

SRCTIP- SEA/SH Risk Prevention and Response Action Plan

Overview:

1. Nepal has high incidence rates of GBV cases with mostly girls and women as reported victims. Out of the 15 most GBV prevalent countries in the world, Nepal ranks 4th in domestic violence and violence by a partner¹, and child marriage tops 2nd highest in South Asia (DHS, 2016). GBV in Nepal is prevalent due to unequal gender relations and discrimination towards women in both public and private spheres. It has direct implications on the reproductive health status of women and physical, emotional, and mental health of their children.
2. The World Bank's Good Practice Note (GPN) on GBV helps in identifying, assessing and managing the risks of GBV, in particularly, Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) that involves major civil works.² The GPN states that a large labor influx could possibly have adverse social and environmental effects leading to changes in community dynamics as well as increase the risk factors of SEA/SH.
3. The development objective of the project is to support greater and faster movement of goods and people within and across the borders to sustain and accelerate economic growth, through better transport connectivity and trade facilitation. The project has three key components: Component 1: Road Improvement Works: (a) Improvement of Nagdhunga-Naubise-Mugling (NNM) Road (96 km on the pivotal north-south trade corridor connecting Kathmandu and Birgunj, plus construction of a new 2-lane bypass from Sisne Khola to Dharke (~12 km); and (b) Upgrading of the Kamala-Dhalkebar-Pathlaiya Road (KDP) Road of the East-West Highway from 2-lane to 4-lane. Component 2: Institutional Strengthening: Improving capacity of the Department of Roads to improve for better management of SRN, with focus on the areas of Public Investment Management, Road Asset Management (to collect robust data and analytics for objective prioritization and allocation of resources), Quality, Procurement, Design of Road and Bridges, Management of Environmental & Social aspects, including through Training. Component 3: Trade Facilitation: (a) investments to enhance trading and border infrastructure at selected locations; (b) equipping and accreditation of selected laboratories; and (c) training and capacity building.
4. The project areas have existing high volume and various forms of GBV; lack of well-defined and coordinated response mechanism with potential SEA/SH risk associated with labor influx. lack of institutional and infrastructural capacity of the GBV service provider increases the inefficient response to GBV survivors. Based on the SEA/SH assessment tool and the findings of the GBV

¹ <http://nwchelpine.gov.np>

² <https://thedocs.worldbank.org/en/doc/741681582580194727-0290022020/original/ESFGoodPracticeNoteonGBVinMajorCivilWorksv2.pdf>

mapping study of the project area conducted in 2019, the Project's SEA/SH risk assessment is measured to be 'Substantial'.

5. The purpose of this action plan is to identify the issues, stakeholders, possible service providers and assess their capacity, and document the legal and institutional mechanisms that aid in accessing grievance redressal. The action plan will focus on sensitizing the communities and other stakeholders on GBV and SEA/SH issues including sexual exploitation and abuse related to children (CSEA), strengthening the institutional capacities. **A survivor-centric approach is followed - all through, victim/survivors' care and providing access to different referral mechanisms are considered key aspects of this plan.**
6. This action plan is intended for and applicable to Project implementing agencies including the client, supervision consultant and contractors to cover Project's foot print and adjoining communities. This is a living document which is suggested to be overhauled should adjustment or additional factors in project change the overall SEA/SH risk landscape within the project.

SEA/SH Risk Prevention and Response Action Plan

Actions to Address SEA/SH Risks	Indicators	Timing for Action	Responsibilities	Ongoing Risk Management	Recent Update
Project Preparation					
Orientation to the Client on GBV/SEA/SH/Child CSEA and to prioritize SEA/SH on the project, and the mechanism that will be implemented		- Preparation - Implementation	WB, with support from the CPC on child-specific components	WB/ DCID to monitor and provide additional guidance as necessary.	Both MOICs and DCID trained on gender and SEA/SH requirements as well as special considerations for children
Orientation of Supervision Consultant, Contractors on GBV prevalent in the working area: - Situational Analysis and identify the possible risks and social context of the community - Environmental and Social Management Plan of SRCTIP to include SEA/SH risk assessment tool for safety and ethical consideration related to SEA/SH data collection	- SEA/SH Risk Mitigation Action plan included in the ESMP - Procurement for SEA/SH related activities and costs outlined in the contract.	- Preparation - Implementation (before civil works commerce)	- Development Cooperation Implementation Divisions (DCID), DOR - Supervision Consultant - Technical support by WB	- Ongoing review during implementation - Update the project environmental and social management plan from “low” to “substantial” risk	The WB’s social development team carried out a rapid assessment of both NNM and KDP projects.
Stakeholder Engagement Plan (SEP) to include SEA/SH risks and options for response during:	- of awareness and consultations held - SEP includes SEA/SH risks and option	- Preparation - Implementation - Operation (throughout the project cycle)	- Supervision Consultant - Technical support by WB	- Monitoring of Implementation of Stakeholder Engagement Plan - Ongoing consultations particularly when C-ESMP is updated	

