
Pacific Learning Partnership for Environmental and Social Sustainability

Module 16

Preventing Gender-based Violence, Sexual Exploitation and Abuse and Sexual Harassment in a Project Environment

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Learning Objectives

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- Introduce participants on the World Bank's approach to preventing, mitigating and responding to gender-based violence, sexual exploitation and abuse and sexual harassment in the private sectors, health and education.
 - Discuss roles and responsibilities between the World Bank and Pacific Island Countries (vis-à-vis contractors) for managing gender-based violence, sexual exploitation and abuse and sexual harassment-risks in the works procurement cycle.

Gender-Based Violence

An umbrella term for any harmful act that is perpetrated against a person's will and that is based on their gender / socially-ascribed differences between males and females.

Gender-based violence can be physical, sexual, emotional / psychological, financial / economic, and spiritual.

Women are the majority of victims / survivors of gender-based violence.

Men are the majority of perpetrators of gender-based violence.

Domestic violence is the most common form of violence that women of the Pacific experience.

Gender-Based Violence or Violence Against Women

What is the difference between gender-based violence and violence against women?

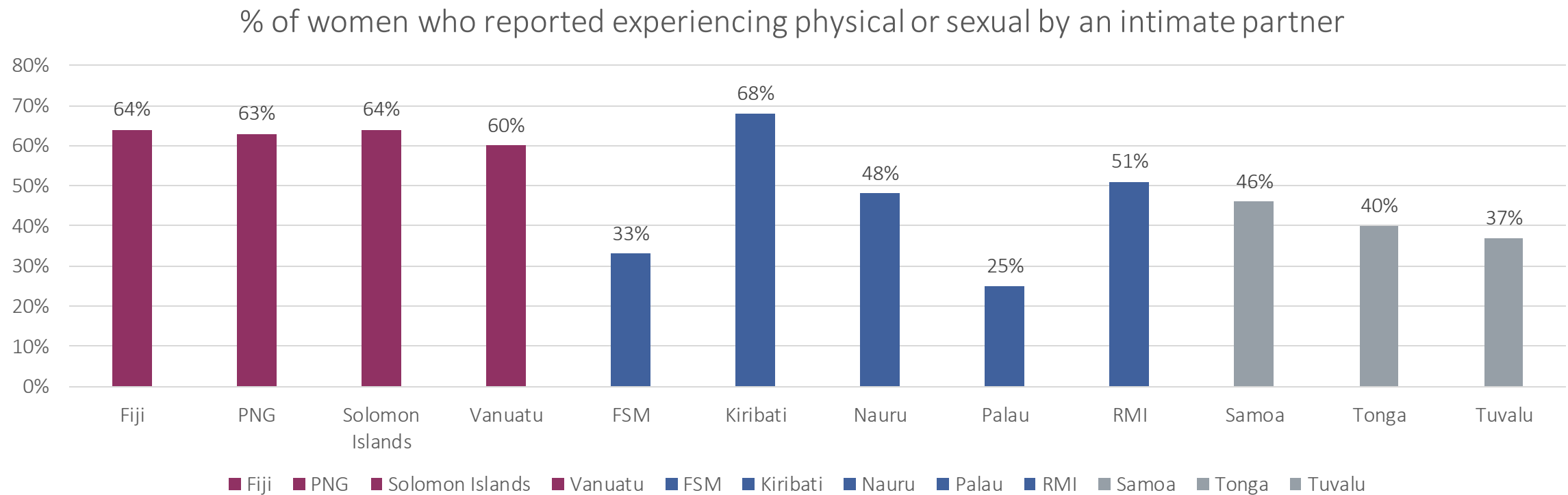
The term 'gender-based violence' highlights the gender dimension of the violence and the root cause of the violence.

However, in the Pacific, 'gender-based violence' is often used in place of 'violence against women and girls' to adopt a gender-neutral approach to the issue. This takes focus away from the reality that it is women who are the majority of victims of the violence and that men are the majority of perpetrators.

