

**RECOVERY OF ECONOMIC ACTIVITY FOR LIBERIAN INFORMAL SECTOR EMPLOYMENT (REALISE)
PROJECT**



**GENDER-BASED VIOLENCE STRATEGIC
ACTION PLAN**

September 2023

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AFD	Agence Française De Developpement
CBO	Community Based Organization
CLAS	Community Livelihood and Agricultural Support
CERC	Contingency Emergency Response Component
COC	Community Oversight Committee
CSC	County Steering Committee
E&S	Environmental and Social
ESF	Environmental Social Framework
ESS	Environment and Social Standard
GBV	Gender-Based Violence
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
ICT	Information Communication Technology
IA	Implementing Agencies
ILO	International Labour Organization
LACE	Liberia Agency for Community Empowerment
LHSR	Liberia Household Social Registry
LIPW	Labor-intensive public works
MGCSP	Ministry of Gender, Children and Social Protection
MIA	Ministry of Internal Affairs
MIS	Management Information System
MoA	Ministry of Agriculture
MoH	Ministry of Health
MoL	Ministry of Labor
NGO	Non-Governmental Organization
PMT	Project Management Team
REALISE	Recovery of Economic Activity for Liberian Informal Sector Employment
RF	Resettlement Framework
SSB	Support to Small Business
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SGBV	Sexual and Gender-Based Violence
WB	World Bank

1.0 REALISE Project Background

The Recovery of Economic Activity for Liberian Informal Sector Employment (REALISE) Project is a Government of Liberia intervention to increase access to income-earning opportunities for the vulnerable (53,650) in the informal sector in response to crisis, expand income and livelihood support to poor, and food insecure households, and improve efficiency in managing social protection program in Liberia. The REALISE Project with an operational period of 5-year (2021-2026) is being implemented by three institutions: Ministry of Youth Sports (MYS), Ministry of Gender, Children and Social Protection (MGCSP) and Liberia Agency for Community Empowerment (LACE). The Project became effective October 1, 2022, following the World Bank Board's approval March 12, 2021. The President of the Republic of Liberia, His Excellency Dr. George Manneh Weah launched the REALISE Project January 14, 2022, at the Monrovia City Hall. Additional Financing (AF) for the Project was approved December 2022 to expand and support additional beneficiaries and communities in 14 Counties. The Project has six (6) Components:

- **Component 1:** Grant Support to Vulnerable Households to Revive or start Small Businesses (**Target 4,450 beneficiaries** within Urban communities in Montserrado and Margibi Counties).
- **Component 2:** Temporary Employment Support and Employability Development for Vulnerable Workers (**Target 17,000 beneficiaries** within Urban communities in Montserrado and Margibi Counties).
- **Component 3:** Project Implementation and Coordination.
- **Component 4:** Contingent Emergency Response Component.
- **Component 5:** Community Livelihood and Agriculture Support (**16,200 beneficiary** households living in rural communities in Grand Cape Mount, Gbarpolu, Bomi, Bong, Lofa, Grand Gedeh, Nimba, and Sinoe Counties with inputs and technical support to engage in community-level farming that will help recover or strengthen their income generation potential.
- **Component 6:** Cash Transfer and Strengthening of the National Social Protection System and income support to poor and food insecure households (It would provide income support to about 16,000 poor and food-insecure households in River Gee, Grand Kru, Rivercess, and Grand Bassa Counties through regular cash transfers.)

1.1 Guiding Principle

The main principles guiding the implementation of the project include the following:

- i. Speedy but efficient project delivery with immediate benefits to the beneficiaries.
- ii. Active and intensive participation of vulnerable households and informal sector workers in project identification, prioritization, implementation, and management.
- iii. A strong focus on gender and other marginalized groups

- iv. Sound environmental and social risks management (do no harm).
- v. Efficient financial management, procurement, and payment processes.
- vi. Transparency in beneficiary selection and subproject approval procedures.
- vii. Private sector participation and third-party monitoring.
- viii. Utilizing existing institutions and building on lessons already learnt.
- ix. Ensuring that at least 80% of the project resources are used for direct benefits for beneficiaries.
- x. Strong grievance and feedback mechanisms.
- xi. Sustainability of investments and local ownership.
- xii. Effective management of expectations (through effective development communication on project implementation).
- xiii. A strong focus on the use of ICT.

