

# Republic of Rwanda



**Ministry of Infrastructure (MININFRA)**

**Rwanda Transport Development Agency (RTDA)**



## **GBV ACTION PLAN (GBV-AP)**

**For**

**KIGALI LOGISTIC PLATFORM CONNECTIVITY DEVELOPMENT PROJECT-  
(P180228) (KLPCConnect)**

**Revised Advanced Final draft**

**COUNTRY: RWANDA**

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## ABBREVIATIONS AND ACRONMYS

<b>GBV:</b>	Gender Based Violence
<b>GEWE:</b>	Gender Equality and Women Empowerment
<b>GMO:</b>	Gender Monitoring Office
<b>GoR:</b>	Government of Rwanda
<b>GRM:</b>	Grievance Redress Mechanism
<b>HT:</b>	Human Trafficking
<b>IOSCs:</b>	Isange One Stop Centres

<b>MIGEPROF:</b>	Ministry of Gender and Family Promotion
<b>M&amp;E:</b>	Monitoring and Evaluation
<b>NGOs:</b>	Non-Government Organizations
<b>NWC:</b>	National Women's Council
<b>SDGs:</b>	Sustainable Development Goals
<b>SEA:</b>	Sexual Exploitation and Abuse
<b>SH:</b>	Sexual Harassment
<b>UNSCR:</b>	United Nations Security Council Resolutions
<b>VUP:</b>	Vision 2020 Umurenge Programme
<b>VAW:</b>	Violence Against Women

## DEFINITION OF KEY CONCEPTS

( Adopted from: World Bank Good Practice Note on GBV in Major Civil Works, 2022)

<b>Gender-based violence (GBV)</b>	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 (i.e., gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty.
<b>Child marriage</b>	Child marriage refers to any formal marriage or informal union between a child under the age of 18 and an adult or another child (UNICEF).
<b>Gender-based violence (GBV) service provider</b>	An organization offering specific services for GBV survivors, such as health services, psychosocial support, shelter, legal aid, safety/security services, etc.
<b>Human trafficking</b>	Trafficking in persons is defined as the recruitment, transportation, transfer, harboring or receipt of persons by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power, or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purposes of exploitation.

<b>SEA/SH Prevention and Response Action Plan</b>	<p>Document which outlines how the project will put in place the necessary protocols and mechanisms to address SEA/SH risks; and how to address any SEA/SH allegations that may arise, additional information can be located within the GBV action plan</p> <p>The SEA/SH Prevention and Response Action Plan should include an Accountability and Response Framework, which details how allegations of SEA/SH will be handled (investigation procedures) and disciplinary action for violation of the Code of Conduct (CoC) by workers.</p>
<b>Sexual exploitation and abuse (SEA)</b>	<p><b>Sexual exploitation:</b> 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 (UN Glossary on Sexual Exploitation and Abuse 2017, pg. 6).</p> <p><b>Sexual abuse:</b> actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions (UN Glossary on Sexual Exploitation and Abuse 2017, pg. 5).</p>
<b>Sexual harassment (SH)</b>	Any unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature.
<b>Survivor-centered approach</b>	The survivor-centered approach is based on a set of principles and skills designed to guide professionals—regardless of their role—in their engagement with survivors (predominantly women and girls but also men and boys) who have experienced sexual or other forms of violence. The survivor centered approach aims to create a supportive environment in which the survivor’s interests are respected and prioritized, and in which the survivor is treated with dignity and respect. The approach helps to promote the survivor’s recovery and ability to identify and express needs and wishes, as well as to reinforce the survivor’s capacity to make decisions about possible interventions.
<b>(Supervising Engineer)</b>	"Supervising Engineer" is employed. The role performed by the Supervising Engineer may be referred to using various terms, one of which is "supervising consultant." It's important to note that in projects involving significant civil works that are often supported by the World Bank and governed by the FIDIC contract, the role of the Supervising Engineer is commonly known simply as the Engineer.
<b>Violence against women (VAW)</b>	Article 1 of the 1993 UN Declaration on the Elimination of Violence against Women 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, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Article 2 of the Convention further states that violence against women shall be understood to encompass, but not be limited to, the following: (a) physical, sexual and psychological violence occurring in the family, including battering,

	<p>sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; (b) physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced sex work; (c) physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs. The term violence against women and girls is also used.</p>
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## 1 INTRODUCTION

### 1.1 Background

The Ministry of Infrastructure (MININFRA) through the Rwanda Transport Development Agency (RTDA) has requested the World Bank for the implementation of the Kigali Logistics Platform Connectivity Development Project (KLPCConnect), including upgrading of Kigali Logistics Platform/Bugesera connector Roads, which will be financed under component 1.1 of the proposed KLPCConnect. This KLPCConnect project will abide by the National Road standards with asphalt concrete surfacing, as well as trade facilitation and logistics improvement and small-scale investments along the project corridor. This KLP/Bugesera connector road subproject will expand the current logistics lines by linking the Ngoma-Nyanza Road corridor to the KLP/Bugesera Connector, which is located in Masaka/Kigali (Figure 1 below).

As per the Bank ESF, the Gender Based Violence (GBV\_AP) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e., gender) differences between males and females. It includes acts that inflict physical, sexual, or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private (see above Glossary).

The Bank Good Practice Note (GPN) focuses on specific forms of GBV that may arise in relation to major civil works projects supported by the World Bank through Investment Project Financing (IPF): sexual exploitation and abuse (SEA) and sexual harassment (SH) (hereafter referred to as SEA/SH). There are a number of ways SEA/SH may occur in the context of Bank-financed projects, by a range of perpetrators. Thus, considering the nature and type of the proposed KLPCConnect, which is planned to be funded by the World Bank, the SEA/SH risk rating for the project appears to be "High" and qualifies this statement, thus World Bank Environmental and Social Standards (ESSs) under Environmental and Social Framework (ESF), the project main implementing agencies (Rwanda Transport Development Agency (RTDA) and the Ministry of Commerce (MINICOM) of the respective subprojects under KLPCConnect are required to develop the Gender Based Violence Action Plan (GAP AP) and implement throughout the project life cycle. In this regard, the project to comply with the ESF requirements, RTDA has prepared this GBV AP to be applied to all subprojects. It is particularly relevant for subprojects financed under components 1 and 2 of the proposed KLPCConnect. The Rwanda Transport Development Agency (RTDA) and the Ministry of Commerce (MINICOM) will be the main responsible institutions in implementing this GBV AP for their respective subprojects of KLPCConnect.

This GBV Action Plan details the operational measures that will be put in place to assess and mitigate the risks of gender-based violence, including sexual exploitation and abuse (SEA) and sexual harassment that are project related and how they will be integrated over the life of the project. This includes procedures for preventing and responding to SEA/SH including managing these grievances. It also incorporates codes of conduct for project sub-contractors and staff and other strategies to prevent risks of GBV from occurring and establishes procedures for managing related grievances. The project should allocate an appropriate budget to implement the GBV action plan and assign the project social safeguard specialist to serve as a GBV main focal person to oversee the implementation of activities under the GBV AP.

## 1.2 Project Description

The proposed Kigali Logistics Platform Connectivity Development Project (KLPCConnect) will provide a key physical link in the region's transport system and support the GoRs efforts to become a regional logistic hub. Specifically, the KLPCConnect proposes to expand the regions' logistics lines by linking the KLP located at Masaka/Kigali, with the Nyanza-Ngoma road (itself connected at Ngoma to the regional Central Corridor (Map1)). By doing so, the proposed project will (i) support safer and cost-effective transit of goods from the Port of Dar-es-Salaam to Rwanda, Burundi, and the Eastern DRC, (ii) significantly reduce truck congestion in Kigali, (iii) allow for better road connectivity between the KLP and the future Bugesera Airport 25km south of Kigali, (iv) connect the KLP to the commercial zone at Bugesera under development and link with the next coming railway.

The KLPCConnect subproject activities financed under the Component 1.1 will upgrade 69.45 km of the existing road corridor Masaka-Bugesera from gravel to asphalt concrete surfacing, support trade and logistics improvement, finance livelihood restoration activities along the roads for local communities and provide technical assistance to the implementing agencies to manage the project. The small-scale basic infrastructure subproject activities such as selling points, store houses, markets, health post, agriculture product collection centers, SME parks, laboratory testing, water treatment plant, etc. to be implemented along the main KLP/Bugesera road will be financed under component 1.2-Community driven basic infrastructure and components 2.1 and 2.2-Trade logistics and facilitation of Kigali Logistic Platform Connectivity Development Project (KLPCConnect).

### 1.2.1 Project Development Objective

The Project Development Objective is to improve the connectivity and increase the flow of traded goods and services, and people between the Kigali Logistic Platform and the regional central corridor through the Ngoma to Nyanza highway in a safe and resilient manner.. To achieve this objective, the project will consist of two interlinked technical components and another two components namely Project Implementation support, Monitoring, and capacity building as well as Coningency Emergency response to address the key binding constraints for the development and attainment of the project bjective benefits.

The proposed Project Development Objective (PDO)-level results has three categorized indicators that are selected to measure progress towards achieving the Project Development Objective (PDO) of the KLPCConnect and these include:

#### **Improved connectivity between the KLP and the regional Central Corridor ( through Ngoma to Nyanza highway:**

- a. Reduced travel time from Masaka (KLP site) to Bugesera (number of hours).
- b. Enhanced access to basic socio-economic infrastructures (number of health centers, schools, markets accessible from the roads).
- c. People with access to reliable transport solutions all year-round (number, disaggregated by gender)

#### **Increased flow of traded goods and services between the KLP and the regional Central Corridor from Ngoma to Nyanza highway:**



- a. SME revenues along the corridor (disaggregated by gender).

**Improved safety and resilience of the movement of goods and people:**

- a. Reinforced critical embankments/raised along the road sections (number);
- b. Protected community facilities against erosion/storm water/flooding (number);
- c. Delivered consultation and communication strategy with citizens along the road (number, disaggregated by gender).

**1.2.2 Project Components**

**Component 1: Improving physical infrastructure to connect KLP to the Central Corridor, resiliently and safely.** The component will finance the design, upgrading, and performance-based maintenance of the KLP/Bugesera connector roads and the associated environmental and social risk management activities.

**Sub-component 1.1: Upgrading of the KLP/Bugesera connector roads.** The upgrading of the KLP/Bugesera connector roads (69.45 km) will comprise: (i) design, upgrading, and five-year Output and Performance-Based maintenance of four road sections, namely, (a) Masaka-Kabukuba (16.88 km), (b) Kabukuba-Nyamata (13.72 km), (c) Gahembe-Kindama (19.21 km); and (d) Kabukuba – Riziyezi (19.64 km), with decreasing financing from IDA for maintenance based on a scale up effort from the country providing matching counterpart financing; and (ii) provision of the supervision and monitoring consultant services. When other linear infrastructure (fiber cables, waterlines, electricity, drainage canals, connector roads, etc.) is planned along these corridors and in the vicinity of the roads, they will be provided as part of road works contract, though provisionally funded. The upgrading of the roads includes approaches for green and resilient construction, including erosion prevention works, water drainage through adequate channels, reduction of water speed, and protection of road embankments.

**Sub-component 1.2: Environmental and social risk management, and community-level infrastructure works.** This sub-component will finance (i) the compensation fees of the project-affected persons (PAPs) along the road sections and the planned road side infrastructures; (ii) community and stakeholders' engagement including grievance redress committees and electronic grievance redress mechanism (e-GRM); (iii) roadside investments and capacity building for livelihood restoration of communities living along the roads; (iv) comprehensive road safety measures (campaigns and trainings for school children and road users, surveys, personal protection equipment) to reduce fatalities and injuries, as initiated under the LVTP and FRDP road projects; and (v) environmental protection activities, including roadside plantations and management of 7,000 trees adoptable to the area within 10m distance along the 69.45 km, and buffer zone establishment and management for Akagera, Cyohoha, Kidogo and Rugende marsh lands, which are nearest to the road.