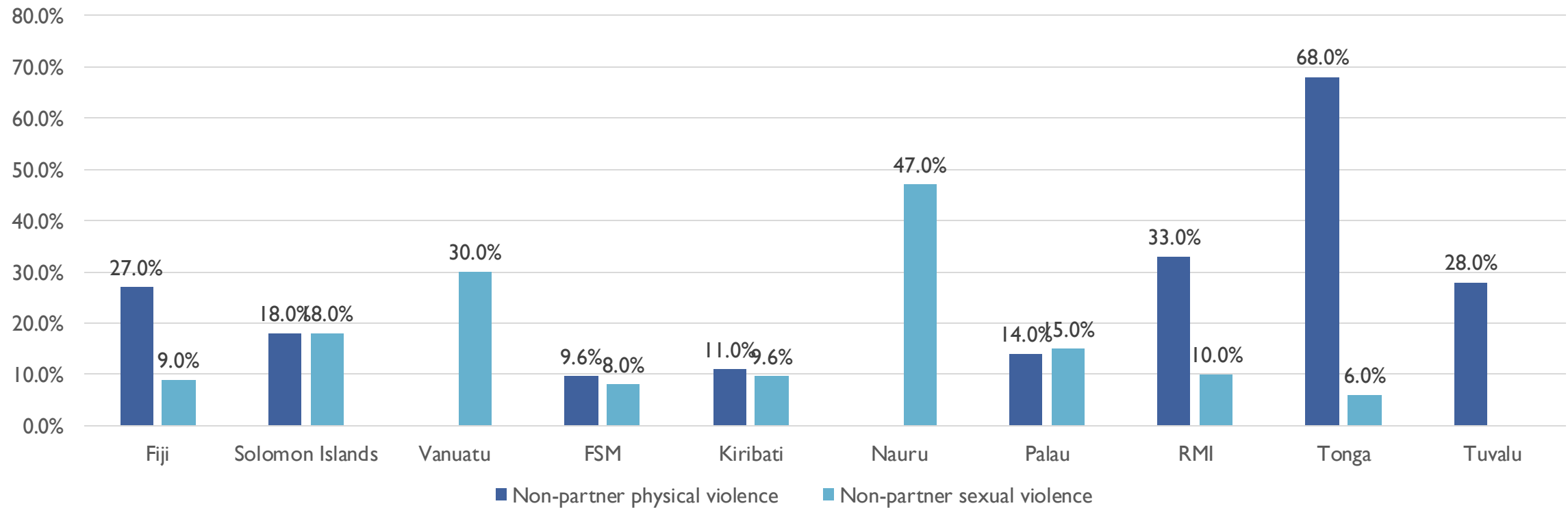
Technically, 'gender-based violence' is inclusive of gender-based violence which target men and other gender identities. For example, violence experienced by communities with diverse sexual orientations and gender identities and expressions (SOGIE).

In the Pacific, in most cases work on gender-based violence focus on violence against women and does not aim to address other forms of gender-based violence.

Violence Against Women in the Pacific



Violence Against Women in the Pacific



Context of Violence Against Women in the Pacific

The high prevalence of VAWG.

Increases likelihood of VAWG occurring within World Bank Projects.

Attitudes and social norms that excuse and perpetuate VAWG remain common and are reinforced by culture, tradition, and religion.

Project workers are likely to carry these attitudes (including those from outside the Pacific).

Limited specialist services to support survivors of VAWG.

Often there are limited, or sometimes no, services available in project locations.

Most survivors of VAWG do not report the violence to formal services.

Reduce likelihood that survivors will report to the project if something occurs.

