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**THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA**

**MINISTRY OF AGRICULTURE (MoA)**

**ETHIOPIA DESERT LOCUST RESPONSE PROJECT-P173702**

**SEXUAL EXPLOITATION AND ABUSE (SEA)/SEXUAL HARASSMENT (SH) PREVENTION AND RESPONSE PLAN**

**UPDATES MADE FOR THE ADDITIONAL FINANCE (AF)**

**May 1, 2020**

**Addis Ababa, Ethiopia**

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**By**

**THE FDRE MINISTRY OF AGRICULTURE**

**May 2022,**

**Addis Ababa,**

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# **Introduction and Context**

## **1.1. Background**

Gender-Based Violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person’s will, and that is based on socially ascribed (gender) differences between males and females. These include sexual violence, domestic or intimate partner violence, trafficking, forced and/or early marriage, and other traditional practices that cause harm. The project will ensure systems to address and prevent Gender Based Violence/Sexual Exploitation and Abuse/Sexual Harassment exacerbated/created by the project are put in place by establishing and implementing a SEA/SH prevention and response action plan as part of the ESMF.

GBV mostly affects women and girls due to the fact that in many cultures of Ethiopia, they are marginalized and have little or no power to make important decisions about their lives. Their low status in many communities, preexisting high prevalence of GBV and high levels of poverty, are all likely to be exacerbated by the locust infestation and response resulting in heightened vulnerability to GBV in the community. With the possible deployment of external personnel including agricultural extension workers, contracted workers, and/or paramilitary cadets, to conduct ground spraying in these areas; communities may be exposed to increased risks of Sexual Exploitation and Abuse (SEA) by project workers. Moreover, GBV could result from intra household conflict over the receipt of cash/livelihood support and/or sexual exploitation of community members who are extorted for sexual favors in exchange for registration to benefit from or release of funds as livelihood support. Therefore, the SEA/SH action plan is prepared in line with the protocol laid out in the WB SEA/SH Good Practice Note, for the Ethiopia Desert Locust Response Project. The SEA/SH action plan details the operational measures that will be put in place to prevent and respond to project related GBV including managing related grievances. It incorporates codes of conduct for project workers and other strategies to prevent risks of GBV from occurring and establishes procedures for managing related grievances. The project should allocate appropriate budget to implement the SEA/SH action plan and assign the social development specialist to serve as a SEA/SH GBV focal person to oversee the implementation of activities. For its implementation, allocating an appropriate budget is required.

## 1.2. Description of the Project

The aim of the Desert Locust Response Program is to prevent and respond to the threat to livelihoods posed by the desert locust outbreak and to strengthen national and regional systems for preparedness. The Program objectives would be achieved by supporting investments across three pillars as per the regional approach to the desert locust outbreak response: (a) monitoring and controlling locust population growth and curbing the spread of swarms while mitigating the risks associated with control measures; (b) protecting livelihoods of locust-affected households to prevent asset loss, and return them to productivity; and (c) preventing future locust upsurges by strengthening capacity for ex ante surveillance and control operations to facilitate early warning and early response. The total funding amount during the additional Finance for EELRP will be US$ 60.00 million. The proposed project includes three components and discussed as follows:

**Component 1: Locust monitoring and control (US$ 13, 929, 914.38 million):** The project will adopt two pronged approaches for locust monitoring and control under this component: (a) direct support to improving surveillance and assessment of locusts’ situation, habitat conditions and geographic exposure as well as targeted aerial and ground spraying; and, (b) capacity building for relevant national institutions and communities prone to locust breeding and invasion. There are three subcomponents of **component 1**:

**Sub-component 1.1: Continuous Surveillance** to inform effective control operations and identification of affected and at-risk communities for assistance under Component 2. Under the sub-component, the project will finance procurement of equipment and operational costs to deploy expert teams and drones for the collection of data at strategic locations, reporting occurrences and possible occurrences of outbreaks, and assessing geographic exposure to locusts. Support to community-based monitoring and forecasting in both pastoralist and farming communities prone to locust breeding and invasion will also be provided including training of scouts and sensitization campaigns for community/village leaders.

**Sub-component 1.2: Control measures** to reduce locust populations and prevent their spread to new areas through targeted ground and aerial control operations. Activities include procurement/rental of equipment (sprayers, vehicles, drones, aircrafts), support to field operations (aerial and ground operations) input for field operations will be provided to the MoA through FAO. In addition, awareness raising and training for farmers, scouts, experts and officials at different levels (including training on pesticide management and control) will be provided.