**Component 2: Trade facilitation and logistics improvement.** Activities under this component will be carried out by the Ministry of Trade and Industries (MINICOM), formerly the Ministry of Commerce.

**Sub-component 2.1: Socio-economic development opportunities along the corridor (paved road sections).** The sub-component will finance activities to help residents of the local communities of the three districts along the road - Bugesera, Kicukiriro and Rwamagana - and SMEs operating in the project area to economically benefit from the new paved corridor. A community-driven demand analysis will support financing of five types of activities: (i) consultant services to prioritize, select, design and supervise construction/upgrading of the socio-economic infrastructure (US\$1.50 million), (ii) development of basic infrastructure and facilities of at least one SME/Industrial

Park that will be selected (US\$9.81 million) among those in the vicinity of the project area based on potential impacts, (iii) upgrading/constructing of two roadside markets, selected based on technical studies and local consultations (US\$4 million), (iv) upgrading/constructing of four selling points in the selected villages/sectors along the roads (Musenyi, Mareba, Nyamata, Rilima, etc.) to be confirmed after technical studies and local consultations (US\$1 million), and (v) an SME-oriented warehouse and E-commerce hub (with precise design to be discussed with logistics providers and potential beneficiaries) (US\$1 million). The project expects to provide Private Capital Enabling (PCE) with the infrastructure to be built under Sub-Component 2.1. Once the SME/Industrial Park, roadside market selling points, and the warehouse and E-commerce hub are built or upgraded, it is expected that SMEs will make initial investments of around US\$20.4 million to take advantage of this new infrastructure.

**Sub-component 2.2: Quality improvement of Rwanda's traded goods and services along the corridor.** The sub-component will support strengthening aspects of country's National Quality Infrastructure (NQI) expected grow along the corridor, including cold chains, trucking, and warehousing. The sub-component will provide equipment, software and training services aimed at strengthening Rwanda Standard Board (RSB)'s quality testing and certification services. Upgraded national testing, calibration, and verification laboratories will ensure safety of goods in warehouses/transit and provide accreditation services for (i) warehouses, cold rooms, deep freezers, and truck coolers, and (ii) warehouse and axle load control weighbridges, and (iii) platform weighing scales in warehouses. The sub-component will also help SMEs meet international quality standards by supporting RSB's outreach services, mobile laboratories, and testing kits at border posts, airports, and logistics platforms.

**Sub-component 2.3: Institutional Support and Capacity Building for MINICOM, SMEs and traders.** Rwanda's aspirations to be a regional trade center and EAC logistics hub requires MINICOM to upgrade its capacity to lead strategy development, provide system oversight and carry out project management, particularly in the areas of private sector partnerships and public agency coordination. As a first step, the sub-component will support MINICOM's in updating the 2012-2022 Logistics and Distribution Strategy. Secondly, the project will support capacity building of MINICOM staff to (i) develop, solicit, negotiate, and manage public-private partnerships for the sector, (ii) carry out risk-based system oversight and calibration to maintain performance standards, and (iii) to provide real time regulatory, logistical, and process-oriented information and capacity building for traders and SMEs. Finally, the component will support MINICOM's improved project management capacity through systems and training covering project management, procurement, financial management and safeguards along with capacity building for relevant thematic areas.

**Component 3: Implementation support, project monitoring, and capacity building of RTDA.** The component will finance the following subcomponents to support implementation of the project:

**Subcomponent 3.1: Project management and incremental operating costs.** This subcomponent will finance project management and salaries of competitively recruited experts fully dedicated to the project, as well as travel expenses and other operating costs of the Single Project Implementation Unit (SPIU) at RTDA.

**Subcomponent 3.2: Monitoring and evaluation.** This subcomponent will finance the monitoring and evaluation costs of project implementation. The subcomponent will undertake an assessment early in the project life, to identify, clarify, and quantify specific activities subject to private capital investment. It will also undertake as early as possible a SME baseline survey, to avail baseline data for the project implementation and results measurement. The baseline survey will provide SME investment information, SME access to finance status, and the potential

provision of new services (including logistics providers). The studies will provide priority actions to attract private sector in the project zone.

**Subcomponent 3.3: Institutional support and capacity building to RTDA and MININFRA.** This subcomponent will finance: (i) capacity building of staff from the SPIU RTDA and intern engineers newly trained from the country's engineering schools (of which half being women), staff of MININFRA involved in the project implementation, to enhance and broaden their skills in technical, safeguards, procurement, financial management and project management matters as appropriate; (ii) studies for future development of operations, (iii) an exploration for a center for excellence in testing material for RTDA (feasibility studies and construction), and (iv) an assessment of barriers for women entrepreneurship to develop activities to boost the revenue potential of women-owned or operated businesses.

**Component 4: Contingent Emergency Response.** This zero-dollar component will allow for swift reallocation of credit proceeds from the other components to provide immediate emergency recovery support following an eligible crisis or emergency. This CERC will be developed to be triggered only for emergencies and/or disasters that affect an eligible crisis or emergency, to provide immediate and effective response.

### 1.2.3 Project Location

The proposed KLPConnect project covers three districts, namely Kicukiro, Rwamagana, and Bugesera, which over 80% of the project lying in Bugesera district. The description of the physical characteristics will therefore mostly depict that of Bugesera district, which covers a land area of 1337 km<sup>2</sup> and is in the Eastern Province of Rwanda along with six other districts (Figure 1). The overall project area lies between 300 05' Eastern longitude and 20 09' Southern Latitude and is bordered by Rwamagana district (Eastern Province) to its North-East, Nyarugenge and Kicukiro Districts (Kigali City) to its North, Kamonyi District (Southern Province) to its North-West, Ngoma District (Eastern Province) to its East, Ruhango and Nyanza Districts (Southern Province) to its West, and finally the Republic of Burundi to its South. The proposed KLP/Bugesera connector road financed under subcomponent 1.1 of KLPCD is comprised of two road sections namely Masaka-Kabukuba (DR73-16.88 km) road, Kabukuba-Nyamata road (DR73-13.72 km), Gahembe-Kindama road (DR76-19.21 km) with a total length of 49.81Km; and Riziyeri-Kabukuba (DR74-19.64Km) with a total length of 19.64km. These he two road sections lie in three districts of **Bugesera, Rwamagana and Kicukiro**, with over 83% of the project roads crossing Bugesera district.

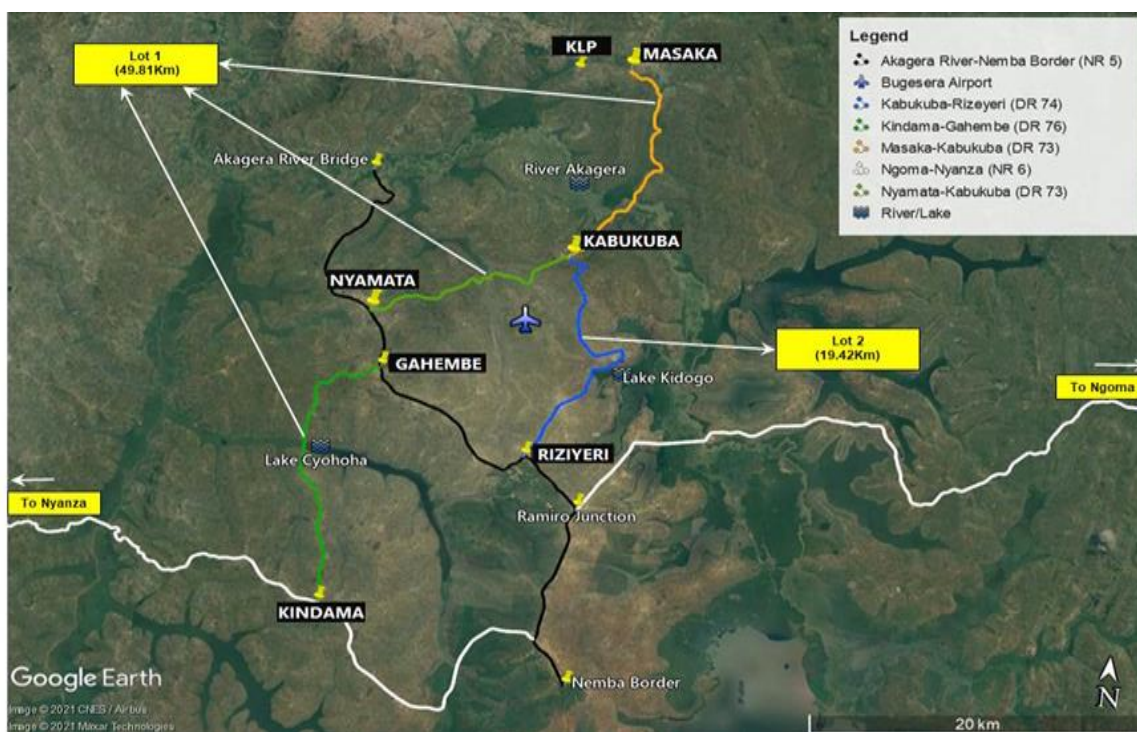


Figure 1: Project Location Road Sections with propose Road Sections<sup>1</sup>

#### 1.4. Project Beneficiaries

The project's beneficiaries encompass a wide range of stakeholders, including farmers operators, private sectors, road users (passengers and freight) along the road corridor servicing tradable sectors of the economy, agriculture, tourism, and ultimately, consumers and producers both inside and outside Rwanda. The project will stimulate new jobs and income-earning opportunities for the people in Masaka-Kicukiro, Rwamagana, and Bugesera districts through road construction, maintenance works, and downstream development activities generated along the corridor because of the improved access. It also improving access to the market and socio-economic services, enhancing agricultural and livestock, production and productivity are the primary benefits of the project. In addition, the project will help to create short-term employment opportunities and attract new developments and investments. The project is also expected to contribute to the share of all-weather roads in the area which will permit business growth at primary, secondary and tertiary levels. In view of the proximity to the neighboring Burundi, the population from the targeted Districts will be able to access this market, thus increasing their living standards.

The project also contributes to the Kigali Logistics Platform (KLP) that is to link Rwanda's existing road networks to international trade corridors and is therefore expected to serve as a gateway to the heart of Africa, connecting Rwanda to neighboring countries including the Democratic Republic of the Congo, Burundi, Uganda, Tanzania, and Kenya. The facility will also access the ports of Mombasa in Kenya and Dar Es Salaam in Tanzania, securing two trade

<sup>1</sup> 69.4 km of total KLP/Bugesera road length, with Road section 1: Masaka-Kabukuba (DR73) road, Kabukuba-Nyamata road (DR73) and Gahembe-Kindama road (DR76); approximately 49.81km in length; Road section 2: Kabukuba- Riziyeri (DR74); measuring approximately 19.64Km.

gateways to the sea. The road will connect to Nyanza-Ngoma Road and significantly ease and speed traffic with Tanzania, Burundi and Rwanda. Both roads will give opportunities to trade with the three countries from the south to the east without crossing Kigali and Kayonza. These two roads will have a positive impact on the economy of Rwanda specifically and the region in general through trade and improved connectivity.