2.0. Legal and Policy Framework

This Sexual Exploitation and Abuse and Sexual Harassment Action Plan is prepared in consonance with national laws and the World Bank Environmental and Social Standards (ESSs), specifically ESS2, ESS4 and ESS10. It is aligned with the recommendations in the World Bank Good Practice Note: Addressing Sexual Exploitation, Abuse, and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works, adapted to fit the context of the REALISE Project

2.1. Relevant World Bank Environmental and Social Standards

The World Bank ESF seeks to support borrowers to develop and implement environmentally and socially sustainable projects as well as build capacity in the assessment and management of environmental and social impacts and risks associated with the implementation and operation of projects. ESF contains environmental and social standards that borrowers must apply to all projects for the projects to be sustainable, non-discriminatory, transparent, participatory, environmentally and socially accountable as well as conform to good international practices. The relevant World Bank Environmental and Social Standards for the Sexual Exploitation and Abuse and Sexual Harassment Action Plan for the REALISE Project are:

A. ESS2: Labor and Working Conditions

It is to ensure a safe, healthy, and conducive working environment for workers and ensure that the environment is free of forced and child labor as well as other forms of intimidation, discrimination, and harassment. ESS2 also ensures that workers have channels for grievance redress, freedom of association and access to collective bargaining rights as prescribed by national law. The standard also seeks to protect vulnerable workers. The requirements of Labor and Working Conditions extend to direct, indirect, community and contracted workers, as well as primary supply workers. The significance of this ESS lies in the fact that project workers may be either survivors or perpetrators of GBV/SEA/SH.

B. ESS4: Community Health and Safety

The objective of this standard is to anticipate, avoid and/or mitigate adverse project impacts on beneficiary communities as well as safeguard project-affected communities from traffic and road safety risks, communicable and non-communicable diseases, hazardous materials, and other hazards such as GBV/SEA/SH associated with project implementation and operation. ESS4 mandates Borrowers to establish contingency measures for emergencies, security, traffic congestion and disruption, road safety and the protection of eco-systems. The standard also requires the design of infrastructure to meet GIIPs. The relevance of this ESS lies in the fact that project beneficiaries and residents of project communities/districts may be survivors or perpetrators of GBV/SEA/SH.

C. ESS10: Stakeholder Engagement and Information Disclosure

ESS10 creates a systematic approach to stakeholder engagement while ensuring that appropriate information on project risks and impacts are provided to stakeholders in a timely, comprehensive, accessible, and appropriate manner. The standard also ensures inclusive and effective engagement of project-affected parties throughout the project cycle and provides avenues for assessing stakeholder interest and incorporating their views into project design and monitoring of projects. As part of meeting the requirements of ESS 10, borrowers are to undertake meaningful consultation and engagement of stakeholders throughout the project life cycle. They also are to disclose relevant project information, safeguards report such as Environmental and Social Management Framework, monthly and quarterly environmental and social monitoring reports as part of fulfilling the requirement of this standard. ESS10 also requires borrowers to set up grievance redress systems that are transparent, discreet, and responding to the needs of aggrieved people. Grievance Redress Systems must cover GBV/SEA/SH issues.

2.2. Technical Guidance Document

The below documents informed the preparation of the Sexual Exploitation and Abuse, Sexual Harassment and Gender Based Violence Action Plan:

- a. World Bank Good Practice Note: Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works
- b. Ministry of Education IRISE Project Draft GBV Action Plan

The Good Practice Note operationalizes and discusses the scope, prevention, minimization, and mitigation measures for Gender Based Violence risks that are associated with Bank Investment Project Financing. It focuses on Sexual Exploitation and Abuse-exploitation of a vulnerable position, differential power or trust for sexual favors and actual or threatened sexual intrusion, Workplace Sexual Harassment

in the form of unwanted sexual advances, request for sexual favors and sexual physical contact; since these are the types of SGBV most likely to occur or be worsened by Investment Project Financing (IPF). In responding to project-related GBV/SEA/SH, this document suggests adaptable survivor-center and evidence-based approaches that emphasize prevention and risk minimization-especially risks that harm girls and women. It also stresses the importance of building capacity building of project workers and continuous learning.