Actions to Address SEA/SH Risks	Indicators	Timing for Action	Responsibilities	Ongoing Risk Management	Recent Update
Orientation and consultation with the project affected communities.³					
Hire a local GBV service provider to - Map GBV ‘hotspots’ - Maintain National GBV service directory⁴ - Field Consultation with the local stakeholders to assess and identify existing GBV service providers - Assess the capacity of the local service providers to provide survivor centric approach including a proper GBV case management system, linkage with the other GBV service providers. - Mobilization and championing local women network, agencies and organization. - Linkage and coordination with the toll-free 24-hour helpline “Khabar-Garau 1145” and child helpline 1098 - sensitize project staff, carry out response services, and provide community awareness including on Child SEA, information on project provisions (SEA/SH GRM, dedicated phone numbers, focal points, channels for	- Directory of organizations - Quality assessment of service provider	- Preparation - Implementation - Procurement - Operations	- Supervision Consultant - DCID, DOR	- Update mapping as appropriate - WB guidance/ support as necessary	- Consultation has been carried out with the local stakeholder during the GBV mapping by WB’s social development team. - List of GBV service providers in project areas available - Two service providers identified and ToR of service provider in the process of finalization

³ This would include the community members, local leaders, youth groups, women groups, Dalit and Indigenous group government bodies- municipalities, rural municipalities, wards, police working on GBV, local GBV service providers. (A separate consultation with women group as they would most likely not speak in the presence of men.) Their feedback and suggestion will help in preparing better SEA/SH mitigation plan in prevention and response to SEA/SH

⁴ <https://nwchelpine.gov.np/service-mapping>

Actions to Address SEA/SH Risks	Indicators	Timing for Action	Responsibilities	Ongoing Risk Management	Recent Update
reporting etc)					
Develop a SEA/SH Risk Mitigation Action Plan - SEA/SH Risk Mitigation Action Plan should be prepared by contractors with clear set of rules and responsibilities. - Address how SEA/SH-related costs will be paid in the contract, in the procurement documents to mitigate risks. - SEA/SH requirements and expectations to be incorporated in the bid document.	- SEA/SH Risk Mitigation Action plan included in the C- ESMP - Procurement for SEA/SH related activities and costs outlined in the contract	- Preparation - Implementation (before civil works commence) - Procurement	- Supervision Consultant - Contractors - DCID, DOR - C-ESMP	Ongoing review during implementation	Finalization of budget for service provider
Set up a separate local SE/SH grievance redressal mechanism (GRM) in parallel with the overall SRCTIP's GRM - A separate SEA/SH GRM committee established with members representing the community, local government bodies, local GBV service provider. - Linkage/ coordination between the focal person from the project GRM and SEA/SH GRM. - Develop SOP of SEA/SH GRM Committee - Raise community awareness, including children's awareness, of the GRM (understanding what they can report and how to report it).	- Availability of an effective GRM with multiple channels to initiate a complaint / parallel SEA/SH. - no. of monthly meetings held	Prior to contractors mobilizing	DCID, DOR but discussed and agreed upon with the Task Team	- Ongoing monitoring and reporting on GRM to verify it is working as intended. - Regular update of the available information regarding SEA/SH	In the process of identifying committee members
Assess and review the Supervision Consultant's capacity to facilitate and supervise SEA/SH related issues including	GBV specialist/ GBV skilled	- Preparation - Implementation	- DCID, DOR - Technical support by WB	Ongoing review during implementation support missions.	

Actions to Address SEA/SH Risks	Indicators	Timing for Action	Responsibilities	Ongoing Risk Management	Recent Update
but not limited to supervision of functional SEA/SH GRM; facilitating dialogue and interaction with community, contractors SEA/SH GBV awareness; signing of codes of conduct (CoCs); supervision of the implementation of SEA/SH action plan.	expertise in supervision team • No. of SEA/SH activities per action plan completed			• Update project ESMP if risk situation changes	
Client to hire a separate GBV Specialist to advise on and monitor action plan during project implementation	• GBV specialist hired and supervising the implementation of SEA/SH action plan	Implementation	DCID, DOR		Gender specialist with GBV skill appointed at the PIU level
Client to appoint a Gender/ GBV focal person from within the institution	• Focal person appointed • GBV/SEA/SH TOR reflected	Preparation Implementation Operation (throughout the project cycle)	DCID, DOR		Social safeguard appointed as focal point
Project Implementation					
Strengthen the capacity of the client and contractors in the implementation of SEA/SH Risk Mitigation action plan • Provide training/orientation on SEA/SH action plan specifically to social/ environment safeguard specialist, GBV specialist and GBV focal persons • Provide training on receiving and referring cases of SEA, including child SEA, to key contractor personnel, GBV focal persons, and additional service providers in the area (police, medical staff, etc.)	• no. of trainings and workshop	Implementation	• DCID, DOR • Supervision consultant • WB • CPC	Ongoing SEA/SH Refresher trainings / workshop	Series of orientation provided to social safeguard focal point and newly appointed gender specialist
Revise job descriptions, contracts and	• TOR	Throughout project cycle	• DCID, DOR • Contractors	Ongoing	ToRs of GBV service provider,