### 1.3 Project Impact in the context of GBV prevention

The Project Impact in the context of gender-based violence prevention is highlighted the commitment of the proposed KLPCoNECT project preventing and addressing gender-based violence (GBV) impacts through various key initiatives during its implementation. Special attention is given to fostering positive socio-economic empowerment for women and girls, with a particular focus on:

- ❖ **Job Creation:** This project aims to provide employment opportunities in communities with a high demand for labor. It offers training, awareness, and support for sustaining socio-economic well-being.
- ❖ **Gender and Social Inclusion:** Women's empowerment is central to our strategy, with a commitment to ensuring that 60% of the workforce is composed of women. This effort also includes providing training and fostering income-generating activities among youth and underserved populations.
- ❖ **Economic Empowerment:** The project creates income-generating opportunities for women through employment and integrates gender considerations into the recruitment process. This can involve training programs, microcredit initiatives, or improving access to markets for their products, ultimately enhancing financial independence and overall well-being for women and their families.
- ❖ **Enhanced Participation and Gender Inclusivity:** This project encourages increased women's participation in the workforce, promoting women's empowerment and fostering greater gender inclusivity.
- ❖ **GBV Prevention:** The project includes support services and awareness campaigns to prevent and address gender-based violence within communities. These efforts contribute to the safety and well-being of women.
- ❖ **Infrastructure and Access Improvements:** The project strives to improve access to essential social services, such as markets, places of worship, educational institutions, and healthcare facilities. This is achieved by reducing the workload and enhancing women's mobility.
- ❖ **Skills Development:** Women participating in the project will have access to training and capacity-building opportunities, thereby gaining valuable skills that enhance employability and income-generating potential.

## 2 GBV CONTEXT

Gender Based Violence (GBV), including Sexual Exploitation and Abuse (SEA), is a prevalent global challenge and manifestations likely exist in every environment where the Bank operates. is an umbrella term that refers to any harmful act that is perpetrated against a person's will and that is based on socially ascribed differences between males and females. The term, GBV, stems from the 1993 United Nations 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."

The term GBV, is used to underscore systemic inequalities between males and females and acts as a unifying and foundational term for most forms of violence. GBV includes acts that inflict physical, sexual, or mental harm or



suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can either occur in public or in private spheres. GBV disproportionately affects women and girls across the globe hence the terms “GBV” and “Violence against Women and Girls” are often used interchangeably. Violence against women and children - and sometimes even against men - contributes to enduring physical and mental harm, while undercutting the ability of survivors, and often their families, to engage in meaningful, productive lives.

Finding solutions to reduce and respond to GBV is a critical development imperative, with implications for the productivity, agency and well-being of individuals and communities. Identifying and understanding the risk to women and children, as well as to other vulnerable populations, of SEA and GBV is challenging, yet critical. Risk factors are myriad and cut across multiple spheres, including at the individual, relationship, community, institutional and policy levels. Development projects, depending on their scope, can exacerbate existing risks or create new ones. Project-related risk factors include the size and scale of a project; the scale of labor influx; the extent to which a community has capacity to absorb labor influx or requires separate camp facilities; the inflow of income to workers, which can exacerbate already existing inequities between workers and community members; and the geographic location of project activities.

## **2.1 Global overview of Gender-based Violence**

The data concerning gender-based violence (GBV) on a global scale, particularly when it targets women and girls, underscores the alarming prevalence and systematic nature of this grave infringement on human rights. One of the pioneering and comprehensive studies shedding light on violence against women and girls, conducted by the World Health Organization (WHO), played a pivotal role in catalyzing advocacy efforts and various interventions. In 2015, WHO identified six underlying causes and risk factors contributing to GBV, including entrenched traditional gender norms that endorse male dominance and entitlement over survivors, excessive alcohol consumption, lenient legal consequences, substance abuse, poverty, and heightened levels of crime and conflict within society.

These risk factors consistently reappear across various studies, indicating a global consensus on their significance. As an illustration of the link between conflict and gender-based violence (GBV), consider the Democratic Republic of Congo, where the United Nations Population Fund (UNFPA) documented a staggering 11,769 cases of sexual and gender-based violence in less than a year. These cases occurred in the provinces of North Kivu, South Kivu, Orientale, Katanga, and Maniema, with 39% of them directly attributed to the dynamics of conflict, perpetrated by armed individuals.

Furthermore, the 2013 global review by the United Nations revealed that 35% of women worldwide have experienced either physical and/or sexual violence from an intimate partner or non-partner sexual violence. Additionally, the review highlighted that 38% of female homicides worldwide are committed by male intimate partners. This underscores the pervasive nature of these issues on an international scale.

Other studies reveal a wide range, spanning from 15 to 76 percent, of women who experience physical and/or sexual violence during their lifetimes. In the European Union, slightly over one in five women has encountered physical and/or sexual violence from a partner. While this 15 to 76 percent range might seem broad, it's essential to emphasize that even the lower end, at 15 percent, cannot be dismissed.

The "World's Women" report from 2015 highlights that over 100 countries conducted at least one survey on gender-based violence (GBV) since 1995, with more than 40 countries conducting two surveys between 1995 and 2014,

providing valuable data to understand the nature and extent of GBV and emerging trends. Additionally, 144 countries have enacted laws addressing domestic violence, and 154 have laws concerning sexual harassment. However, it's important to note that the mere existence of these laws doesn't always lead to their effective implementation or compliance with international standards and recommendations.

The report suggests that implementation and compliance issues have resulted in the establishment of policy and legal frameworks, but these often lack robust prosecution and sanctions for GBV. In contrast, Rwanda has demonstrated tangible efforts to address GBV through its laws and policies, with authorities actively pursuing and penalizing offenders. Despite these commendable initiatives by the Rwandan government, GBV continues to hinder national development, affecting not only the lives of individuals but also the broader community.

## **2.2 Rwandan Context**

Rwanda has made significant strides in implementing policies, laws, and programs to address gender-based violence (GBV), it continues to be a pressing concern. Notably, the government has enacted a gender-sensitive constitution aimed at ensuring equal treatment for males, females, boys, and girls. To put these constitutional commitments into practice, the government has eliminated discriminatory laws and introduced legislation to address remaining inequalities and injustices.

Some examples of these legislative efforts include:

- ❖ The Law N° 43/2013 of 16/06/2013, which revised the Organic Law No 08/2005 of 14/7/2005, governing land in Rwanda. This law guarantees women equal rights with men regarding access, ownership, and utilization of land.
- ❖ The Law N°27/2016 of 08/07/2016, governing Matrimonial Regimes, Donations, and Successions in Rwanda. This law ensures equal inheritance rights between women and men, girls and boys.
- ❖ Law No 13/2009 of 27th May 2009, regulating Labor in Rwanda.
- ❖ Law No 27/2001 of 28th April 2001, which relates to the Rights and Protection of Children against Violence.
- ❖ The Law No 59/2008 on the Prevention and Punishment of Gender-Based Violence (GBV), which addresses GBV in all its forms, including economic, sexual, physical, and psychological abuse. This law also specifically punishes marital rape.

Despite these legislative efforts, GBV remains a significant challenge in Rwanda, necessitating ongoing attention and action at all levels.

At the program and response level, the government has established initiatives such as the Isange One Stop Centers (IOSCs) located in district hospitals. These centers provide comprehensive responses to cases of gender-based violence (GBV). Presently, there are more than 44 IOSCs operating throughout the country.

At the community level, regular family gatherings known as "umugoroba Wababyeyi" are held every month to discuss the overall well-being of families, with a specific focus on addressing GBV issues. Additionally, there is a community-based structure called "Inshuti z'umuryango," which translates to "friends of the family." This group consists of one man and one woman selected by the community at the cell level and is involved in both response and prevention efforts related to GBV.

These individuals are perceived as individuals of high moral character who actively engage in addressing day-to-day family conflicts that may arise and potentially escalate into gender-based violence (GBV). They operate confidentially but also collaborate with local cell leaders and various entities, such as security agencies, religious organizations, community-based organizations (CBOs), and non-governmental organizations (NGOs), to promote peace and harmony within families, particularly between husbands and wives.

Regarding the legal framework, the Rwandan Constitution of June 2003, as amended up to the present day, upholds the fundamental rights of all Rwandan citizens, aligning with international human rights instruments like the United Nations Universal Declaration of Human Rights. Article 15 of the Constitution specifically guarantees the right to "physical and mental integrity" while explicitly prohibiting torture, physical abuse, and any form of cruel, inhuman, or degrading treatment. Given that GBV is among the most brutal and demeaning offenses against an individual's integrity and self-worth, it falls under the purview of this constitutional provision.

In accordance with Article 11 of the Constitution of the Republic of Rwanda, it is stated that: "All Rwandans are inherently free and equal in their rights and responsibilities. Discrimination in any form, including but not limited to ethnic origin, tribe, clan, color, gender, geographical location, social background, religion or belief, opinion, economic status, culture, language, social standing, physical or mental disability, or any other basis, is prohibited and subject to legal penalties."

The principle of gender equality is firmly embedded in Article 16 of the Constitution. Under this provision, the Government is committed to establishing fairness and parity across all segments of society.

At the institutional level, the Government of Rwanda's dedication to promoting gender equality and combating gender-based violence is evident through the creation of various gender-related bodies. These include the Ministry of Gender and Family Promotion, tasked with coordinating policies and regulations, the Gender Monitoring Office, responsible for ensuring that gender equality is upheld in the planning, execution, and reporting of national and other institutions, and lastly, the National Women's Council, which is responsible for mobilizing women politically and facilitating their economic and social empowerment.

The establishment of anti-gender-based violence (GBV) and Child Protection Committees at various administrative levels serves as an avenue for raising awareness about GBV prevention. These committees also serve as a means to collect information and coordinate services aimed at diminishing the prevalence of GBV. Moreover, anti-GBV Clubs in schools, involving both girls and boys, play a pivotal role in empowering young individuals to comprehend and take action against gender-based violence within educational institutions, particularly addressing issues such as sexual harassment and abuse by teachers and fellow students. These Clubs are especially effective in fostering shifts in attitudes and behaviors.

The Government of Rwanda's unwavering commitment to achieving a GBV-free environment, and its stance of zero tolerance towards gender-based violence, is further exemplified through the adoption of a policy designed to prevent and respond to GBV.

As per the GBV mapping study carried out in 2008 through the joint efforts of MIGEPROF and UNFPA, certain types of GBV exhibit higher prevalence rates in Rwanda compared to others. The study identified the most prevalent forms of GBV, which encompassed sexual violence, physical violence, psychological violence, economic violence, gender-based discrimination, and early or forced marriages.



In collaboration with UNICEF Rwanda, the Centers for Disease Control and Prevention (CDC) office in Rwanda, and the International Development Research Center (IDRC), the Rwandan government conducted the Violence against Children and Youth Survey (VACYS) during the period of 2015-2016. This survey aimed to comprehensively assess the extent and characteristics of violence experienced by children and young individuals in Rwanda. The study collected data from over 2,000 children and youth. The findings of the survey revealed that 24 percent of girls and 10 percent of boys had experienced sexual violence. Physical violence affected 37 percent of girls and 60 percent of boys. Emotional violence also raised concerns, as it was reported by 12 percent of girls and 17 percent of boys at some point during their childhood.

In the GBV mapping study, household workers, including domestic helpers, were identified as the primary perpetrators, occupying the top position. Teachers were ranked second, and individuals struggling with alcoholism were ranked third as the most frequently identified perpetrators. These findings emerged from interviews conducted as part of the same study. Surveys conducted in different districts indicated that the causes of sexual violence against minors were commonly attributed to factors such as alcoholism, drug use, and sexual deviance.

### 2.3 Gender-Based Violence in Rwanda

The GBV Mapping Study conducted in 2008 by the Ministry of Gender and Family Promotion (MIGEPROF) in collaboration with UNFPA revealed that human rights violations lead to a range of adverse consequences. These include an increased incidence of poverty, higher rates of HIV, AIDS, and STD infections, psychological trauma, unwanted pregnancies, disabilities, abortions, infertility, stigma, substance abuse, involvement in prostitution, school dropout, instances of corruption, and even instances of polygamy. Additionally, these violations can result in the mismanagement of family assets, child abandonment, social isolation, and tragically, even loss of life.