The Ministry of Education IRISE Project Draft GBV Action Plan-----

2.3. ILO Convection on Harassment (ILO C190)

The International Labor Organization (ILO) Convention 190 aims to put an end to violence and harassment in the work shaping and recognizing a future of work for everyone based on dignity, respect, freedom from violence and harassment. ILO C190 largely closes the global regulatory gap on workplace sexual harassment. It recognizes that violence and harassment in the world of work can constitute a human rights violation or abuse, is a threat to equal opportunities and is unacceptable and incompatible with decent work.

2.4. International instruments

The international legal and policy framework establishes standards for action by countries to meet their legal obligations and policy commitments to address violence against women. Some of the key international instruments for the protection of women include the following:

- United Nations General Assembly, Convention on the Elimination of All Forms of Discrimination against Women (CEDAW): Date of adoption: 18 December 1979.
- Fourth World Conference on Women, Beijing Declaration and Platform for Action Date of adoption: 15 September 1995.
- United Nations General Assembly, Resolution 52/86 on Crime Prevention and Criminal Justice Measures to Eliminate Violence against Women Date of adoption: 2 February 1998.

2.5. National Instruments

Liberia is ranked 176 of 189 counties and territories on the Human Development Index, with a value of 0.465 in 2018. According to Gender Inequality Index, Liberia ranks 155 of 168 in 2018. The current status of gender inequality and gender development in Liberia exposes the grave need to mainstream gender sensitivity and gender-responsive policy developments at all levels. Existing gender inequalities in Liberia create conditions of unequal access to the resources between men and women, and manifests into

violence. Custom practices such as male pre-eminence, practice of dowry; female circumcision and acts of direct violence (rape, wife-beating, etc.) are manifestations of deep-seated gender inequalities across the Liberian society.

Some of the key policies and laws pertaining to gender-based violence in Liberia include the following:

- Gender and Development Act; Dated 2001- Established the Ministry of Gender, Children and Social Protection (MGCSP) to promote and strengthen gender equality, women’s advancement, and children’s welfare.
- Rape Law (An Act to amend the New Penal Code Chapter 14 Section 70 and 14.71 and to provide for Gang Rape”. Dated 2004
- Act of 2008 amending Title 17 of the Judiciary Law 1972. Dated 2008. Establishes Criminal Court “E” with exclusive original jurisdiction over sexual offences on Montserrado. Creates of Sexual Crimes Division within the Circuit courts of the remaining 14 counties.
- National Gender Policy 2009.- Aims to eliminate the marginalization of women and girls by 2020.
 - Seeks to: promote gender-equitable socioeconomic development; enhance women’s and girls’ empowerment; increase gender mainstreaming in national development; and create strengthen structure, processes and mechanisms in which women participate equally and that ensure that women and men can equally access, control, and benefit from the country’s resources.
 - Section 4.1.9 focuses on sexual and reproductive health, adolescents’ rights and elimination of harmful traditional practices and gender equalities including supplying free health and clinical services for rape survivors
 - Section 4.1.6 focuses on human rights and GBV and calls for welfare programs to rehabilitate/reintegrate GBV survivors, establishment of shelters and provision on psychosocial support facilities, and regular conduct of GBV situation assessment. It also calls for strengthening legislations to respond to GBV including rape, sexual exploitation and abuse, domestic violence, early and forced marriage and human trafficking as well as the enhancement of capacity in law enforcement and health care providers to effectively respond to GBV cases.
 - Section 4.1.10 also focuses on responding to GBV that occurred during the conflict through promoting rehabilitation to address psychosocial impacts.

2.6. SGBV Pillars and Partner, and referral pathway

To prevent and manage SEA/SH/GBV in project communities and workplace, the Government of Liberia has developed a National Action Plan, through a multi-sectorial and multidimensional approach to respond through holistic care and services to survivors of GBV. Below are the pillars and partners, and referral pathway.

