

March 2021 – September 2022 SEAH Prevention and Response Action Plan for the Gambia ESSP Project.

Description of activities pertinent to risks	Project SEAH risks	Mitigation measures, including monitoring	Responsible party, including for monitoring	Timeline	Indicators	Budget (US \$)
<p>Technical and Institutional Support:</p> <p>a. Training of Stakeholders and service providers on the SEAH, VAC and the GM.</p>	<p>a. Limited services; low capacity for service provision for GBV survivors; in particular, limited or no judicial or (police) security/protection services to facilitate redress for survivors in project sites.</p>	<p>a Accountability and response framework, including</p> <p>As part of the project’s stakeholder consultations, trainings are conducted to properly inform those affected by the project of SEAH risks and project activities to get their feedback on project issues related SEAH.</p> <p>Consultations engaged with a variety of stakeholders:</p> <ul style="list-style-type: none"> • Technical Advisory Community • GBV Service Providers • Health teams • Social workers and • Women’s organizations and groups working with children) 	<p>a Safeguards Team</p>	<p>a At the beginning of project implementation (March 2021) and regularly biannually for all regions during project implementation.</p>	<p>a. Accountability and response framework, including:</p> <p>% of project personnel and stakeholders who receive training or skills strengthening regarding SEAH risks, including code of conduct and GM or other project feedback mechanism.</p>	<p>10,000.00</p>

