating cost of the SADC-GMI to implement the</li> </ul>	<ul style="list-style-type: none"> <li>a. Risks of sexual exploitation and abuse related to procurement</li> <li>b. Risks of sexual harassment related to potential lack of supervision of male and female personnel</li> <li>c. Risks of abuse or violence related to harmful social norms in project implementation context</li> <li>d. Lack of information for</li> </ul>	<p><b>a. Accountability and response framework, including:</b></p> <ul style="list-style-type: none"> <li>• Drafting and signing of code of conduct for project personnel and workers at rehabilitation or construction sites, which will include, at a minimum, the following attributes: <ul style="list-style-type: none"> <li>- Prohibited actions or behaviors</li> <li>- List of applicable sanctions</li> <li>- Minimum standards for the PIU</li> <li>- Reporting obligations and mechanism for receiving or reporting complaints</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>1. Environmental &amp; Social Mgt Specialist</li> <li>2. Procurement Specialist</li> <li>3. Executive Director</li> </ul>	<p>Drafting and signing of CoC before sub-projects are implemented in the Member States</p>	<p><b>a. Accountability and response framework, including:</b></p> <ul style="list-style-type: none"> <li>% of workers and project personnel who have signed codes of conduct</li> <li>% of SEA/SH-related complaints that are referred to services</li> <li>% of SEA/SH-related complaints that are resolved within the expected timeframe</li> <li>Average delay for resolving an SEA/SH-related complaint</li> </ul>	

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<p>project and build capacity for project implementation</p> <p><b>Component 2:</b> Knowledge development, dissemination and advocacy will support the generation and dissemination of knowledge on groundwater resources in the SADC-region</p> <p>This component will:</p> <ul style="list-style-type: none"> <li>• support the development of groundwater-related knowledge and information and its dissemination to stakeholders</li> <li>• support advocacy and outreach to raise awareness on the critical role of groundwater in supporting sustainable and resilient livelihoods and equitable economic development and in building resilience against climate-related shocks like floods and droughts</li> </ul> <p><b>Component 3 – Building resilient livelihoods and inclusive groundwater management aims at improving skills and livelihoods</b></p>	<p>female beneficiaries regarding the project and its potential risks due to lack of independent consultations with women in safe and enabling environments with female facilitators</p> <p>e. Lack of access by female beneficiaries to project benefits and services</p> <p>f. Lack of access to support services by female beneficiaries and SEA/SH survivors owing to the low quality and weak geographic coverage of support</p>	<ul style="list-style-type: none"> <li>• Set-up of grievance mechanism equipped to handle SEA/SH complaints ethically and confidentially, which will include, at a minimum, the following attributes: <ul style="list-style-type: none"> <li>- Specific procedures to handle SEA/SH-related complaints, including timeline and possible sanctions</li> <li>- Reporting procedures for SEA/SH-related complaints, including accessible channels for targeted communities and project personnel</li> <li>- Obligations regarding guiding principles for the ethical and confidential management of SEA/SH complaints</li> </ul> </li> </ul>	<ol style="list-style-type: none"> <li>1. Environmental &amp; Social Mgt Specialist</li> <li>2. Senior Groundwater Specialist</li> </ol>	<p>Drafting and operationalisation of Grievance Mechanism before the start of sub-grantee activities at Member State level</p>	<p><b>b. Training and awareness-raising plan, including:</b></p> <p>% of project personnel who receive training or skills strengthening regarding SEA/SH risks, including code of conduct and GM or other project feedback mechanism</p> <p>% of workers who receive training regarding SEA/SH risks, including code of conduct and GM or other project feedback mechanism</p> <p>% of workers trained who show increased knowledge after training (those who obtain a grade on the post-test of 70% or above)</p>	

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<p>of communities through the promotion of innovative groundwater management solutions and infrastructure through grants</p> <p>Sub-components under this project include:</p> <ul style="list-style-type: none"> <li>• support the implementation of a base-grant scheme for all 16 SADC Member States</li> <li>• support the implementation of a competitive-grant scheme to promote innovation and synergies</li> </ul>	<p>services and difficulty accessing services in humanitarian response and/or remote areas where the project will be executed</p>	<ul style="list-style-type: none"> <li>• Development of response protocol and mapping of holistic support services (at a minimum, medical, psychosocial, and legal) in all intervention zones, including evaluation of quality of care and provisions for a safe and confidential referral pathway</li> </ul>	<ol style="list-style-type: none"> <li>1. Environmental &amp; Social Mgt Specialist</li> <li>2. Sub-grantees</li> <li>3. Infrastructure Consultant</li> </ol>	<p>Prior to start of physical work and throughout project implementation</p>	<p>Number of community consultations with women and in how many project intervention areas</p> <p>Number of women consulted</p> <p>% of project personnel who receive training or skills strengthening regarding feedback mechanism</p>	
		<p><b>b. Training and awareness-raising plan, including:</b></p> <ul style="list-style-type: none"> <li>• Skills strengthening for project personnel regarding SEA/SH-related risks, including code of conduct and GM or another feedback mechanism receptive to SEA/SH complaints</li> <li>• Training of workers and supervisory personnel on SEA/SH, including code of conduct and GM</li> </ul>	<ol style="list-style-type: none"> <li>1. Environmental &amp; Social Mgt Specialist</li> <li>2. Sub-grantees</li> <li>3. Infrastructure Consultant</li> </ol>	<p>(b) Prior to start of physical work and throughout project implementation</p>	<p>Number of community awareness-raising sessions conducted</p> <p>Number of participants in these community awareness-raising sessions (disaggregated by sex and age, if possible)</p>	

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		<ul style="list-style-type: none"> <li>● Community consultations with women’s groups or female beneficiaries in safe and enabling environments and with female facilitators regarding the potential impact of the project and its activities and associated risks, including consultation on community-based feedback mechanisms, available services, and complaint reporting channels that women consider to be safe, confidential, and accessible</li> <li>● Awareness-raising in targeted communities by the project regarding SEA/SH-related risks, prohibited conduct, and channels for reporting misconduct</li> </ul> <p><b>c. Monitoring and supervision:</b></p> <p>Monitoring plan for SEA/SH risk mitigation, prevention, and response measures set forth under the SEA/SH Prevention and Response Action Plan, incorporating best practices concerning collection and management of SEA/SH complaint data and development of appropriate indicators in alignment with</p>				

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		relevant international best practices <sup>7</sup>				

<sup>7</sup> WHO Ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies (2007) ; GBVIMS Best Practices, <http://www.gbvims.com/wp/wp-content/uploads/BestPractices2.pdf>.