The study's findings categorized forms of violence against women into four main types: sexual violence, physical violence, economic violence, and psychological violence. Sexual violence, particularly the rape of minors, was identified as the most severe manifestation. The majority of sexual violence victims were female, children under the age of 5 years.

The vulnerability of children under the age of 5 to sexual violence stems from their developmental stage, dependence on caregivers, and limited ability to advocate for themselves. Recognizing and addressing these vulnerabilities are crucial components of efforts to protect and support young children from exploitation and abuse.

**Table 1: distribution of districts as per causes of physical Gender-based violence**

N°	Causes	Provinces/Districts				
		Kigali City	Eastern Province	Western Province	Northern Province	Southern Province
1	Alcoholism	Gasabo, Kicukiro	Bugesera, Rwamagana, Nyagatare, Kayanza, Gatsibo, Kirehe, Ngoma	Karongi, Rutsiro, Nyabihu, Rubavu, Nyamasheke	Gicumbi, Burera	Nyanza, Kamonyi, Muhanga
2	Poverty	Gasabo	Bugesera	Nyabihu		

N°	Causes	Provinces/Districts				
		Kigali City	Eastern Province	Western Province	Northern Province	Southern Province
3	Drugs	Kicukiro, Nyarugen ge	Gatsibo, Nyagatare, Kayonza, Kirehe	Karongi	Burera	
4	Jealousy					Nyanza, Ruhango, Huye
5	Wrong of interpretation					Huye, Muhanga
	Gender					
6	Traditional practices	Gasabo		Ngororero		Nyamagabe
7	Ignorance	Gasabo		Rusizi		Kamonyi, Nyaruguru
8	Wickedness	Kicukiro, Nyarugen ge	Ngoma	Rutsiro, Rubavu	Gicumbi, Gakenke	
9	Prostitution and adultery			Nyabihu		Gisagara

Source: GBV Mapping in Rwanda, 2008. (MIGEPROF) in collaboration with UNFPA.

**Table 2: distribution of districts as per perpetrators of Gender-Based Violence**

N°	Perpetrators	Provinces/Districts				
		Kigali City	Eastern Province	Wester Province	Northern	Southern
1	Husbands	Gasabo, Kicukiro, Nyarugenge	Bugesera, Rwamagana, Gatsibo, Nyagatare, Kayonza, Kirehe	Ngoma, Karongi, Rutsiro, Ngororero, Nyabihu, Rubavu, Rusizi, Nyamasheke.	Gicumbi, Musanze, Rulindo, Burera, Gakenke	Nyanza, Ruhango, Huye, Nyamagabe, Kamonyi, Muhanga, Gisagara, Nyaruguru,
2	Alcoholics	Gasabo, Kicukiro, Nyarugenge	Bugesera, Rwamagana, Gatsibo, Nyagatare, Kayonza, Kirehe, Ngoma	Karongi, Ngororero, Rubavu, Rusizi	Gicumbi, Musanze, Rulindo, Burera	Nyamagabe, Kamonyi, Muhanga, Gisagara, Nnyaru guru

N°	Perpetrators	Provinces/Districts				
		Kigali City	Eastern Province	Wester Province	Northern	Southern
3	Employers	Gasabo, Kicukiro, Nyarugenge	Kirehe	Ngororero, Rubavu, Rusizi	Gicumbi, Musanze	Nyanza, Ruhango
4	Bandits	Nyarugenge	Gatsibo, Nyagatare	Karongi, Ngororero, Rubavu, Rusizi	-	Huye,
5	Local Defense Force (LDF)				Gakenke	Nyanza
6	Militaries		Ngoma			Ruhango

Source: GBV Mapping in Rwanda, 2008. Study conducted by MIGEPROF in collaboration with UNFPA

**Table 3: Perpetrators of Gender-based Violence in the districts**

N°	Perpetrators	Provinces/Districts				
		Kigali City	Eastern Province	Western Province	Northern	Southern
1	Husbands	Gasabo, Kicukiro, Nyarugenge	Bugesera, Rwamagana, Gatsibo, Nyagatare, Kayonza, Kirehe	Ngoma, Karongi, Rutsiro, Ngororero, Nyabihu, Rubavu, Rusizi, Nyamasheke.	Gicumbi, Musanze, Rulindo, Burera, Gakenke	Nyanza, Ruhango, Huye, Nyamagabe, Kamonyi, Muhanga, Gisagara, Nyaruguru,
2	Alcoholics	Gasabo,	Bugesera,	Karongi,	Gicumbi,	Nyamagabe,

N°	Perpetrators	Provinces/Districts				
		Kigali City	Eastern Province	Western Province	Northern	Southern
		Kicukiro, Nyarugenge	Rwamagana, Gatsibo, Kayonza, Ngoma, Nyagatare, Kirehe,	Ngororero, Rubavu, Rusizi	Musanze, Rulindo, Burera	Kamonyi, Muhanga, Gisagara,Nnyaru guru
3	Employers	Gasabo, Kicukiro, Nyarugenge	Kirehe	Ngororero, Rubavu, Rusizi	Gicumbi, Musanze	Nyanza, Ruhango
4	Bandits	Nyarugenge	Gatsibo, Nyagatare	Karongi, Ngororero, Rubavu, Rusizi	-	Huye,
5	Local defense forces	-	-	-	Gakenke	Nyanza
6	Military	-	Ngoma	-		Ruhango

**Source:** GBV Mapping Study conducted by MIGEPROF in collaboration with NISR funded by UNFPA, 2008

Table 3 above indicates that husbands are the primary perpetrators of physical violence in the majority of districts. This underscores the prevalence of intimate partner violence, which in most cases attributed to the following different types of violence.

- (i) **Domestic Violence:** The results of the GBV mapping study reveal that domestic violence is notably widespread in Kigali City, although it is also encountered throughout the entire country. Once again, women constitute the majority of victims, with their husbands identified as the primary perpetrators. The underlying factors contributing to this phenomenon are believed to be associated with issues such as alcoholism, poverty, lack of awareness, and certain cultural norms and practices. These factors are considered the foundational or structural causes of domestic violence. The various forms of Gender-Based Violence (GBV) outlined within the context of KLP Connect project may potentially involve perpetrators such as teachers, parents, acquaintances, and family members. These forms encompass physical violence, emotional violence, sexual violence (including rape, sexual abuse, sexual harassment, and sexual exploitation), as well as socio-economic violence. Perpetrators could include spouses, intimate partners, family members, friends, acquaintances, strangers, individuals in positions of

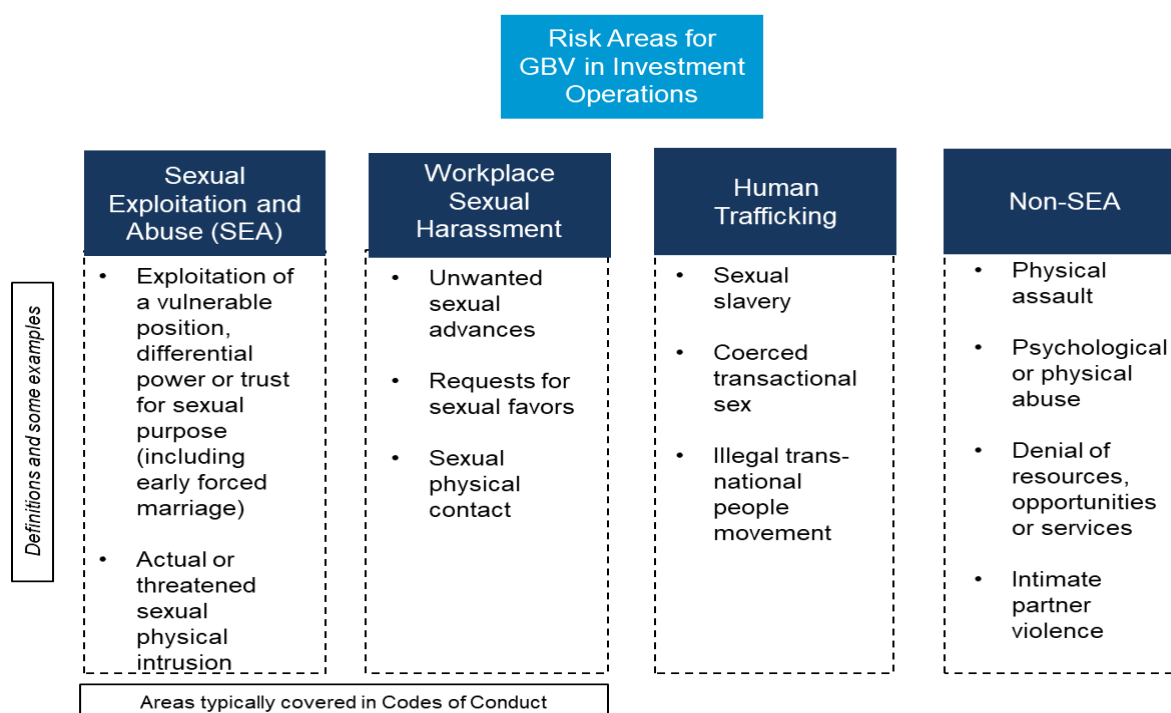
power, employers, supervisors, colleagues and teachers, Recognizing and addressing these manifestations is crucial for implementing an effective prevention and response plan within the project framework.

- (ii) **Psychological Violence:** Psychological violence can manifest through verbal or non-verbal means. The study revealed that 50% of the population has encountered this type of violence, with more significant instances reported in both the Southern and Northern Provinces, while it is less prevalent in the Eastern Province. The perpetrators in these cases were predominantly men, with a majority of them being teachers and employers. As a result, it can be inferred that the perpetrators typically hold positions of authority over the victims. These individuals exploit their positions of power to subjugate and oppress those under their authority.
- (iii) **Economic Violence:** Economic violence takes place when the perpetrator exerts total control over the victim's financial resources and economic assets. Typically, this involves imposing strict financial restrictions on the victim, withholding money arbitrarily, and compelling the victim to plead for money until the abuser decides to provide some. As the abuse persists, it is common for the victim to receive progressively smaller sums of money. The mapping study revealed that such violence is prevalent across the entire country, with more pronounced instances reported in Kigali City and the Eastern Province.
- (iv) **Gender-Based Discrimination:** This form of violence was identified as occurring primarily in the Eastern and Western Provinces, with fewer reported cases in the Southern Province and Kigali. Both men and women were found to be responsible for perpetrating such discrimination.
- (v) **Early Marriage:** Incidences of early marriage were predominantly reported in the Districts of Kirehe and Gakenke. Poverty, lack of education, and the practice of polygamy were identified as the underlying causes of these occurrences. Parents were identified as the primary perpetrators, with young girls being the victims of this form of abuse. In such cases, the girl child is often devalued compared to the boy child and may be treated as an object of exchange. The primary focus here is on obtaining dowry to meet the family's financial needs.

## 2.4 Risk areas in the Project

The KLPCConnect project assess the risk area during the implementation of the project, using various methodologies like desk review of various documents and literature, stakeholder consultation, including community members residing within and around the project corridor, preparation of report, etc.