Table 1: GBV pillars and their partners

Pillar (s)	Lead Agency (ies)	Partners working on Pillars
Psychosocial and Coordination Pillar	Ministry of Gender Children and Social Protection (MGSCP)	<u>Psychosocial</u> THINK, ARC, MSF-B, WIPNET, UN Women, UNFPA, UNICEF, WHO, UNHCR, SCF (UK), OXFAM, CF, Medica Liberia, Christian Empowerment and Sustainable Programme (CESP), Mother Pattern College of Health Sciences / Women Health and Development Programme, Borough Women & Girls Empowerment Programme, Women Aid Inc, NRC, International Rescue Committee (IRC), EQUIP, WHDP/MPCHS, ACTIONAID
		<u>Coordination</u> MOJ, MOH, MOE, NRC, GBV Taskforce from all counties, LNP, UNICEF, UNDP, UNHCR, UNFPA, UN Women
Legal and Protection	Ministry of Justice	MOJ, MOH, MOE, NRC, GBV Taskforce from all counties, LNP, UNICEF, UNDP, UNHCR, UNFPA, UN Women, Medica Liberia
HEALTH PILLAR	Ministry of Health	International Rescue Committee (IRC); National Association on Traditional Practices Affecting the Health of Women & Children (NATPAH) Inc., Women Health and Development (WHD); Merlin, THINK, MSF-B, Liberian National Red Cross Society (LNRCS); SCF, American Refugee Committee (ARC); UNFPA; Medica Mondale Liberia; Ministry of Education; Merlin-Liberia, UNICEF

2.6.1. MGCSPP Referral Pathway

The REALISE project will rely on the existing referral pathway of the MGCSPP to respond to SGBV concerns that may arise during project implementation. The COC and PMT/SGBV focal person should use the below referral pathway if someone has experienced physical or sexual violence at Community and National Level:

- 1) Access health services as soon as possible to get needed medical help important to prevent sexually transmitted infections (STIs) within 72 hours and within 120 hours to prevent unwanted pregnancy. The Ministry of Gender Children and Social Protection has lists of specific One-Stop Centers (OSCs) in all fifteen (15) counties of Liberia to provide the medical support.
- 2) Reporting to the Police: It is the survivor's choice whether a matter is reported to the police, except in some instances, for example children where mandatory reporting is involved. In the

instance where the survivor chooses to report to the police, the police will write a report for the court and refer the victim to a safe home, if needed.

- 3) The victim according to their wishes, then undergoes Psychosocial Counseling facilitated by the Ministry of Gender Children and Social Protection through the GBV Division or the Ministry of Justice (MOJ) SGBV Crimes Unit. Other organizations such as Women Aid, the International Rescue Committee, Association of Female Lawyers of Liberia (AFELL) and THINK Liberia, may also assist in providing the counseling services.
- 4) Safe Homes are recommended as the next course of action, if deemed necessary.
- 5) Where criminal action has been pursued, the matter may go to Court under the Criminal Court E working closely with the Liberia National Police (LNP) Women and Children Protection Division, the Women in Peacebuilding Network (WIPNET), AFELL, and the MOJ SGBV Crimes Unit.

3.0 . Introduction of SEA/SH/GBV Action plan

The REALISE Project recognized that Sexual Exploitation and Abuse, Sexual Harassment and Gender-based Violence (GBV/SEA/SH) involving project workers, and beneficiaries including vulnerable groups such as pregnant women, young girls, health care workers, children, and the elderly could exist in project communities or workspace. Being cognizant that gender-based violence is a profound human rights violation with major social and developmental impacts for survivors of violence and their families, the Project Management Team (PMT) seeks to ensure that contractors and sub-grantees implementing this project should at all times, uphold the highest standards of personal and professional conduct to protect beneficiaries of assistance.

3.1. Definition of Key concepts/terms

Gender Based Violence, Sexual Harassment and Sexual Exploitation and Abuse are defined and operationalized according to Grown et al. (2020).

- a. **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. GBV includes acts that inflict physical, mental, sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life. GBV disproportionately affects women and girls across their lifespan and takes many forms, including sexual, physical, and psychological abuse. The term GBV is most commonly used to underscore systemic inequality between males and females—which exists in every society in the world—and acts as a unifying and foundational term for most forms of violence perpetrated against

women and girls (VAWG). The term GBV stems from the 1993 United Nations (UN) Declaration on the Elimination of Violence against Women, which defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women.”