Actions to Address SEA/SH Risks	Indicators	Timing for Action	Responsibilities	Ongoing Risk Management	Recent Update
performance appraisal systems etc. to ensure adequate attention to the responsibility to prevent and respond to diverse cases of SEA/SH					gender specialist in final round of review
Monitoring and evaluation of the operation of GBV/SEA/SH GRM to ensure that the protocols are being followed in a timely manner, referring complaints to the service provider to review and address SEA/SH complaints.	• No. of personnel associated with GRM trained • No. of service providers informed about and linked with GRM • No. of SEA/SH cases reported to GRM • No. of survivors/victims of SEA/SH who access medical, legal, or PSS services upon referral by the GRM	• Implementation • During construction, after construction	• DCID, DOR • Supervision Consultant	• Ongoing monitoring reporting • Monitoring complaints and its resolution	
Develop Codes of Conduct each for client, contractors and labor in consultation with relevant stakeholders	• Contractors have their own CoC as well as a separate CoC for the subcontractor and its employees • code of conduct incorporated into contracts, job	Preparation	• DCID, DOR • Supervision Consultant • Contractors • Technical support by WB	Amend CoCs as necessary	CoCs for workers/contractors develop as part of the bidding documents

Actions to Address SEA/SH Risks	Indicators	Timing for Action	Responsibilities	Ongoing Risk Management	Recent Update
	descriptions, terms of reference and performance appraisal system • Considerations around child SEA incorporated into the CoC				
Conduct induction program for the understanding and signing of the Codes of Conduct • Ensure requirements in CoCs are clearly understood by those signing. • Have CoCs signed by all those with a physical presence at the project site. • Train project-related staff on the behavior obligations under the CoCs. • Disseminate CoCs (in brochure and leaflet forms) and discuss with employees and surrounding communities.	• No. of workers and staff trained on code of conduct • No. of CoCs signed	• Initiated prior to contractor mobilization and continued during implementation.	• Supervision Consultant • Contractor	Monthly reporting of workers understanding, signing and trained on CoCs	
Orientation and training on GBV/SEA/SH to subcontractors and their employees	• no of trainings on SEA/SH • no of trained staff in SEA/SH	Implementation.	• Contractors • Supervision Consultant	Ongoing reporting by Supervision Consultant. Linkage with the GBV/SEA/SH GRM to understand the overall SEA/SH situation based on type and number of cases filed and to amend CoC as necessary.	

Actions to Address SEA/SH Risks	Indicators	Timing for Action	Responsibilities	Ongoing Risk Management	Recent Update
Undertake regular M&E of progress on SEA/SH activities, including reassessment of risks as appropriate.		Implementation.	• DCID, DOR • Supervision Consultant • Contractors	Supervision Consultant to undertake baseline, mid-line and end-line monitoring internally	
Implement appropriate project-level activities to reduce SEA/SH risks prior to civil works commencing such as: • Separate facilities like toilets, child care facilities, 24 hours properly well-lit camps as per the Labor Act and labor Good Practice Note. • Arrangement of vehicle for laborers to travel from camp to worksite • Install Complaint/ suggestion box inside camps and worksites and in surrounding communities • Local employment in construction (skilled-based trainings) • Need for contractors to have a CoC as well as proper documentation of each laborer including social sanctions. • Identify location and display visible signage on GBV messaging, including child SEA, and CoCs. • Provide on-site GBV/SEA/SH awareness trainings including actions that a perpetrator might face • Provide child SEA awareness sessions in several schools along the road	• # of IEC material displayed • # No of local employees (male and female)	• Prior to works commencing. • Implementation • Operational	• DCID, DOR • Supervision Consultant • Contractors	• Ongoing report • Reviews during Implementation support mission • Staff / workers meeting to discuss upcoming SEA/SH issues and mitigation measures	Part of gender tagging requirement (out of 500 women trained, 50 will secure employment)

Actions to Address SEA/SH Risks	Indicators	Timing for Action	Responsibilities	Ongoing Risk Management	Recent Update
Procurement					
Clearly define the requirement of SEA/SH Risk Mitigation action plan and CoCs in the contractors bid documents.		Procurement	DCID, DOR	Review by WB	CoCs included in the bidding documents
For National Competitive Bidding (NCB) procurement, consider integrating the ICB SPD requirements for addressing SEA/SH risks.		Procurement	DCID, DOR	Review by WB	
Clearly itemize incurring costs for SEA/SH activities in procurement documents including contingency fund for undefined or comprehensive activities		Procurement	DCID, DOR	Review by WB task team	
Evaluate the contractor's SEA/SH response proposal in the C-ESMP and confirm prior to finalizing the contract the contractor's ability to meet the project's SEA/SH requirements		Procurement.	DCID, DOR	Review by WB	