According to the World Bank 2018, risk areas for GBV fall into four broad categories namely: 1) Sexual Exploitation and Abuse; 2) Sexual Harassment; 3) Human Trafficking and; 4) Non-Sexual Exploitation and Abuse as illustrated in the figure below



**Figure 2: Risk areas for GBV in Investment Operations**

Source: Adapted from World Bank Good Practice Note on GBV in Major Civil Works, 2022

**Table 4: Operationalizing SEA/SH Definitions**

Official Definition	Bank Operationalization	Example
<b>Sexual Exploitation:</b> 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.	<ul style="list-style-type: none"> <li>- A community member is promised employment on the World Bank-financed project site in exchange for sex.</li> <li>- A project worker connecting water lines to homes requests a sexual favor for access to water connection.</li> <li>- A project worker denies a woman passage through the worksite unless she performs a sexual favor.</li> </ul>

Official Definition	Bank Operationalization	Example
<p><b>Sexual Abuse:</b> Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.</p>	<p>In Bank-financed operations/projects, sexual abuse occurs when a project worker (contractor staff, subcontractor staff, supervising engineer) uses force or unequal power vis-a-vis a community member or colleague to perpetrate or threaten to perpetrate an unwanted sexual act.</p>	<ul style="list-style-type: none"> <li>- A project worker stays in the cafeteria after dinner and sexually assaults a kitchen staff member</li> <li>- A project worker touches an administrative staff member's breasts and says there is more to come.</li> <li>- A supervisor for a subcontractor asks his female colleague to join him for a business dinner with the main contractor. After dinner he asks her to entertain "the boss" in his room as an appreciation for the contract and her work.</li> </ul>
<p><b>Sexual Harassment:</b> Any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.</p>	<p>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.</p>	<ul style="list-style-type: none"> <li>- A project worker sends sexually explicit text messages to a coworker</li> <li>- A project worker leaves an offensive picture that is sexually explicit on a co-worker's desk</li> <li>- A project worker asks all female employees to greet him with a kiss on the cheek every day before work.</li> </ul>

**Source:** Adapted from World Bank Good Practice Note on GBV in Major Civil Works, 2022

Based on the assessment during the preparation of KLPCD several ESF instruments, it was highlighted that certain areas of the Project have been expected to pose a risk of GBV occurrence. These include:

- (i) **Worker Accommodation:** During the construction phase, contractors may provide housing for laborers on the project site. Workers residing in these campsites may require various services, such as cleaning, catering, and assistance with errands. These roles could be filled by female workers who may find themselves in close

proximity to male workers residing in the same accommodations. These conditions can heighten the risk of GBV, particularly in inadequately designed spaces.

- (ii) **Hierarchical relations:** Employer-employee relationships can create imbalances of power. Workers are susceptible to different forms of harassment, exploitation, and abuse from their superiors due to the authority wielded by employers over their employees. Additionally, gender-based stereotypes about the willingness of subordinates to provide sexual favors to advance their careers can further exacerbate these issues.
- (iii) **Project-induced labor influx:** Projects involving major civil works often require a labor force and associated goods and services that cannot be fully met by local supply. Research has shown that where this occurs, foreigners and migrants may constitute the labor force, which may increase risks of GBV as a result of real or perceived involvement with incoming workers (Muller et al. 2019). Incoming workers rarely get to travel with their intimate partners from where they originate and instead seek to establish intimate relations with fellow workers or members of the host communities. Conflicts amounting to GBV may arise over a relationship-interest in the community or even in the workforce.
- (iv) **Resettlement process:** The resettlement process executed in response to land uptake for project development can create an environment for GBV to occur. Under Rwandan law, both men and women share equal land rights and both spouses typically sign the authorization for expropriation. However, there might be differences between couples over how to expend the compensation amount which can cause conflict over control of funds and in instances where women voice their entitlement to the compensation, the assertion can trigger violence from the spouse. Expropriation can also increase the risks of GBV where persons with decision-making power about resettlement and compensation abuse this power to sexually exploit vulnerable persons.
- (v) **Transient Workers:** Male workers transporting construction materials may take breaks along their travel routes. During these stops, drivers may seek sexual encounters with women in the area, potentially leading to various forms of GBV.
- (vi) **Interactions with Local Communities:** GBV risks can arise within host communities when migrant workers arrive without their families and possess significantly higher disposable incomes compared to local community standards. These risks can escalate when workers live within the host community, particularly in remote or rural areas. Workers may exploit their financial advantage to engage in transactional relationships, sexual harassment, violence, or the enticement of underage children for sexual purposes using their financial resources.

## 2.5 Forms of GBV that could potentially manifest

Gender Based Violence (GBV) in its various forms could potentially manifest in FRDP hence the need of a prevention and response plan. Manifestations of GBV may include, but not be limited to the following:

### ❖ **Physical violence.**

Physical assault: Beating, punching, kicking, biting, burning, maiming or killing, with or without weapons, often used in combination with other forms of gender-based violence **Perpetrated by spouse**, intimate partner, family member, friend, acquaintance, stranger, anyone in a position of power.



❖ **Emotional violence: can be verbal or non-verbal:** Abuse/humiliation: Insulting, degrading, demanding, and compelling the victim to engage in humiliating acts, whether in public or private, denying basic expenses for family survival. **Perpetrated by anyone in a position of power and control;** often perpetrated by spouses, intimate partners or family members in a position of authority.

❖ **Sexual violence: among others some of the typical sexual violence are indicated below:**

- ✓ **Rape:** The fact that a person is involved into sex inter without consent by force, intimidation, prices and others
- ✓ **Sexual abuse:** Actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal or coercive conditions. This type of violence is perpetrated by any person in a position of power, authority and control.
- ✓ **Sexual harassment:** Any unwelcome or unsolicited sexual attention, demand for sexual access or favors, sexual innuendo or other verbal or physical conduct of a sexual nature, or display of pornographic material. Sexual harassment at the work floor is harassment of a sexual nature that interferes with work, can be imposed as a condition of employment and creates an intimidating, hostile or offensive work environment. **This type of violence is perpetrated by employers, supervisors or colleagues, teachers, any person in a position of authority, or control.**
- ✓ **Sexual exploitation (SE)/Sexual slavery aimed at achievement of self-satisfaction:** Any abuse of a position of vulnerability, difference in power relation or abuse of trust for sexual purposes. It includes profiting monetarily, socially or politically from the SE of another person; SE is one of the purposes of trafficking in persons (performing in a sexual manner, forced undressing and/or nakedness, coerced marriage, forced childbearing, engagement in pornography or prostitution, sexual extortion for the granting of goods, services, assistance benefits, and sexual slavery). **This type of violence is perpetrated by employers, supervisors or colleagues, any person in a position of authority, or control.**

❖ **Socio-Economic Violence:**

**Economic Violence:** occurs when the abuser has complete control over the victim's money and other economic resources. **Discrimination and /or denial of opportunities, services: Exclusion, denial of access to education, health assistance or remunerated employment, denial of property rights.** Perpetrated by: Spouses, partners, family members, institutions, and organizations, government actors.

❖ **Early marriage:** Arranged marriage under the age of legal consent (sexual intercourse in such relationships constitutes statutory rape, as the girls are not legally competent to agree to such unions), Perpetrated by Parents, community members.

❖ **Intimate partner violence:** is actual or threatened physical or sexual violence or emotional and economical abuse directed towards a spouse, ex-spouse, current or former boyfriend or girlfriend, or current or former partner, It is also important to highlight the notion of "Intimate partner violence (IPV) since it is often observed in many societies, including Rwanda. IPV is actual or threatened physical or sexual violence or psychological and emotional abuse directed towards a spouse, ex-spouse, current or former boyfriend or girlfriend, or current or former dating partner." (Source: CDC, 2002)

**Examples:** □ **Physical:** slapping, kicking, burning, strangling ; □ **Sexual:** coerced sex through force, threats, intimidation etc.; □ **Emotional:** threats of harm, isolation, humiliation, stalking, preventing access to health care,

taking children hostage, □ **Economical:** with-holding funds, preventing access to employment, etc. **Source:** GBV training Module by MIGEPROF 2011.

The various forms of Gender-Based Violence (GBV) outlined within the context of KLP Connect project may potentially involve perpetrators such as teachers, parents, acquaintances, and family members. These forms encompass physical violence, emotional violence, sexual violence (including rape, sexual abuse, sexual harassment, and sexual exploitation), as well as socio-economic violence. Perpetrators could include spouses, intimate partners, family members, friends, acquaintances, strangers, individuals in positions of power, employers, supervisors, colleagues, and teachers. Recognizing and addressing these manifestations is crucial for implementing an effective prevention and response plan within the project framework.

### 3 POLICY, LEGAL AND INSTITUTION FRAMEWORK

#### 3.1 National Laws and Policies concerning GBV

This Section summarizes the national laws and policies concerning GBV, as well as their provisions.

**Table 5: Summary of Legal and Regulatory provisions**

Name of Provision	Provisions
<b>The Constitution of the Republic of Rwanda of 2003 Revised in 2015</b>	Enshrines the principles of gender equality and women's rights and provides for the minimum 30% quota for women in all decision-making positions
<b>The National GBV Policy, July 2010</b>	The policy acknowledges GBV as a cross-cutting issue, thus a multi-sectoral approach is required. The Policy is geared towards achieving a society free of GBV, which is in line with the country's National Transformation Strategy and complements the National Gender Policy.
<b>The National Gender Policy</b>	Highlights principal guidelines on which sectoral policies and programs will base to integrate gender issues in their respective social, cultural, economic and political planning and programming.
<b>Law N° 51/2007 of 20/09/2007 determining the responsibilities, organization and functioning of the Gender Monitoring Office in Rwanda</b>	Determines the organization, responsibilities and functioning of the Gender Monitoring Office. The law considers as GBV any behavior aimed at sexual relations or any other sexual behavior which affects the dignity of a male or a female victim, whether such behavior may be from a superior at the work place, school or whether from families as well as from elsewhere.

Name of Provision	Provisions
<b>Law No.59/2008 on the Prevention and Punishment of Gender-Based Violence</b>	The law aims at preventing and ensuring punishment of GBV crimes in all its forms. It considers GBV any act that results in a bodily, psychological, sexual and economic harm because of gender, and such act will result in the deprivation of freedom and negative consequences.
<b>Law N° 43/2013 of 16/06/2013 governing land in Rwanda</b>	Guarantees equal rights for men and women on land access, ownership and utilization
<b>Organic Budget Law no. 12/2013, instituting Gender-responsive Budgeting</b>	Enforces accountability measures for gender sensitive resource allocation across sectors programs and projects through Gender Budget Statements; a mandatory annex of the Budget Framework Paper submitted to both chambers of Parliament.
<b>National Strategy for Transformation (2017-2024)</b>	The Strategy states that Ministries and Districts strategies are required to integrate gender as a cross-cutting pillar and GBV into their planning.
<b>Law N°68/2018 of 30/08/2018 determining offences and penalties in general</b>	Penalizes crimes related to child defilement; adultery; physical and sexual violence on his/ her spouse; concubines; bigamy or officiating at bigamy; playing a role in forced cohabitation; harassment of a spouse; sexual harassment; fraudulent use of family property and denial, on grounds of marriage, of freedom to practice family planning
<b>Ministerial Order N° 133/MOJ/AG/18 of 04/06/2018 on court fees in civil, commercial, social and administrative matters</b>	Provides for the exemption of court fees for representatives of children who filed complaints for the payment of damages, in criminal cases related to child defilement
<b>Law N° 27/2016 of 08/07/2016 governing matrimonial regimes, donations and successions</b>	It provides equal treatment of legitimate children in succession without any discrimination between male and female children and right of the surviving spouse to take part in succession
<b>Law N°32/2016 of 28/08/2016 Governing Persons and Family</b>	The Law governs natural persons and family as well as relations between persons. It contains different provisions relating to rights and obligations of both men and women
<b>Law N°003/2016 of 30/03/2016 Establishing and Governing Maternity Leave benefits Scheme</b>	This Law establishes and governs maternity leave benefits scheme. It guarantees security for women employment and for the protection of the child.