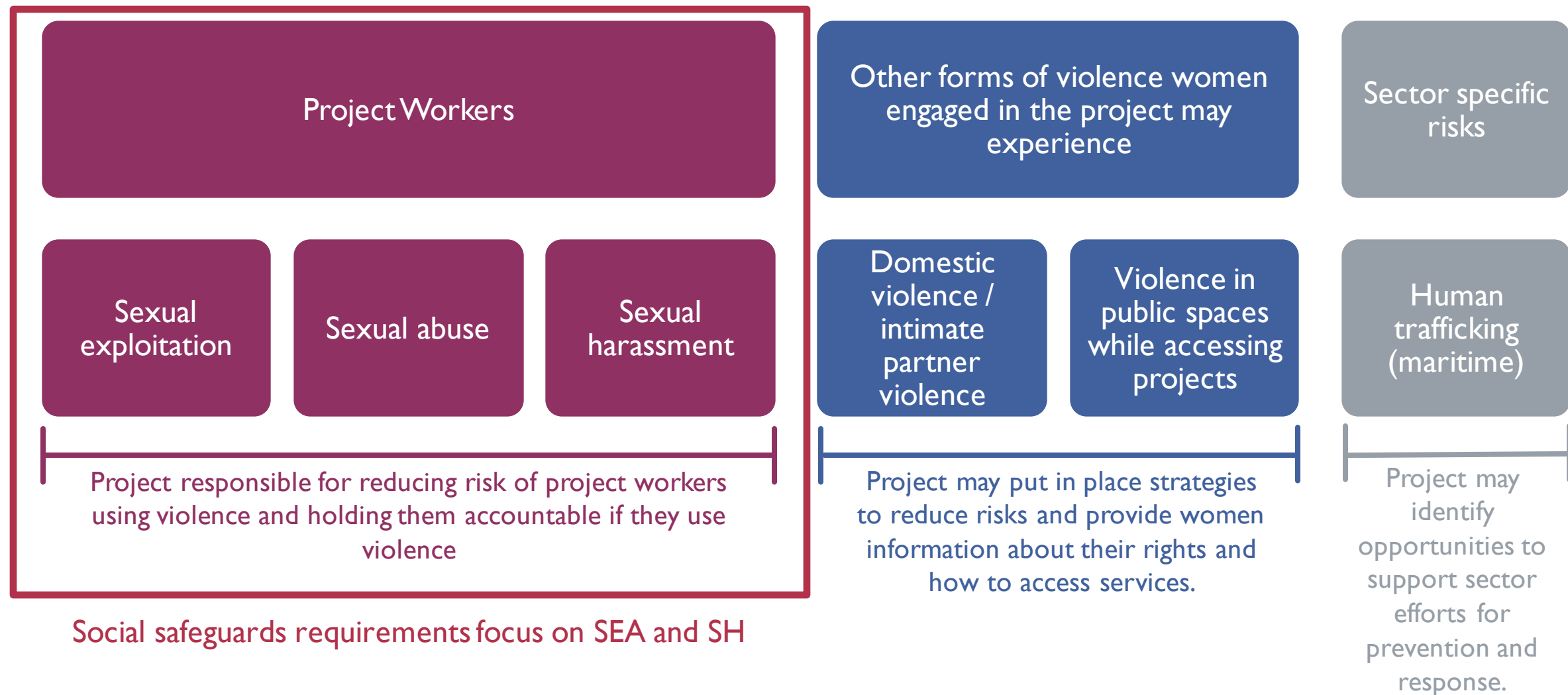
Challenges effectively implementing legislation including barriers for survivors to access justice.


Cannot rely of formal justice system to hold perpetrator accountable.

World Bank operates in male dominated sectors.

More likely that there will be an environment where VAWG is more common and accepted.

Types of Violence Against Women that may be exacerbated by World Bank Projects



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- We will focus on preventing, mitigating and responding to SEA and SH related to the project workforce which are similar across different sectors.
 - However, specific projects may offer opportunities to contribute more broadly to preventing and responding to violence against women. For example,
 - Any project engaging women and working towards women's empowerment is an opportunity to increase women's knowledge of their right not experience violence and how to access legal, health and social services if they are experiencing violence.
 - Projects may also present opportunities to engage men to promote non-violence and more gender equitable gender norms – such as men taking on more care and unpaid work, men actively increasing women's access to resources, decisions making and privileges.

Sexual Exploitation, Abuse and Harassment

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.

Sexual Abuse

- Any actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions .

Sexual Harassment

- Any unwelcome sexual advances, request for sexual favours, and other verbal or physical conduct of a sexual nature.

Project workers towards the community

Within the workplace

Addressing Gender Exploitation and Abuse and Sexual Harassment (SEA/SH) in Project Financing involving Major Civil Works

Good Practice Note

**Expl
and**

Project preparation

Assess

Project
implementation

Address

Respond

SEA / SH Risk Assessment Tool determines the risk level for the project which then determines what actions are required.

Actions to Address Sexual Exploitation and Abuse and Sexual Harassment

Project preparation

Assess

- SEA and SH risk assessment.
- Identification of GBV service providers.

Project implementation

Address (Prevent)

- Embed SEA and SH requirements in the procurement process.
- Ensure Implementing Agency's capacity to prevent and respond to SEA and SH.
- Outline risk prevention and mitigation measures in the SEA and SH Action Plan.

Respond

- Provide essential services to survivors SEA, SH and other forms of GBV.
- Establish and implement a SEA/SH-related grievance mechanism.

Examples of actions to Assess Risks of SEA and SH-Related to a Project

All projects:

World Bank

Sensitise IAs to SEA / SH risks and requirements.
Assess risks of SEA and SH (SEA / SH Risk Assessment Tool).

IA

Map / identify GBV service providers for project sites.
Include SEA / SH risks in E&S project documentation.
Develop SEA / SH Action Plan (recommended).
Consultation on SEA / SH risk mitigation and response strategies.

Contractor

Include SEA / SH risks in E&S project documentation

Depending on risk level:

IA

Address SEA / SH in the SEP (Substantial and High risk).