**Sub-component 1.3: Risk reduction and management** to monitor and assess environmental and human health risks associated with locust control and implement health, environmental and safety measures to reduce risks to an acceptable minimum. A detailed pest management plan (PMP) will be developed and closely monitored as part of the Project Implementation Manual (PIM) to mitigate any environmental impacts of chemical and pesticide use. Activities would include: i) testing of human health and soil and water for contamination from use of insecticides; ii) optimizing the selection of control strategies, protection measures, and insecticides based on situational and environmental assessments; and iii) providing safety and awareness training for spraying teams and other locust control personnel as well as public awareness campaigns on possible environmental and health effects of insecticides, before, during and after locust control operations.

**Component 2: Livelihood protection and restoration (US$ 31, 354, 175, .07million)**. Under this component, the project will provide a seed-fertilizer-pesticide package to selected farmers to ensure planting in the upcoming cropping season and, in pastoralist areas, fodder to guard against further livestock losses and thus loss of their main productive assets. Additionally, the project will provide fodder seed to affected communities to rehabilitate pastures in rangeland areas depleted by the desert locust invasion. The GoE will also trigger emergency food security mechanisms such as the emergency food appeal and contingency funding under PSNP IV that will complement the project’s livelihood support initiatives with cash transfers to cover emergency food needs and to protect against distress sales of assets. There are two sub-components:

**Sub-component 2.1: Livelihoods Support:** This component would be achieved through delivering (i) farmer packages to get food and fodder production re-started as soon as possible after the impact of locust swarms has been assessed and the scope of the damage is determined; and, (ii) forage to the affected pastoral households.

**Sub-component 2.2: Pasture rehabilitation** will cover an estimated area of 81,000 hectares. Activities will include: (i) temporary forage/feed provision in pastoralist areas impacted by the locust outbreak for short term pasture improvement; and, (ii) compensation for unintended damages that may result from accidental pesticides spray impacts beyond the defined buffer zone on people, livestock, agricultural produce and livestock feed.

The procurement of inputs, such as crop and fodder seed will be carried out by RBoAs (or Pastoral Community Development Offices) from existing seed sources including Government Seed Enterprise, Agricultural Cooperative Unions and/or Private Seed Producing Enterprises. Bulk procurement method at regional levels will enable to ensure that the right type and amount of inputs are purchased for each agro-ecological zone. Inputs provision to farmer packets would aim to diversify production and introduce improved varieties that provide for higher yields and are resistant to pest/disease and other threats. Pasture restoration would be done in most areas by establishing nurseries throughout the affected area to re-establish pasture flora. Both crop and pasture restoration would need to support plantings that would promote the restoration of pollinator populations in the affected area.

**Component 3: Strengthening Early Warning Systems and Preparedness (US$ 11, 715, 911.18 million).** Under this component, the project would assist the Ethiopia MoA in establishing an integrated system for locust detection, occurrence projection, early warning and systematic data analysis and comprehension. Activities include acquisition of state-of-the-art data collection and dissemination tools and improving data collection methods, building analytical capacity for understanding data, assessment of current strengths and weaknesses in locust occurrence projection and early warning systems and development of a roadmap on how best to develop the systems based on international best practice. It also includes capacity building for federal and regional experts using both national and international experts as well as technical assistance through appointing senior plant protection experts to work with regional desert locust control units.

**Component 4: Project Management (US$ 2, 999, 999.37 million).**  Under this component, financing will be provided for (a) the hiring of a pest management expert; and, (b) operating costs for monitoring (particularly related to financial management and safeguards), technical backstopping at different levels; and (c) communication and information exchange. The project will be implemented by the Plant Protection Directorates (PPDs) within the RBoAs of each regional state within the desert locust invasion area under the oversight of the MoA. Project management activities will be carried out in the PSNP IV Project Implementation Unit (PIU) and MOA.

# 2. Addressing Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) Risks in Ethiopia Locust Response Project

The World Bank Group recognizes that World Bank-financed projects can increase the risk of GBV in both public and private spaces by a range of perpetrators in several ways. Based on the protocol laid out in the WB SEA/SH Good Practice Note, a GBV risk assessment was conducted on the Ethiopia locust response project and it shows the likelihood of GBV risks increasing as a result of both contextual and project related factors. The assessment rates the level of risks at “moderate”. The Risk Assessment highlighted the following as the major risk factors:

* National lifetime prevalence of intimate partner violence (physical and sexual) and sexual violence are lower than the regional average, and child marriage is higher than the regional average.
* The project can bring minor influx of labor and employment income differentials in local communities. Projects with minor labor influx of workers may increase the demand for sex work, including the risk for trafficking of women for the purposes of sex work; or the risk of forced early marriage. Furthermore, higher wages for workers in a community can lead to an increase in transactional sex. The risk of incidents of sex between laborers and minors, even when it is not transactional, can also increase. Risk of SEA/SH by project personnel e.g. regional, zonal and woreda officials who may ask for sexual favors from women and girls for them to be included in the livelihoods support for farmers, pastoralists and agro-pastoralists or receive cash for compensation. Also, the livelihood support can create backlash and unintentionally heighten the risk of GBV amongst female participants, given the existence of high gender inequality and norms that do not promote women’s economic independence. Rates of household violence can increase when a partner or family members feel threatened by or resentful of a woman’s economic independence.
* The project may be near school routes or roads that are frequently traversed by local women and girls increasing exposure to project workers and in turn, risks of sexual exploitation and abuse (SEA).
* It is likely that female laborers will work alongside male laborers without adequate supervision of work sites; without separate latrine and other sanitation facilities for males and females; and without specific mechanisms for females to share concerns about their working environments, including concerns about sexual harassment.
* In addition, although there is a National GBV Working Group, it focuses on humanitarian issues; and because the project is not applied in a humanitarian environment, frameworks for coordinating GBV prevention and response may be limited and insufficient for local government, NGO, and CBO. Although there is a gender action plan, there is no protocol defined for referrals to GBV services, which may impact the availability and access to response services. Multi-sectoral government partners (health service providers, Women and Children Affairs, Police and legal service providers) will be supported to develop referral pathways[[1]](#footnote-1)

# 3. GBV Risk Mitigation, Prevention and Response for Ethiopia Locust Response Project

As part of the Bank’s initiative to integrate GBV in Ethiopia locust response project, GBV risk mitigation measures should be planned.Key elements of the plan include:

* Create awareness on PSEA/SH mitigation and response mechanisms within the implementing agency (IA) and contractors.
* Monitor GBV Risks and ensure it is adequately addressed in safeguard instruments.

Updating ESMPs and C-ESMPs to include the SEA/SH prevention and response Action Plan.

Stakeholder consultations including the participation of the community that will take place throughout the life of the project, every six months, which will help to inform GBV risks mitigation in the project.

The Ministry of Agriculture (MOA), in collaboration with regional Agriculture Bureau GBV focal points for environment and social risk management will carry out a GBV service providers mapping.

Organize regular mentoring sessions for multi-sectoral service providers (Health, case management and psychosocial support, safety/police, and legal service providers) on GBV guiding principles.

MoA and regional GBV focal points will support Woreda level Women and Children affairs offices, and other Muti-sectoral service provider to develop GBV referral pathways.

Publicly post or otherwise disseminate messages clearly prohibiting SEA/SH during the locust response interventions, whether the project workers are perpetrators or survivors.

This can include the development, adaptation, translation and dissemination of communication materials (through local radio, posters, banners, at community forums etc.) outlining unacceptable behavior on SEA/H and where relevant referencing existing staff rules for civil servants that may already be in place. Key messages should be disseminated focusing on: i) No sexual or other favor can be requested in exchange for livelihood support/cash compensation; ii) Project staff are prohibited from engaging in sexual exploitation and abuse; iii) Any case or suspicion of sexual exploitation and abuse can be reported to [insert hotline number, GM or citizen engagement/feedback mechanism] and; iv) the importance of timely services/services available.

Project staff will sign Codes of Conduct;

CoC can be mentioned in routine project protocol briefings

Include session on SEA/SH awareness training, in the training and capacity building of the response team. Focus will be sharing key messages (as above) with project staff.

Establish GBV sensitive channels for reporting in the Grievance Redress Mechanism (GRM)

Clearly define the GBV requirements and expectations in the bid documents and the necessary actions in the CoCs.

The project site will ensure that separate toilet and hygeine facilities are available and functional for men and women working on the site, including inside-locking doors and appropriate lighting.

Coordinate with school communties and organize activites/disseminate information on SEA targeting adolecent girls

# 4. Operationalization of this SEA/SH Prevention and Response Plan: Project Annual Work Plan and Budget

The client will ensure the commitments and planned activities in this SEA/SH Prevention and Response Plan are operationalized through the project annual workplan and budget. The client must include environmental and social activities in this SEA/SH Prevention and Response Plan with estimated budget in the annual work plan and budget. The project annual workplan and budget passes through a review by task team leaders and environmental and social specialists prior to issuance of no objection.