Name of Provision	Provisions
<b>Prime Minister's Order N°001/03 of 11/01/2012 determining modalities in which Government Institutions Prevent and Respond to Gender Based Violence</b>	The law confers responsibility to all government institutions for GBV prevention and Response and Reporting.
<b>Ministerial Order N°001/08.11 of 11/02/2014 on Court Fees for Criminal Matters (Art. 2, P.38)</b>	It provides for the exemption of court fees for cases relating to the protection of a child's rights and the fight against sexual violence.
<b>Law N°71/2018 of 31/08/2018 relating to the protection of the child</b>	it provides protection for children against shows, records and adverts of child pornographic images, picture or voice and images
<b>Law N° 66/2018 of 30/08/2018 regulating labor in Rwanda</b>	Provides for Equal opportunities and equal pay for women and men; rights to full salary to a female employee who gives birth during 3 months of maternity leave and the breastfeeding period; working conditions for a pregnant or breastfeeding woman and prohibits sexual harassment in the workplace

### 3.2 World Bank Group Policies and guidance on addressing GBV;

- ❖ **The World Bank Group Gender Strategy FY16–23** provides a framework to expand equal opportunities for women and girls through investments and policy reform and addresses GBV issues.
- ❖ **The WB Environmental and Social Framework** sets out the WB's commitment to sustainable development through a Bank Policy and a set of environmental and social standards that are designed to support borrower's projects with the aim of ending extreme poverty and promoting shared prosperity. Ensuring safety of communities including addressing GBV in the implementation of world bank financed projects is key.
- ❖ **The WB Good Practice Note (GPN)** assists Task Teams in identifying risks of SEA/SH that can emerge in IPF involving major civil works contracts – and to advise Borrowers on how to best manage such risks; Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works; Assessing and Managing the Risks of Adverse Impacts on Communities from Project-related Labor Influx; etc.
- ❖ **GM for sexual exploitation and abuse and sexual harassment in World Bank financed projects.** This note provides World Bank task teams with information about SEA/SH GMs so they can then effectively advise Borrowers in setting up or adapting grievance mechanisms to cater to the safe and ethical uptake of SEA/SH allegations.

### 3.3 International Instruments related to GBV response

Specific international instruments and treaties relevant to GBV to which Rwanda is a signatory include:

- ❖ Universal Declaration of Human Rights (UDHR, 1948).

- ❖ UN General Assembly, Declaration on the Elimination of Violence against Women (1993)
- ❖ Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979) and its Optional Protocol (1998).
- ❖ UN General Assembly Resolution 52/86 on Crime Prevention and Criminal Justice Measures to Eliminate Violence against Women (1998)
- ❖ Convention against Torture and other Cruel Inhuman or Degrading Treatment or Punishment (2008)
- ❖ International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
- ❖ International Covenant on Civil and Political Rights (ICCPR, 1966).
- ❖ International Covenant on Economic, Social and Cultural Rights (ICESCR, 1966).
- ❖ Convention on the Elimination of All Forms of Racial Discrimination (CERD, 1969).
- ❖ Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT, 1984).
- ❖ Convention on the Rights of the Child (CRC, 1989).
- ❖ Beijing Declaration and Platform for Action (1995).
- ❖ Convention on the Rights of Persons with Disabilities and its Optional Protocol (CRPD, 2008)
- ❖ United Nations Security Council Resolutions 1960; 1325; 1820; 1888

### 3.4 Institutional Framework

Several relevant institutions at all levels are directly and/or indirectly engaged in the implementation of GBV AP. The details of institutional framework depicted in Table 6 and 7 below. The below Tables 6 and 7 also encompasses a description of the role of the two implementing agencies (RTDA and MINICOM) in developing and implementing the GBV AP. Also identify any staff dedicated to implementing the GBV AP. Section 1.1 mentions that the project social safeguard specialist will serve as the SEA/SH GBV main focal person. This GBV AP annexed the Terms of Reference for the GBV specialist, which helps during the recruitment of the specialist. The ToR clearly outline the expectations of their role in ensuring that GBV risks, and mitigation measures are properly reflected in the action plan and are implemented; coordinating the GBV AP implementation program; etc.

**Table 6: GBV ACTORS**

Actors	Role description
<b>Community health workers</b>	Community health workers deliver basic health services to survivors at the village level. There are at least three community health workers in each village attending to basic care, child illness and maternal health. The workers also respond to GBV cases.
<b>Isange One Stop Centers</b>	IOSCs are widely-known GBV services provider in the country and are the main service providers for GBV survivors. IOSCs provide 24/7 holistic support to survivors of GBV and child abuse at no cost. They operate a GBV toll-free line and run centers situated at the district hospitals and have been expanding, with 44 now functioning all over the country, The centers receive GBV cases directly and also through referrals from other actors including the police and local administrators.

Actors	Role description
<b>Health Centers</b>	Health centers are one of the first stops when GBV survivors seek help from the health care system. This assistance includes, but is not limited to HIV testing, counseling, emergency contraceptives, anti-tetanus injections, collect evidence which can be used in court and make referral to the Police. These services are offered free of charge.
<b>Rwanda Investigation Bureau</b>	The RIB is an autonomous government body responsible for prevention, detection, and investigation of crime. The bureau has dedicated officers who provide rapid, survivor-focused response to GBV. Each District hospital has a designated RIB officer who is required to respond promptly to GBV cases.
<b>Rwanda National Police</b>	The RNP has dedicated gender desks for reporting GBV cases in each station. The institution coordinates with hospitals to facilitate access to medical care for GBV survivors. The staff has received specific training on GBV. The Gender Desks provide services to victims and, in many cases, are the first point of reference at the Police station.
<b>Rwanda Defense Forces</b>	Similar to the RNP, RDF has dedicated gender desks for reporting GBV cases and the officers coordinate with hospitals to facilitate access to medical care for GBV survivors. The staff manning the desk has received specific training on GBV.
<b>Access to Justice Bureaus</b>	These function at the district level with three lawyers per District offering free legal aid legal aid to poor and vulnerable citizens. The bureaus advise Cell-level justice system (Abunzi) on legal matters, and they also handle GBV cases.
<b>National Women's Council</b>	The National Women's Council is an organ responsible for advocacy, capacity building, and social mobilization under the guidance and supervision of the Ministry of Gender and Family Promotion. The Council is in all administrative levels. Under the GBV Policy, the Council is responsible for raising public awareness on laws pertaining to GBV and ensuring that women know their rights. It is also meant to have a proactive role in identifying issues of GBV at the community level and linking up with relevant organizations.
<b>National Gender and Family Cluster</b>	The main object of NGFC is to strengthen coordination mechanisms to support MIGEPROF and other National Gender Machinery institutions to promote gender equality, family promotion, and child rights promotion and protection, as well as to utilize partner efforts to improve interventions, synergize and avoid duplication.
<b>The Ministry of Gender and Family Promotion</b>	The Ministry of Gender and Family Promotion (MIGEPROF) is the Central Government institution mandated to ensure strategic coordination of the implementation of national policies, strategies and programs regarding the promotion of the family, gender and children's rights' protection to facilitate their integration in the socio-

Actors	Role description
	economic and political context of Rwanda. MIGEPROF has a technical working group focusing on a comprehensive approach to combating gender-based violence
<b>Gender Monitoring Office</b>	These offices are affiliated to Office of the Prime Minister and operate at District level and work to ensure that GBV is fully mainstreamed into District development planning and resource allocation. GMO monitor the respect of gender equality principles, promote gender accountability at all levels and fight against Gender Based Violence and related injustices.
<b>Ministry of Local Government (MINALOC)</b>	At the local level, MINALOC and Districts are mandated to develop short-and long-term plans for integrating the GBV policy into development plans, assigning budgets to these programs, and ensuring policy actions are implemented.
<b>Friends of Families (inshuti zu muryango)</b>	This is a community-based organization with a network of volunteers who work to protect children and women against abuse. The organization has adopted a two-way approach where community members with GBV cases can approach the volunteers directly and the volunteers can also approach community members if they get wind of GBV allegations.
<b>Parents' Evening Forum (Umugoroba wa babyeyi):</b>	Parents' Evening Forums bring together parents at village-level to discuss ideas for better family cohesions on a range of topics, including measures to prevent GBV and promote gender equality in the family setting. Community members present their issues at the forum for discussion and resolution.
<b>GBV committees</b>	These committees are decentralized structures from the grassroots to the national level that deal with issues of GBV. Their function varies at each level, ranging from sensitization, home visits, rescue, advocacy, referral, and the reporting of statistics on GBV. Committees consist of representatives of Police, Children's Forum, Youth and Women's Councils, religious organizations, and the education and welfare sectors.
<b>Anti-GBV Child protection committees</b>	The creation of Child Protection Committees at different administrative levels carries out awareness raising on gender-based violence. These Committees also provide an opportunity to gathering information and coordinating services.
<b>Abunzi (mediation committees)</b>	Abunzi are traditional institutions of conflict resolution that are recognized as part of the national justice system. They are the first access point, even before the courts, for disputes, criminal cases, and civil cases involving disputes over small-value property. These mediation mechanisms are deeply rooted in Rwandan culture and are perceived as highly approachable since community members mediate the issues.



Actors	Role description
Grassroots structures including: community anti-GBV committees, school-based anti-GBV clubs, Umugoroba w'Ababyeyi, Inshuti z'Umuryango,	The grassroots structure has taken up the role of carrying out campaigns which have been helpful in raising awareness on GBV, community policing and encouraging transformational attitude and behavior change.

**Table 7: List of Institutions and their interests and responsibilities**

No	Institution Agency	Key interests and responsibilities
1	<b>MIGEPROF</b>	plays a crucial role in the prevention of gender-based violence (GBV). It works to develop and implement policies and programs aimed at reducing GBV and supporting survivors.
2	<b>GMO</b>	Responsible for ensuring that these efforts of gender monitoring are effectively implemented and progress is monitored
3	<b>NWC</b>	Responsible for advocacy, capacity building, and social mobilization under the guidance and supervision of the Ministry of Gender and Family Promotion.
5	<b>Isange One Stop Centre Rwanda</b>	With its initiative to complement existing efforts to prevent, respond to GBV and violence child abuse, it will help in awareness campaigns alongside Byumba urban roads and/or conducting investigation against GBV and VAC crimes in the project area.
<b>Other stakeholders</b>		
1	<b>Rwanda Green Fund (FONERWA)</b>	Mobilize the resource required for the project and support in the project monitoring and gender mainstreaming
2	<b>Disability Rights Organizations</b>	To ensure that their specific needs and concerns are addressed If the project includes a focus on individuals with disabilities.
3	<b>Community Leaders:</b>	Community leaders, such as village chiefs and community organizations, can offer valuable input regarding local customs, traditions, and gender roles, helping to contextualize the assessment.



No	Institution Agency	Key interests and responsibilities
4	<b>Local Government and Authorities</b>	Engage with local government officials, including municipal or district representatives, who can provide insights into local gender dynamics and policies that may impact the project
5	<b>Rubavu, Rutsiro, Karongi Districts</b>	Districts are responsible for monitoring the project implementation in close collaboration of all stakeholders mainly RTDA, Supervision firm, contractor and local community. Conduct expropriation of properties to be affected by the project in accordance with the Expropriation Law. Mobilize the local community mainly women to be engaged in the project activities implementation., engage with local communities to foster a culture of zero tolerance for GBV. This involve working with religious and community leaders to challenge harmful cultural norms and practices that perpetuate GBV

## 4 PUBLIC CONSULTATION

### 4.1 Approaches used for Evaluating Significant GBV risks

The GBV were assessed through public consultations where information was collected from the community with a special focus on women and girls, their inputs, feedback, and opinions were gathered in Public Meetings (Table 8). These gatherings allow for face-to-face interactions and discussions with community members and other relevant stakeholders. The approaches during consultation used was as follow:

- ❖ **Focused Groups:** Women representatives, women cooperatives, and teenage mothers convened to engage in a dialogue about women's requirements and gender inequalities the outcomes of which will be elaborated upon in a gender action plan.
- ❖ **Public Hearings:** Communities were invited and assembled, the project was presented and community members shared insights into the significant gender disparities present in their locality.
- ❖ **Stakeholder Consultation:** Community-level organizations such as cooperatives and church leaders were actively involved and received detailed explanations about the project.
- ❖ **Interviews:** In-person dialogues and conversations were conducted to evaluate women's requirements and identify gender disparities
- ❖ **Open Meetings:** Communities people and road users were extended invitations, granting individuals the opportunity to engage, pose inquiries, and articulate their perspectives freely.