Discrimination on the basis of sex or gender identity is not only a cause of many forms of GBV, but also contributes to the widespread acceptance and invisibility of such violence.

- b. **Sexual Abuse:** actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. In Bank-financed operations/projects, sexual abuse occurs when a project worker (contractor staff, subcontractor staff, supervising engineer, etc.) uses force or unequal power vis-a-vis a community member or colleague to perpetrate or threaten to perpetrate an unwanted sexual act.
- c. **Sexual Exploitation:** 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. In Bank-financed operations/projects, sexual exploitation occurs when access to or benefit from Bank-financed goods, works, non-consulting services or consulting services is used to extract sexual gain. Examples include exploitation of a vulnerable position, differential power or trust for sexual favor and actual or threatened physical intrusion.
- d. **Sexual Harassment:** any unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature. Examples include unwanted sexual advances, requests for sexual favors and sexual physical contact. In Bank-financed operations/projects, sexual harassment occurs within the context of the company of a subcontractor or contractor and relates to employees of the company experiencing unwelcome sexual advances or requests for sexual favors or acts of a sexual nature that are offensive and humiliating among the same company’s employees.
- e. **Perpetrator/aggressor:** A person, group or institution that directly inflicts, or otherwise supports, violence or abuse inflicted on someone against their will. An alleged perpetrator is an individual about whom allegations of violence or abuse have been made.
- f. **Consent:** The act of consenting to any action, and this must be informed, based on a clear assessment and understanding of the facts, implications and future consequences of an action. There may be cases where a person is unable to give informed consent due to a physical, sensory, or developmental disability. Children (under 18 years) are also unable to give informed consent

because they are considered not to have the capacity and/or experience to anticipate the consequences of an action, and they may not understand their right to refuse or be entitled to do so.

- g. **Survivor or Victim:** A person who has experienced an incident of SEA/SH. The terms "victim" and "survivor" are interchangeable. The term "victim" is often used more in the legal and medical fields, and the term "survivor" used more in the psychosocial support sector, being seen as a term that builds the resilience and strengths of a person who has experienced violence.
- h. **Survivor's centered approach:** the term places the rights, needs and desires of the survivor as center of focus of service delivery
- i. **Survivor Centered Approach:** is the establishment of a relationship with the survivor that promotes their emotional and physical safety, builds trust and help them restores some control over their lives.

3.2. Contextual and Anticipated Project risks and Mitigation Measures

Over one third (38.5 percent) of women and girls in Liberia have experienced physical or sexual intimate partner violence, and 17.6 percent have experienced sexual violence from any perpetrator. Child marriage, female genital mutilation, and transactional sex of exploitative nature are widespread. The types of GBV that exist within the country varies, including denial of resources, child marriage, teenage pregnancy, FGM, and human trafficking. GBV is fueled by pervasive and widespread systemic gender inequality, and attitudes and social norms supporting GBV. In addition to gender inequality, normalization of violence and a lack of knowledge about GBV contribute to its high prevalence. Poverty, economic vulnerabilities and inadequate health services play a key role in increasing one's vulnerability to GBV. The REALISE Project continues to raise awareness amongst project communities that no sexual favor or monies are required to becoming a beneficiary, it is anticipated that under the project the below listed risks may occur:

- Sexual exploitation and abuse may occur in exchange for employment or services. It is anticipated that during project implementation, especially the rural component which includes multiple service providers, it is likely that project workers may exploit beneficiaries in different ways. While it is true that males and females can experience SEA and SH, women and girls are at a higher risk based on gender discriminatory attitudes, norms and practices that contribute to sexual violence, abuse and harassment of females by males globally and locally. For example, sexual benefits for beneficiary enrollment and retention and, discrimination against beneficiaries who are unwillingly to indulge in sexual activities. Sexual exploitation and abuse pose danger to beneficiaries' wellbeing outside project locations and relationship with family members.
- Work place sexual harassment can occur between project workers within or outside of the workplace in a work-related situation like, staff parties or business trips. These can also be in the form of unwanted sexual advances, request for sexual favors and unwanted physical contact (hugging), electronic communications (sexual content by text messages or emails), derogatory nick names based on gender and comments undermining an employee based on gender or sexual orientation and invasion of personal space.
-

- Other GBV e.g. intimate partner violence between project beneficiaries in communities because of backlash from livelihoods/grants/cash assistance or recruitment activities that may create an imbalance of power if not implemented well.