# 5. Detailed Action Plan for the Program: Ethiopia Desert Locust Response Project for AF

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***1. Create awareness on GBV in IA and contractors and the mechanisms that will be implemented*** | | | | | | | | | | | | | | | | | | | | |
|  | | **Action to Address GBV Risks** | | | | | **Timeline** | | | | **Responsible Body** | | | | **Budget** | | **Monitoring** | | | **Remarks** |
| 1.1 | | Orient and re-orient EELRP project staff or members of Project Implementation Unit (PIU) at MOA, Regional, zonal and Woreda EELRP focal persons and Contractors and their workers on World Bank Good Practice Note on how to Address GBV or SEA/SH | | | | | 2022-2023 | | | | EELRP experts at MOA or (PIU) | | | | From the AF | | MOA | | |  |
| 1.2 | | * + - Develop communication and dissemination strategy | | | | | 2022/2023 | | | | PIU | | | | AF | | MOA | | |  |
| 1.2 | | Develop, produce or reproduce or reorganize training/awareness, sensitization materials/ in line with WB and GOE related policy and legal grounds   * + - Translate and disseminate the training, sensitization and communication materials to project regions, city administrations, Zones and Woredas into respective local languages using appropriate mechanisms, such as local radio, poster, banners, TV (if possible), community forums, etc     - Print and disseminate communication materials, | | | | | 2022-2023 | | | | PIU | | | | AF | | MOA | | |  |
| 1.3 | | MOA in collaboration with GBV/SEA/SH focal persons at Regional Bureau of Agriculture shall conduct GBV/SEA/SH risks and mitigation measures in the project regions | | | | | 2022-2023 | | | | RBOA | | | | AF | | BOA | | |  |
| 1.4 | | Develop/adapt/revise (if any) Sexual Exploitation and Abuse (SEA)/ Sexual Harassment(SH) prevention and response strategies that can guide the EELRP implementation related actions by the ministry to address GBV/SEA/SH | | | | |  | | | |  | | | | AF | | MOA | | |  |
| 1.5 | | Provide refresher consultations with desert locust prevention and control project holders (MOA and its structure down the aisle) all key collaborative stakeholders to enhance awareness and sharpen intervention capacities and | | | | | 2022-2023 | | | | MOA | | | | AF | | MOA | | | MOA may need to request technical support from Stakeholders, such as WB |
| 1.6 | | Conduct GBV/SEA/SH trainings to Woreda/Zone Agriculture offices and Focal persons of EELRP and Woreda and Zone level stakeholders | | | | | 2022-2023 | | | | Woreda Agriculture office | | | | AF | | Woreda Burea of agriculture | | |  |
| ***2. GBV Risks adequately addressed in safeguards instruments*** | | | | | | | | | | | | | | | | | | | | |
| 2.1 | | Prepare GBV/SEA/SH mapping or SEA/SH situation assessment to understand the intensity, or level or occurrence of BGV/SEA/SH cases so as to evaluate the necessary actions and interventions in the EELRP regions | | | | | 2022-2023 | | | | MOA | | | | AF | | | | Agriculture office | WB to provide techncial support |
| 2.2 | | Develop GBV/SEA/SH response framework that standardize and reconfigure measures per local and cultural contexts. This could be facilitated by MOA and by its regional and local structures | | | | |  | | | |  | | | |  | | | |  | GBV framework may pave differential scale of interventions as it pays attention to differing contextx |
|  | |  | | | | |  | | | |  | | | |  | | | |  |  |
| 2.3 | | Strengthen or re-organize EELRP-induced GBV/SEA/SH oversee committee at three levels (at Federal, Regional and Woreda levels) | | | | | 2022 | | | | MOA/RBOA | | | | AF | | | | MOA |  |
| ***3. Stakeholder consultations to inform those affected by the project of GBV risks*** | | | | | | | | | | | | | | | | | | | | |
| 3.1 | | High level annual technical consultations among stakeholders at the federal MOA and its key stakeholders | | | | 2022-2026 | | | | Ministry of Agriculture | | | | AF | | | | | MOA | To be planned and plan submitted by MOA as part of the GBV Action plan |
| 3.2 | | Organize regional level stakeholders consultations at every EELRP region (political, cultural or religious leaders, health teams, local councils, social workers, women’s organizations and groups working with children, girls, and women) | | | | 2022-2026 | | | | MOA | | | | AF | | | | | MOA |  |
| d | | Conduct awareness/disseminate key SEA/SH messages targeting school communities (adolescent girls) at project target regions | | | | 2022-2026 | | | | MoA | | | | AF | | | | | Woreda agriculture office | The roject is implmented near schools and hence, awareness at schools is justifiable |
| ***4. Map out GBV prevention and response service providers*** | | | | | | | | | | | | | | | | | | | | |