Examples of actions to Address (Prevent) Risks of SEA and SH-Related to a Project

All projects:

World Bank	IA	Contractor
Review IAs capacity to prevent and respond to SEA / SH.	<p>Include SEA / SH requirements in bid documents:</p> <ul style="list-style-type: none">• Code of Conduct that includes SEA and SH.• Induction for project workers on Code of Conduct.• Community awareness on Code of Conduct.	<p>All workers to sign Code of Conduct.</p> <p>All workers to complete induction on Code of Conduct.</p> <p>Community awareness on Code of Conduct.</p>

Depending on risk level:

IA
<p>Ensure IA has GBV specialist (Substantial and High risk).</p> <p>Ensure Supervising Engineer has GBV expertise in team social specialist (Substantial and High risk).</p>

Examples of actions to Respond to SEA and SH-Related to a Project

All projects:

World Bank

Ensure effective response to cases of SEA / SH.

IA

Grievance mechanism includes pathway for SEA / SH complaints.
Refer survivors of GBV to specialist legal, health and social services.

Contractor

Focal point to receive complaints of SEA / SH.
Accountability mechanisms for employees who use SEA / SH.

Depending on risk level:

IA

Ensure funding is available to provide support services to survivors of SEA / SH.

Code of Conduct

Code of Conduct must explicitly prohibit the use of sexual exploitation, sexual abuse and sexual harassment.



All project workers are required to sign the Code of Conduct.



All project workers required to complete an induction on the SEA and SH components of the Code of Conduct.



Awareness should be conducted with communities who will interact with project workers on the Code of Conduct.



The Codes of Conduct should be available in local language and any language of foreign project employees.

Project Worker Training Tools

Compulsory Induction for all Contractor's Workers

1. Facilitator Briefing Notes – includes key messages and information to support implementation of the worker induction.
2. Facilitator Guide – Without PowerPoint / PowerPoint Presentation:
 - 45-minute session without optional activity.
 - 90-minute session with optional activity.
3. Worker SEA and SH Code of Conduct Poster.

Community Awareness Training Tools

Awareness Sessions for Communities

1. Facilitator Briefing Notes – Provide key messages and information for facilitators to support their facilitation of the Community Awareness Session .
2. Facilitator Guide – Without PowerPoint / PowerPoint Presentation:
 - One-hour session without optional activity.
 - Two-hour session with optional activity.
3. Community Awareness SEA and SH Code of Conduct Poster.

Responding to Reports of SEA and SH

Articulate the pathway to:

Receive, respond to and resolve reports of SEA and SH related to the project.

Refer to support services (police, health, counselling, safe accommodation).

Process must be survivor-centered.

Anyone receiving or handling complaints of SEA and SH must receive training so that they do not revictimize and retraumatize survivors or unintentionally cause them harm.

GRM will clearly articulate that reports of SEA and SH will not be resolved using customary practices of conflict resolutions, such of mediation, reconciliation and compensation.

Survivor-centered

Priorities the rights and needs of the survivor over everything else

Safety

Nothing will happen that puts the victim / survivor at further risk.

Consent

The victim / survivor will provide consent at each stage of the process.

Choice

The victim / survivor will choose what happens and be involved in decision-making.

Confidential

The victim / survivor's privacy and confidentiality will be protected.

Informed

The victim / survivor will be provided information.

Support

The victim / survivor will be referred to and supported to access specialist services.

Respect

The victim / survivor will be treated with dignity and respect at all times.

Refer survivor to support services

- In many locations in the Pacific there are limited specialist services for survivors of violence against women.
- This means that even though the risk rating might not require the project to fund support services, the context may require it.
- For example, in many Pacific Island Countries, there is a need to either strengthen services (such as training counsellors) or a need to resource existing services for support that they will provide to World Bank projects.
- In almost all countries, there is a need to ensure that such support is coordinated and complementary across World Bank projects.

World Bank Support to Broader Efforts to End Violence Against Women in the Pacific

The World Bank's can contribute positively to broader efforts to end violence against women BUT...generally speaking, the World Bank are not experts in the field.

The World Bank's efforts to prevent and respond to SEA and SH in its project should contribute to and align to strengthening broader efforts to end violence against women in the Pacific:

Understand what is already happening, do not duplicate and look for opportunities to build.

Consultant with specialist GBV service providers but do not waste their time.

Use local trainers from specialist GBV service providers and remunerate them.

When strengthening GBV service providers, make sure this is done collaboratively with other development partners and that it is sustainable.



QUESTIONS

DISCUSSION