3.3. Mitigation Measures

To mitigate the above anticipated risks, the REALISE Project will implement the following:

- Develop Accountability and Response procedures to hold alleged project workers accountable for any breaches associated with project implementation;
- Conduct trainings regarding SEA/SH/GBV will be provided to all Project workers;
- All Project workers will sign and be informed about the Code of Conduct;
- Conduct risk evaluation at all levels taking into consideration gender differences;
- Integrate risk evaluation recommendations into actions;
- A functional MIS will be operated in order to capture SEA/SH/GBV related complaints;
- Engage project communities to change behaviors towards GBV, provide messages on people's rights, CoC, access to information or GBV services and GRM;
- Project Grievance Redress Mechanism that is responsive to GBV issues;
- Conduct community sensitization throughout implementation, and
- REALISE PMT/ESS team will implement and monitor the Gender Action Plan

3.4. Goal of the SE/SH/GBV Action Plan

The goal of this plan is to reduce/avoid gender-based violence risks and create a safe work environment for project workers, and beneficiaries. The GBV Action Plan also provides a mechanism through which grievances are handled when they arise including how survivors are supported safely.

3.5. Objective of the Action plan

As all forms of violations contravenes World Bank (ESSs) and the Government of Liberia Policies relative to GBV/SEA, Sexual exploitation and abuse, the plan aims to establish a system that addresses GBV risks that may be created/exacerbated during project implementation. It also seeks to develop a framework that holds project workers accountable for actions that may pose risks to vulnerable households in the informal sector.

3.6. Focus Areas

This Gender-based violence and safeguarding action plan will focus on several key areas listed below:

- a) Reducing/avoiding the risk of sexual abuse and exploitation (physical, emotional, financial, psychological, organizational abuse) perpetrated by project worker to beneficiaries
- b) Promoting a survivor-centered approach to reporting and referrals: the survivor-centered approach is key in implementing GBV programming as it empowers the survivors, and promote dignity. In the event of an incident, it is essential for the GBV focal person, the COC and service providers to respond and report GBV issues in a confidential and appropriate manner.
- c) Obligating project management and staff to include prohibition of GBV/SEA/SH in project documents; Code of Conduct (COC) and employee and service provider contracts.
- d) Developing a GBV Allegation handling procedure to enable GBV focal person or Community Oversight Committee to refer survivors to services, record and report GBV cases/breaches
- e) Supporting an Accountability and Response Framework to hold alleged project workers accountable for any breaches associated with project implementation.
- f) Sensitization and awareness with project workers and beneficiaries on GBV risks and worker's responsibilities under the Code of Conduct.
- g) Monitoring SEA/SH/GBV risks and mitigation measures continuously throughout the life of the project; and including tracking of implementation of the contractor SEA/SH/GBV Action Plans in the Terms of reference of the Supervising Consultants
- h) Integrating the SEA/SH/GBV measures and procedures in the Project Operations Manual (POM) and updating where necessary.
- i) Appointment of REALISE Project SGBV focal staff to ensure effective implementation of SEA/SH/GBV risk management requirements.

3.7. Key Components of the SE/SH/GBV Action plan

The SEA/SH/GBV Action Plan is centered around four (4) components as shown below:

- a. **Strengthening institutional capacity for the management of SEA/SH/GBV risk mitigation and response:** The plan seeks to improve the REALISE Project institutional capacity to coordinate and collaborate with relevant SEA/SH/GBV actors in Liberia, using existing referral system in project locale. The REALISE Project will also appoint and train SGBV focal staff to provide technical support for the implementation of SEA/SH/GBV Action Plan.