| 4.1 | | Map out GBV prevention and response actors in project regions and adjoining communities. | | | | 2022-2026 | | | | MOA, RBOA/ Woreda Agriculture office | | | | AF | | | | | MOA | WB may provide technical support as appropriate |
| 4.2 | | Organize periodic review meetings for regional/woreda level multi-sectoral GBV service providers on GBV related issues by the MOA | | | | 2022-2026 | | | | MOA | | | | AF | | | | | PIU |  |
| 4.3 | | Support development of GBV referral pathways | | | | 2022-2026 | | | | MOA | | | | AF | | | | | MOA |  |
| d | | Identify GBV/SEA/SH service providers to whom cases have to be referred | | | | D2022/2023 | | | | MoA & GBV service providers | | | |  | | | | |  | Key GBV messages to be integrated in GBV service providers existing outreach strategies Eg, health extension workers) |
| e) | | Monitor the mechanisms of how DBV/SEA/SH cases are handled by service providers[[2]](#footnote-2) | | | | 2022/2023 | | | | MOA | | | | AF | | | | | Ongoing review during implementation |  |
| ***5. GBV sensitive channels for reporting in the Grievance Redress Mechanism (GRM)*** | | | | | | | | | | | | | | | | | | | | |
| 5.1 | | Establish grievance redress mechanism committees at multiple channels to initiate a complaint-repose interface at MOA, regional and woreda levels.   * + - Establish SEA/SH allegations reporting channels at federal, regional and woreda and community levels     - Conduct training of SEA/SH at selected focal points that shall be selected by the woreda and community representatives | | | | 2022-2026 | | | | Ministry of Agriculture | | | | AF | | | | | A committee at MOA |  |
| c)  5.2 | | Assist newly established/strengthened GRM mechanisms for them to oversee GBV situations and communities and work with GBV Services Providers to raise awareness and refer project related cases to GRM mechanisms | | | | 2022 | | | | MOA | | | | AF | | | | | heads of GRM committees |  |
| d) | | Monitor whether or not the GRM committee receives and processes complaints in a timely manner to review and address GBV complaints or otherwise | | | | 2022-2026 | | | | MOA | | | | AF | | | | | GRM committee heads |  |
| ***6. Code of Conduct*** | | | | | | | | | | | | | | | | | | | | |
| a) | | | Organize orientation sessions for newly employed project workers by project implementers in collaboration with woreda women and children affairs on a regular basis via:   * + - Review of the existing public servants code of conduct to establish coverage of SEA/SH     - Review of SEA/SH policies and procedure of partners , like the WB in the orientation training session for the response team.     - Raise awareness routinely on SEA/SH prohibitions and related messages (tool-box sessions/weekly/daily project staff briefing). | | 2022-2026 | | | | MOA | | | | AF | | | | | Responsible units in the MOA | |  |
| b) | | | Evaluate the contractor’s GBV response proposal as part of the bid document and confirm prior to finalizing the contract, the contractor’s ability to meet the project’s GBV requirements. | | 2022-2026 | | | | MOA | | | | AF | | | | | Reviwed by Task team | |  |
| c) | | | Work with the contractor to prepare the code of Conduct (CoC that must meet WB minimum standards and ensure that all workers and managers sign it. | | 20222-2026 | | | | Contractor | | | | Contractor | | | | | construction supervisors | | MOA review CoCs to ensure minmum standards  (WB to share sample CoC in English/Amharic languages for quick contextualization to this project) |
| ***7. Separate toilet and shower facilities for men and women at the three base establishment construction sites*** | | | | | | | | | | | | | | | | | | | | |
| 7.1 | Carryout Physical inspections to verify existence of separate facilities of toilets and showers for the sexes | | | 2022-2026 | | | | Federal, regional or woreda offices of agriculture | | | | AF | | | | Agricultural offices | | | |  |
| 7.2 | Bidding documents/contract agreements need to be prepared to include as obligatory to contractor/s to ensure availabilities of separate shower and toilet facilities | | | 2022-2026 | | | | MOA | | | | AF | | | | Offices of agriculture | | | |  |
| 7.3 | Organize separate clothing rooms for the sexes | | | 2022-2026 | | | | Contractors | | | | Contractor | | | | Contractor/regional/woreda office of Agriculture | | | |  |

1. The implementing entity should focus on establishing referral pathway and training/orienting service providers/key stakeholders at least on the guiding principles. [↑](#footnote-ref-1)
2. DBV/SEA/SH service providers to which such cases will be reffred to include, bt not limited to police, courts, health facilities and counseling centers [↑](#footnote-ref-2)