**Table 8: Summary of Consultation conducted by date and number of participants**

Dates	Activity	Total Number of Participants	Female	Male
7/2/2023	Focused Groups	168	73	95
8/2/2023	Stakeholder Consultations	72	28	44
9/2/2023	Interviews	145	68	77
10/2/2023	Open Meetings	176	79	94
Total		558	248	310

**Table 9: Summary of list of consulted KLPCDP stakeholders by date and location**

District	Sector	Cell	Date of the Consultation	Target group participants	Male	Female	Total Participants
Kicukiro	Masaka	Gako	10/3/2023	The Community along the road that are likely to be affected by the road project	36	16	52
Rwamagana	Nyakariro	Gatare	08/3/2023	The Community along the road that are likely to be affected by the road project	42	31	73
		Munini	08/3/2023	The Community along the road that are likely to be affected by the road project	30	25	55
		Bihembe	08/3/2023	The Community along the road that are likely to be affected by the road project	36	13	49
Bugesera	Ruhuha	Gikundamvura	10/3/2023	The Community along the road that are likely to be affected by the road project	104	36	140
	Musenyi	Nyagihunika	10/3/2023	The Community along the road that are likely to be affected by the road project	54	42	96
	Nyamata	Murama	09/3/2023	The Community along the road that are likely to be affected by the road project	123	39	162
		Kanazi	10/3/2023	The Community along the road that are likely to be affected by the road project	54	25	79

District	Sector	Cell	Date of the Consultation	Target group participants	Male	Female	Total Participants
	Ririma	Nyabagendwa	9/3/2023	The Community along the road that are likely to be affected by the road project	58	32	90
	Ririma	Kabeza	9/3/2023	The Community along the road that are likely to be affected by the road project	40	34	74
	Mareba	Rugarama	7/3/2023	The Community along the road that are likely to be affected by the road project	42	54	96
		Bushenyi	7/3/2023	The Community along the road that are likely to be affected by the road project	33	27	60
	Juru	Rwirume	07/3/2023	The Community along the road that are likely to be affected by the road project	16	12	28
		Kabukuba	07/3/2023	The Community along the road that are likely to be affected by the road project	63	38	101
Total of consulted People					731	428	1,159

## 4.2 GBV Key Issues raised During public consultation/ Community Engagement

In the context of Gender-Based Violence (GBV), key issues raised during public consultation and community engagement have illuminated the critical role of community involvement in comprehending and addressing the root causes and consequences of GBV, including SEA/SH within a specific KLPCD project implementation area. The primary purpose of this assessment was to identify and analyze the GBV challenges and inequalities experienced by individuals, particularly women and marginalized communities, along the project area. The following aspects in the context of GBV captured during the consultation session:

- (i) **Economic Disadvantages:** During this evaluation, it became evident that women face significant economic disadvantages, primarily as a result of being excluded from employment opportunities, further perpetuating their vulnerability to gender-based violence.
- (ii) **Gender Prejudices and Stereotypes:** Through community engagement, participants revealed the prevalence of deep-seated gender biases and stereotypes within the community. These harmful stereotypes contribute to women adopting submissive gender roles, making them more susceptible to GBV.
- (iii) **Gender-Based Violence Prevalence:** In the community slated for project implementation, the likelihood of various forms of gender-based violence is a pressing concern. However, comprehensive measures to address this issue have been established and are detailed in the gender action plan, signaling a commitment to combat GBV effectively.
- (iv) **Cultural Norms and Beliefs:** Throughout the assessment, it became evident that the surveyed community held traditional cultural beliefs that were not inclusive of all genders. There was a prevailing notion that women and girls, when involved in certain tasks, were perceived as potentially hindering progress, which contributes to the GBV risk.
- (v) **Social Stigma and Discrimination:** The results from community engagement highlighted the presence of social stigma and discrimination against women and girls, impacting their access to essential services, employment opportunities, and social interactions. Nonetheless, appropriate mitigation measures have been established to address these issues, signaling an effort to reduce GBV risk.
- (vi) **Child Labor Concerns:** In the course of community engagement, certain participants raised the issue of child labor, which, although occurring to a limited extent, is a cause for concern. Nevertheless, suitable measures to mitigate this issue have been incorporated into the gender action plan, demonstrating a proactive approach to protect vulnerable children from harm.

## 5 GBV ACTION PLAN

Gender-Based Violence (GBV) Action Plan (GBV AP) is a strategic plan to address and combat gender-based violence. GBV refers to any form of violence directed at an individual or group based on their gender or perceived gender roles. This action plan outlines specific goals, objectives, and strategies aimed at preventing and responding to GBV in the project. It typically includes measures such as legal reforms, awareness campaigns, support services, and training programs to address the root causes and consequences of gender-based violence within a particular community or jurisdiction.

This GBV Action Plan has been formulated as a component of continuous endeavors to establish and uphold a secure atmosphere within the project's designated localities, with an unwavering commitment to eliminating GBV. The plan encompasses distinct initiatives tailored to the project's context, aligning with Rwandan legal mandates and adhering to the stipulations set forth by the World Bank ESF, for the purpose of mitigating GBV risks inherent to the project.

## **5.1 Objectives of GBV Action Plan**

The Plan aims to achieve the following objectives:

- (i) Enhance the safety and protection of vulnerable women, girls, men, and boys by mitigating GBV risks and ensuring their access to dignified response services.
- (ii) Strengthen coordination and establish connections with existing GBV structures to provide survivors of project-related GBV cases with access to appropriate care, including rehabilitation and reintegration support.
- (iii) Integrate GBV prevention and response into all facets of the project, complementing the measures outlined in the C-ESMPs (Contractor's Environmental and Social Management Plans).
- (iv) Raise awareness and fortify systems for preventing GBV, including Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), by mitigating risk factors and reinforcing community protection strategies.

The GBV Action Plan outlines the strategies in which the project will implement to address GBV, including SEA/SH risks in the project intervention areas, delineates the response protocol for any GBV incidents that may occur, and delineates the approach for monitoring and evaluating the Action Plan's effectiveness. The detailed of GBV Plan is depicted in Table 9 below.

## **5.2 Key measures**

As part of the Bank's initiative to integrate GBV in the KLPCConnect, GBV risk mitigation measures should be planned. Key elements of the plan include:

- Create awareness on GBV mitigation and response mechanisms within the implementing agency, PIU and contractors.
- Monitor GBV Risks and ensure it is adequately addressed in safeguard instruments.
- Updating ESMPs and C-ESMPs to include the GBV Action Plan.
- Stakeholder consultations including the participation of the communities that will take place throughout the project's life, every six months, will help inform GBV risks mitigation in the project.
- The RTDA and MINICOM SPIUs Social Safeguards Specialist 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.
- The RTDA and MINICOM SPIUs -Social safeguard Specialist to work with the Ministry of Gender, Ministry of Health, NGOs, GBV networks and other Multi-sectoral service providers to develop GBV referral pathways.
- Publicly post or otherwise disseminate messages prohibiting GBV at project intervention sites, whether the project workers are perpetrators or survivors. This can include the development, adaptation, translation and dissemination of communication materials (through local and community radio, posters, banners, at community forums etc.) outlining unacceptable behavior on GBV and where relevant referencing existing staff

rules for civil servants, NGOs, and other actors in the project activities that may already be in place. Key messages to be disseminated shall include;

- ✓ No sexual or other favor can be requested;
  - ✓ Project staff are prohibited from engaging in sexual exploitation and abuse;
  - ✓ Any case or suspicion of sexual exploitation and abuse can be reported to the relevant authorities and;
  - ✓ The importance of timely services/services available.
- Project staff will sign Codes of Conduct (CoC);
    - ✓ CoC can be mentioned in routine project protocol briefings
    - ✓ Include session on SEA/SH awareness training, in the training and capacity building of the project team.
    - ✓ The focus will be on sharing key messages (as above) with project staff including contractors and their staff.
  - The implementing entity should focus on establishing a referral pathway and training/orienting service providers/key stakeholders, at least on the guiding principles.

### **5.3 GBV Plan**

- Establish GBV sensitive channels for reporting in the project Grievance Redress Mechanism (GRM)
- Clearly define the GBV requirements and expectations in the bidding documents and the necessary actions in the CoCs. See annex 2.
- The project relevant sites will ensure that separate on the site toilet and hygiene facilities are available and functional for men and women working, including inside-locking doors and appropriate lighting.
- Coordinate with school communities and organize activities/disseminate information on GBV targeting adolescent girls
- Operationalization of this GBV Plan: Project Annual Work Plan and Budget.
- The RTDA and MINICOM will ensure the commitments and planned activities in this GBV AP are operationalized through the project's annual work plan and budget. RTDA and MINICOM must include environmental and social activities in this GBV AP with the estimated budget in the annual work plan and budget.

**Table 10: GBV Plan**

Management & Coordination				
Key Strategic Goals	Key Actions	Timing for Action	Responsibility	Key Performance measure/ indicator
<b>Integrating GBV AP into project management</b>	Identify the Actors involved in GBV Plan, in the neighboring communities of the project. This should evaluate service providers' capacity to offer survivor-focused services, such as GBV case management, victim advocacy, and referrals to external services. Ensure that the LMP incorporates the measures set out in the GBV AP	Preparation Implantation	RTDA/Contractor	Letter of commitment
	Develop a <b>GBV</b> Action Plan including an Accountability and Response Framework Develop GBV prevention & mitigation measures. Strengthen institutional capacity for GBV/SEA/SH risk prevention and response, including hiring of GBV specialist and capacity training	Preparation Implementation (before civil works commence)	RTDA/Contractor / Monitoring & Supervision Consultant	GBV mitigation measures reflected in updated CESMP
	Allocate funding and resources for the execution of GBV-related initiatives	Preparation	RTDA/Contractor ; Monitoring & Supervision Consultant	GBV internal reporting procedures
	Create internal protocols for reporting GBV allegations to guarantee accountability in individual cases	Preparation Implementation	Contractor & RTDA	Timely implementation of actions without budget shortfalls
	All employees of the Contractor and third-party entities, (suppliers, subcontractors,	Preparation Implementation	Contractor;	Records of communication; Conspicuous IEC material



Management & Coordination				
Key Strategic Goals	Key Actions	Timing for Action	Responsibility	Key Performance measure/ indicator
	service providers) should sign the Code of Conduct (CoC). <b>Contractors and</b> employees etc. should sign the CoC.		Monitoring & Supervision Consultant	
	Send reminders to project workers about the project's strict stance against any type of GBV using various communication methods such as text messages, emails, letters, and informational materials.	Implementation	Contractor; Monitoring & Supervision Consultant	No. of Contractors, MSC and third parties' workers that have signed CoC: No of Contractors, MSC and third parties' workers that have attended CoC training
	Disciplinary actions, as outlined in the Code of Conduct and employment contracts, are enforced in compliance with the law, without regard to one's position within the project hierarchy.	Implementation	WB/RTDA	No. of complaints received; No. of complaints handled in a safe, ethical & confidential manner; No. of referrals to authorities
	Supervise the actions of GBV service providers involved in the project	Implementation	Monitoring & Supervision Consultant, RTDA	Service provider compliance with ToR/ MoU; Records of activities by service providers
	Effectively track and oversee the activities of the Grievance Mechanism (GM) to ensure the safe, ethical, and confidential receipt of GBV complaints, as well as appropriate referrals to the relevant authorities Effectively track and ensure the establishment and function of workers GM.	This needs to be throughout the project cycle, not just during preparation.	RTDA/Monitoring & Supervision Consultant, RTDA	HR records of actions taken on perpetrators consistent with CoC, Contract and local labor labors
<b>Integrating Measures for Gender-Based Violence Plan within the</b>	Orient employees to the Code of Conduct, which must encompass a strict stance against all types of Gender-Based Violence, and	Implementation	Human Resource Managers	Incorporation of GBV clause in new contracts