- b. Establishment of SEA/SH/GBV channels and procedures for reporting:** at the county level, the Community Oversight Committee comprising Town Chief/Community Chairman, Women and youth representatives, elder and professional persons (health worker, teacher etc..) will record and report cases through the referral pathway (One Stop Centers/ Referral hospitals). At the national level (PMT), cases will be reported to the SGBV focal person and forwarded to the referral pathway. This approach will promote a holistic and comprehensive GBV prevention and mitigation strategy. Besides, the SGBV focal person will utilize the existing REALISE Project Grievance Redress Mechanism to document anonymous cases relating to SGBV.
- c. Improving Stakeholder engagement, consultation, awareness, and communication with the project communities about SEA/SH/GBV risks and Mechanisms:** the Action Plan provides the REALISE Project with opportunities to prevent and respond to SGBV issues which are essential for the project implementation. The REALISE project will conduct awareness with beneficiaries and project workers to prevent GBV/SH/SEA occurrence and work with Government, local and persons of concern (Women and Children Protection Section of Liberia National Police, One Stop Centers/ Referral Hospitals) to create a safe environment to respond to SGBV issues.
- d. Internal policies and actions:** The REALISE Project will develop and implement a code of conduct that holds all project workers accountable. In furtherance, all project workers will be mandated to sign the Code of Conduct, committing them to uphold standards and practices that promote gender equality and protection of beneficiaries from SGBV. In case of breach, the PMT will rely on the code of conduct and government regulations for appropriate actions.

3.8. Outcome of the SE/SH/GBV Action plan

The REALISE Project anticipates that with a functional GBV action plan, problems relating to Sexual Gender based violence (SGBV) will be timely and adequately reported and addressed across all project components. The under listed are specific outcomes that the REALISE Project envisage:

- a. Functional reporting channel that captures SGBV cases in a confidential manner both at PMT and community levels.
- b. Project workers and beneficiaries have increased access to information on Codes of Conduct/project GRM, protection from violations of SEA/SH, and access to available specialized services; and
- c. Enforcement of internal and external policies, standards and mechanisms that support the prevention and response to SGBV risks.

4.0 . SEA/SH/GBV Action Plan

Key areas/Component	Specific Activities	Person Responsible	Timeframe	Budget
Strengthening institutional capacity for the management of SEA/SH/GBV risk mitigation and response	<ul style="list-style-type: none"> -Develop questionnaire to assess gender needs and gap with focus on GBV - Administer the questionnaire to project workers (PMT and service providers) - Analyze and make report of findings from the assessment -Identify REALISE SGBV Focal person seek approval of SEA/SH/GBV action plan -Establish contact with MGCSP approved SGBV actors -Revise GRM handbook to incorporate SEA/SH/GBV reporting procedures/protocols -Develop SEA/SH/GBV reporting template 	REALISE Project PMT	Oct. 2023 – March 2024	17,500.00
Establishment of SEA/SH/GBV channels and procedures for reporting	<ul style="list-style-type: none"> -Develop clear internal reporting and redress protocols and templates for management and safe referral of SEA/SH/GBV cases both at national and county levels 	REALISE Project PMT	Oct – Dec 2023	12,500.00
Improving Stakeholder engagement, consultation, awareness, and communication with the project communities about SEA/SH/GBV risks and Mechanisms	<ul style="list-style-type: none"> -Develop public information campaign (PIC) SGBV materials -Awareness Raising Campaign on SGBV with target communities -Raise awareness with COCs, PMT, Service providers and participating communities on SEA/SH/GBV 	REALISE Project PMT	Oct 2023 – March 2024 and implemented during the project lifespan	

	-Train COC and project workers to record and report GBV/SH/SEA through referral pathway			
Internal policies and actions	<ul style="list-style-type: none"> -Develop and submit code of conduct (prohibiting SEA/SH) for approval -Raise awareness to project workers on the code of conduct -Signing of code of conduct by project workers - Use administrative action (verbal and written warning, suspension, salary deduction, termination of contract, etc.) and referral pathway to discourage compromise. 	REALISE Project PMT	Oct 30 2023 and implemented during the project lifespan	0.00

5.0 Monitoring and Reporting

The REALISE Project will use the indicators below to assess the effectiveness of the mitigation measures relating to the key components and anticipated outcomes in this SEA/SH/GBV action plan. Specifically, the SEA/SH activities on the project and the GRM will be used to track mitigation measures.