<p>Technical and Institutional Support:-</p> <p>b. Stakeholder Consultation and Community Sensitization</p>	<p>b Low understanding of GBV, SEAH and VAC in project site communities</p>	<p>b Specifically addressed SEAH related issues in the GM of the project, which was conducted in the first quarter. This would be implemented in every quarter over the life cycle of the project to keep the local communities and other stakeholders informed about the project's activities.</p>	<p>b Safeguards team and FIOH gender specialists</p>	<p>b Before starting of construction and biannually for general consultations then every Month to make follow up trainings for affected communities throughout the project life cycle.</p>	<p>b Number of participants in these community awareness-raising sessions (disaggregated by sex and age, if possible)</p> <p>% of SEAH-related complaints that are referred to services based on the GBV survivors needs and wishes</p> <p>% of SEAH-related complaints that are resolved within the expected timeframe in line with the GM procedures</p> <p>Average delay for resolving an SEAH-related complaint</p>	<p>20.000.00</p>
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<p>Technical and Institutional Framework</p> <p>c. Identification of the different uptakes of the GM including specific</p> <p>-Identification of GBV, SEAH and VAC Focal Points in Project Affected Communities.</p> <p>-Training of Focal Points that were identify from project sites during community consultations</p> <p>In addition, the Safeguard Team plan to engage Regional SEAH Monitors from each region who will frequently monitor the project affected areas with identified threats of SEAH and VAC and provide monthly reports to the Safeguard Team. They will be trained on GBV SEAH, VAC and the GM.</p>	<p>c. Risks of abuse or violence related to harmful social norms in project implementation contexts that limit women’s access to information related to SEAH and VAC including access to health services.</p>	<p>c Set-up of grievance mechanism equipped to handle SEAH complaints ethically and confidentially, which includes, at a minimum, the following attributes:</p> <p>-Specific procedures to handle SEAH-related complaints, including timeline and possible sanctions</p> <p>---Reporting procedures for SEAH-related complaints, including accessible channels for targeted communities and project personnel</p> <p>-Obligations regarding guiding principles for the ethical and confidential management of SEAH complains.</p>	<p>c Safeguards team and FIOH Focal Point.</p> <p>Regional Focal Points.</p> <p>The regional Focal Points team would include the following:</p> <p>1 The Construction Monitor and the Gender Focal Point at region 5</p> <p>2 The Construction Monitor at region 3 and 4</p> <p>3 the Construction Monitor at region 6</p>	<p>c At the beginning of the project implementation in March 2021.</p> <p>And after each phase of community consultation biannually.</p> <p>Every month to get feedback from Regional SEAH Monitors and Safeguard Team to conduct follow up monitoring on communities with identified threats of SEAH and VAC at the end of each quarter</p>	<p>c Number of SEAH-related complaints that are received through GM or other project feedback mechanism like the different uptake channels example the Focal Point on GBV, SEAH and VAC.</p>	<p>10,000.00</p>
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<p>d Technical and Institutional Framework—</p> <p>d Identification of the different GBV, SEAH and VAC issues that may occur between project workers and community members</p>	<p>d Lack of access to support services by female beneficiaries and SEAH survivors owing to the low quality and weak geographic coverage of support services and difficulty accessing services in humanitarian response and/or remote areas where the project will be executed.</p>	<p>d Training and awareness-raising plan, including:</p> <ul style="list-style-type: none"> -Skills strengthening for project personnel regarding SEAH-related risks, including code of conduct and GM or another feedback mechanism receptive to SEAH complaints - workers were trained on SEAH, including code of conduct and GM - Community consultations with women’s groups or female beneficiaries in safe and enabling environments would be conducted, regarding the potential impact of the project and its activities. • Awareness-raising in targeted communities by the project regarding SEAH-related risks and GM or other feedback mechanism to respond to complaints 	<p>d Safeguards team and FIOH Gender Focal Point.</p>	<p>d. Biannually, for Safeguard Unit at MoBSE, PCU and every month for FIOH who are working directly with the Sub-Contractors. This would be Throughout project lifecycle.</p>	<p>d % of workers and project personnel who have signed codes of conduct</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>	<p>15,000.00</p>
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<p>Technical and Institutional Framework—</p> <p>e. Identification of communities that have specific GBV, SEAH and VAC issues in project targeted areas.</p>	<p>Limited understanding and information on GBV SEAH in project affected sites</p> <ul style="list-style-type: none"> Lack of information on SEAH and VAC in project communities Inadequate of parental skills to adequately care for their children 	<ul style="list-style-type: none"> Training of Focal Points on issues of GBV, SEAH VAC and child rights Facilitating Focal Points to do a step-down training at their community level. Training of certain communities on child rights principles specifically on issues of SEAH like child marriage, child labour and teenage pregnancy. 	<p>Safeguards Team and Regional Focal Points.</p>	<p>After each phase of community consultations with stakeholder engagement of project implementation in every quarter. And Every month for regional Focal Points to do follow up in the identification of communities that have specific GBV, SEAH and VAC in targeted areas</p>	<p>Number of community consultations with women by project intervention areas</p> <p>Number of women consulted</p> <p>Number of community awareness-raising sessions conducted</p>	<p>10,000.00</p>
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<p>f Review to verify the SEAH claims that are reported within project sites during project implementation.</p>	<ul style="list-style-type: none"> • Inadequate information on cases related to SEAH at project sites • Risk of having false information concerning a particular case which can result to somatization of alleged perpetrators /Survivor • Security and Safety of the survivors is at minimal. • Risk of handling GBV cases not related to project. 	<p>f Setting of verification committee to verify SEAH claims when reported.</p> <p>Training the team on the following:</p> <p>Guiding principles for working with survivors; Respect the Confidentiality of the affected persons (s) and their families at all times. Respect the wishes, choices and decisions, rights and dignity of the GBV survivor Ensure the child’s safety and comfort Involve the child in decision making and promote the his or her best interest at all time</p> <p>Train the Team on how to handle cases that involve home visit.</p> <p>Identify the survivors’ potential risks associated with home visits.</p> <p>Educate the team on good communication skills of handling SEAH cases.</p>	<p>f Safeguard Verification Team.</p> <p>The verification team would comprise of five members which includes:</p> <ol style="list-style-type: none"> 1. A representative from gender Unit at MoBSE, 2 the Gender Focal Point at Region 5, 3, the Contractors’ Gender Focal Point –FIOH 4, the Social Welfare representative at region 5 And 5, the Construction monitor at region 5. 	<p>f After each phase of community consultations with stakeholder engagement of project implementation in every quarter at all regions</p>	<p>f Number of cases verified during project implementation.</p>	<p>15,000.00</p>
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<p>g Training of project staff on the COC.</p> <p>Have project workers and local community undergo training on SEA/SH and VAC</p>	<p>g Risk of sexual harassment within project workers at the work site.</p> <ul style="list-style-type: none"> • Risk of sexual harassment between project workers. • Risk of SEAH risk during project implementation against community members. 	<p>g Codes of Conduct signed and understood to Ensure requirements in CoCs are clearly understood by those signing.</p> <p>Have CoCs signed by all</p> <p>Train project workers on the behavior obligations under the CoCs.</p> <p>Disseminate CoCs (including visual illustrations) and discuss with employees and local communities.</p> <p>Review of SEAH risks during project</p>	<p>g Safeguard Team \and Gender FIOH Safeguard Team.</p>	<p>After each phase of community consultations with stakeholder engagement of project implementation (every six months)</p>	<p>g Number of training courses related to SEAH delivered;</p> <p>% of workers and project personnel who have signed codes of conduct</p>	<p>10,000.00</p>
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<p>h Mitigations of SEAH and VAC risk</p>	<p>h Monitoring of GM. Ongoing reporting.</p>	<p>h. Undertake regular M&E of progress on SEAH prevention and response activities, including reassessment of risks as appropriate.</p>	<p>h SSS with support of women's Bureau and Social Welfare. Regional Focal Points</p>	<p>h Once for each phase during project implementation.</p> <p>before construction start and in each phase of community consultation biannually per region</p> <p>Every month for regional SEAH monitor to send report to PCU.</p> <p>Safeguards Team to monitor quarterly.</p>	<p>h. Number of SEA/SH cases received/referred by the GM, disaggregated by age and by sex;</p> <ul style="list-style-type: none"> • The number of cases open, and the average time they have been open; 	<p>10,000.00</p>
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Total budget						100,00 0.00
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