SEA/SH/GBV indicators

- No. of community engagement meetings (at least 1 per implementation cycle)
- No. of SEA/SH training for PMT and Service Providers conducted (at least 1 during implementation)
- % of workers that have signed the Code of Conduct
- % of SEA/SH incidents captured, age and sex of survivors in the MIS
- % of SEA/SH grievances that have been referred to GBV Services Provider within the agreed timeframe.

The SGBV focal person/staff through the Environmental and Social Safeguard officers will monitor and report on the effectiveness of the implementation of the SGBV indicators in this action plan. The monitoring results will form part of the PMT quarterly report submitted to the World Bank Task Team. The table below shows the reporting mechanisms for SEA/SH/GBV monitoring. Reporting will not have any identifiable information on individual cases. Confidentiality and safety of survivors is protected.

Table 2: Reporting of SEA/SH During Implementation

Who	To whom	What	When
		Reporting of SEA/SH/GBV incidents with three key data (with the consent of the survivor): <ul style="list-style-type: none"> • Nature of the case • Project related. • Age and/or sex (if available) 	Within 48 hours of notice

5.1. Reporting Roles and Responsibilities

As per the World Bank guidelines, the reporting roles and responsibilities of all parties concerned with management and implementation of this SEA/SH/GBV Action Plan are given below:

Table 3: Roles and Responsibilities Related to SEA/SH

Management Level	Role & Responsibility
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<p>REALISE Project/PMT/ SGBV Focal staff</p>	<ul style="list-style-type: none"> • Map out SEA/SH prevention and response actors • Perform stakeholder consultations. • Take the SGBV complaints. • Refer cases to one stop centers and referral hospitals. • Inform World Bank about SGBV complaints. • Ensure that service providers conduct an internal investigation in case of SGBV breaches. • Ensure that the Code of Conduct is enforced. • Ensure that information about one stop centers and referral hospitals is available to survivors
<p>Contractor</p>	<ul style="list-style-type: none"> • Sign REALISE project Code of Conduct • Provide training to the workers regarding the Code of Conduct and prohibition of SEA/SH/GBV • Immediately Inform the PMT in case of any SEA/SH/GBV related incident • Enforce the Code of Conduct covering all employees
<p>MYS /MGCSP/LACE</p>	<ul style="list-style-type: none"> • Ensure all consultants sign the Code of Conduct during contract signing. • Perform internal investigation where GBV incident is related to consultants
<p>Ministry of Gender, Children and Social Protection, Ministry of Justice (Liberia National Police)</p>	<ul style="list-style-type: none"> • Provide support for legal investigation, security? • Provide guidance on referral pathways
<p>Family of victim or survivor</p>	<ul style="list-style-type: none"> • Provide moral and psycho-social support to victims
<p>One stop Centers, Health Facilities</p>	<ul style="list-style-type: none"> • Provide health and psychological support services to SEA/SH/GBV survivors

1. **Annex 1: SEA/SH/GBV REPORTING FORM**

NO.	INCIDENT DETAILS		GUIDANCE NOTES
1	Type of Violation		SEA/SH/GBV REALISE Project SGBV focal staff, COC, Consultant or Contractor Staff
2	Nature of the incident reported (What Happened and by Whom?)		Basic facts of the incident: What, Who. Is the incident related to the project? No in-depth details should be asked for.
3	Source of information		COC, SGBV Focal staff, Contractor, GRM hotline, etc. (Please specify)
4	Where did the incident occur?		Location (District and County)
5	When did the incident occur?		Date
6	Additional Information (if Available) - Sex, Age etc.		
<p>The identity and safety of a survivor must be protected at all times. No personal data or identifying information about a survivor or their experience can be shared through this document. Personal/identifying information includes the survivor’s name, perpetrator(s)’ name, date of birth, home address, the exact time and place the incident took place, visible disability, residence status e.g. minority clan or internally displaced, which can be identified in small village/community settings - STRIGHTLY PROHIBITED</p>			