Management & Coordination				
Key Strategic Goals	Key Actions	Timing for Action	Responsibility	Key Performance measure/ indicator
Framework of Human Resource Management	ensure their acknowledgment by having them sign the CoC. Integrate GBV/SEA/SH risk management into the C-ESMPs.			
	Establish protocols for conducting thorough due diligence and reference checks regarding past incidents of GBV-related behavior when considering potential project staff.	Preparation Implementation	RTDA/Human Resource Managers	Due diligence procedures on GBV
	<b>Codes of Conduct signed and understood:</b> To ensure compliance with the Code of Conduct (CoCs), Ensure clarity in understanding CoC requirements for signatories. Obtain signatures from all individuals present at the project site. Provide training on behavior expectations outlined in the CoCs for project staff. Share CoCs, including visual aids, and engage in discussions with employees and local communities. Establish a suitable Accountability and Response Framework.  Incorporate a GBV prohibition clause and corresponding disciplinary measures into employees' contracts and the Code of Conduct, ensuring alignment with local labor	Initiated prior to contractor mobilization and continued during implementation.	RTDA/Contractors	No. of workers that have signed CoC: No of workers that have attended CoC training

Management & Coordination				
Key Strategic Goals	Key Actions	Timing for Action	Responsibility	Key Performance measure/ indicator
	laws, and effectively communicate these provisions to the workforce.			
	Provide onsite regular trainings in GBV topics, particularly SEA/SH and child abuse	Implementation	RTDA/ Contractor	Participants register; Training material; photographs
	Consistent Education on Preventing Child Labor and the Relevant Legal Regulations  <b>Review the GM's reception and processing of complaints</b> to ensure that the protocols are being followed in a timely manner, referring complaints to an established mechanism to review and address GBV complaints.	Implementation	RTDA/Contractor	Monthly report
<b>Third party cooperation (sub Contractor )</b>	Invite third-party representatives (sub-contractors and suppliers) to participate in specific GBV training sessions and ensure that they sign on code of conduct.	Preparation Implementation	Contractors	Code of Conduct, contracts/ letters of agreement or MoU signed by third parties
	Integrate essential provisions regarding GBV prevention into contracts, letters of agreement, and Memoranda of Understanding (MoU) with third parties, including subcontractors, and service providers.	Preparation	Contractors	No. of third parties inducted on CoC; No. of third parties that sign CoC relative to total number
<b>Improving Safety</b>	Offer gender-specific, readily accessible, and clearly marked restroom facilities for both males and females	Preparation	Contractors	Existence of separate, easily accessible and well labelled sanitary facilities
	Identify and collaborate with providers of recognized "safe havens" within the community where survivors can find shelter	Preparation Implementation	GBV Service providers; Contractors	Signed MoU with operators of "safe spaces"

Management & Coordination				
Key Strategic Goals	Key Actions	Timing for Action	Responsibility	Key Performance measure/ indicator
	while awaiting assistance and referral to relevant authorities.			
	Arrange both initial training and periodic refresher sessions for the GBV committee.	Implementation	RTDA; GBV Specialist	Trainings done at stipulated intervals; Records of Trainings
	Continuously promote awareness among employees and local communities about the established protocols for holding individuals accountable and imposing sanctions on staff who have breached GBV clauses in the Code of Conduct	Implementation	GBV service providers; Contractors	No. of awareness campaigns conducted; Records of awareness campaigns conducted
<b>Sustained efforts to raise awareness and facilitate the exchange of knowledge</b>	Carry out on going sensitization and awareness campaigns targeting school children along the corridor	Prior to works commencing.	GBV service providers; Contractor	No. of awareness campaigns conducted in schools; Records of awareness campaigns conducted
	Prominently showcase Information, Education, and Communication (IEC) materials like posters and billboards that explicitly prohibit GBV in project zones	Prior to works commencing.	RTDA/ GBV service providers; Contractors	Presence of IEC material in project intervention areas
	Raise awareness among workers and local communities about the grievance procedures for GBV incidents, regardless of whether they are validated	Preparation Implementation	RTDA/GBV service providers; Contractors	Records of sensitizations carried out
	Conduct periodic consultations with women, children, and other vulnerable populations regarding project-associated risks, reporting procedures, response protocols, and the identification of potential GBV-related concerns that may emerge.	Prior to works commencing. Implementation	GBV service providers; Contractors	Records of consultations with women, children & other at risk groups

Management & Coordination				
Key Strategic Goals	Key Actions	Timing for Action	Responsibility	Key Performance measure/ indicator
	Identify and chart the locations of GBV service providers within the project vicinity	Preparation Implementation	RTDA/Contractor's GBV Service provider	Database of local GBV service providers
	Liaise with stakeholder to obtain information on mapping of GBV high risk area/"hot spots" or vulnerable target areas that are most susceptible to GBV risks	Prior to works commencing.	RTDA/Contractor's GBV service providers in liaison with stakeholders	Data on GBV "hot spots" or vulnerable target areas
	Regularly engage with stakeholders handling GBV including local gender desks at police stations, MIGEPROF officers & Isange One Stop Centers etc. to keep abreast with information	Prior to works commencing. Implementation	Contractor's Gender specialists & GBV service providers	Records of engagement
	Devise ways to engage men & boys in the project and communities in anti-GBV awareness campaigns as key partners of change	Prior to works commencing. Implementation	RTDA/Contractor's	List of activities for males in awareness campaigns; evidence of male participation in activities
<b>Strategic collaboration with stakeholders</b>	Together with stakeholders, organize trainings for service providers involved in GBV to strengthen their capacity		RTDA	Records of trainings; training manual
	Collaborate with stakeholders to arrange capacity-building training sessions for GBV service providers, aiming to enhance their skills and expertise.		RTDA	Records of trainings; training manual
	Develop internal mechanisms to receive, process and escalate GBV complaints with	Preparation Implantation	RTDA/Contractor	Internal reporting & response protocols in place

Management & Coordination				
Key Strategic Goals	Key Actions	Timing for Action	Responsibility	Key Performance measure/ indicator
	complete confidentiality & adhering to survivor-centered requirements			
	Facilitate survivors access to health care, including collection of forensic evidence & obtaining treatment.	Implantation	Contractor's; GBV service providers	Records of support provided to survivors through service providers
	Connect victims with GBV service providers	Implementation	GBV service providers; relevant authorities	Records of support provided to survivors through service providers
<b>Confidential grievance mechanism with safe, ethical &amp; completely confidential documentation</b>	Facilitate survivors access to free legal aid if they choose to seek legal redress	As necessary	Contractor; GBV service providers	Records of support provided to survivors through service providers
	Enforce disciplinary measures in this Plan, consistent with the CoC, Contracts & local laws on workers found by authorities culpable of perpetrating GBV	As necessary	Contractor	Records of disciplinary measures taken
	Enforce disciplinary measures in this Plan, consistent with the CoC, Contracts & local laws on workers found by authorities culpable of perpetrating GBV	As necessary	Contractor	Records of disciplinary measures taken
<b>Victim – Centered rehabilitation and reintegration</b>	Carry out inspections to monitor implementation of GBV prevention and mitigation plan. Undertake regular M&E of progress on GBV plan activities, including reassessment of risks as appropriate	Implementation	GBV & Social Specialists of Monitoring & Supervision Consultant, District & RTDA	Ongoing progress reporting
	Monitor the effectiveness of GBV GM	Implementation	RTDA	No. of GBV complaints received:

Management & Coordination				
Key Strategic Goals	Key Actions	Timing for Action	Responsibility	Key Performance measure/ indicator
				No. of complaints escalated & resolved by relevant authorities No of complaints resolved within stipulated timeframes
	Evaluate effectiveness of the GBV Plan & update as needed	Implementation	RTDA	Updated GBV Plan
	Develop safe & confidential information management system for storing GBV related data to enable M&E . These key actions appear related to monitoring.	Implementation	Contractors, Monitoring & Supervision Consultant; RTDA	Information management system meeting requirements

#### 5.4 Reporting During Project Implementation

The reporting system for sexual exploitation and abuse on the project is a vital component of our commitment to maintaining a safe and respectful environment. It serves as a structured mechanism to document and address incidents of sexual exploitation and abuse, ensuring that any such occurrences are promptly reported, investigated, and appropriate actions are taken to support survivors and hold wrongdoers accountable. This system plays a crucial role in upholding the project's integrity, values, and commitment to the well-being and safety of all individuals involved. Table 10 below indicate Proposed reporting of GBV/SEA & SH during KLP implementation.

**Table 11: Proposed reporting of GBV during KLP implementation**

Who	To Whom	What	Timing for Action	Objective
<b>GRM Operator</b>	RTDA to report to the World Bank  for incidents to be reported to the PIU within 24 hours and to the WB within 48 hours.	Reporting GBV allegations with four key data: <ul style="list-style-type: none"><li>• Nature of the case</li><li>• Age and/or sex (if available).</li></ul>	As soon as becomes known	RTDA to monitor response. For Bank to report to management in accordance with Environment and Social Incident Response.
<b>GBV Service Provider (contracted to project)</b>	RTDA supervising engineer  provider reports to the GBV specialist in the SPIUs.	Aggregate data on case load: <ul style="list-style-type: none"><li>• Number of GBV cases received/referred by the GRM, disaggregated by age and by sex;</li><li>• Number of cases open, and the average time they have been open; and</li><li>• Number of cases closed, and the average time they were open.</li></ul>	Monthly	To ensure accountability of GBV service provider particularly if financial support is being provided for victim support.
<b>Site Supervising Engineer</b>	RTDA	<ul style="list-style-type: none"><li>• Status on the implementation of project's</li><li>• GBV Action plan</li></ul> <p>The agreed project GBV indicators, such as:</p> <ul style="list-style-type: none"><li>• Successful implementation of agreed GBV plan Action Plan</li></ul>	Monthly	Part of overall supervising Engineer's duty to monitor day-to-day activities and implementation of project's CoC.



Who	To Whom	What	Timing for Action	Objective
		<ul style="list-style-type: none"> <li>• Number of training courses related to</li> <li>• GBV delivered;               <ul style="list-style-type: none"> <li>○ Percentage of workers that have signed a CoC;</li> <li>○ and/or Percentage of workers that have attended CoC trainings;</li> </ul> </li> <li>• The GRM is functioning correctly for receiving and resolving complaints;</li> <li>• The GRM indicators; and</li> <li>• An appropriate mechanism to resolve GBV complaints is established and functional.</li> </ul>		
RTDA	WB	<ul style="list-style-type: none"> <li>• Project GBV indicators; and</li> <li>• GRM indicators (as supplied by the supervising Engineer).</li> </ul>	In accordance with project legal agreements	In accordance with the standard Project reporting.

### 5.5 Estimating Budget for GBV Action Plan implementation

Enhancing Capacities and Allocating Budget for Implementing GBV Prevention and Response Action Plans (GBV PR AP) in the Project

No	Capacity Building	Proposed Budget ( Frw )
1	Enhancing GBV prevention and response measures throughout the project's execution for a compelling and impactful outcome	700,000Frw
2	Incorporating gender sensitivity in the recruitment of women and girls during project implementation	430,000Frw
3	Measures for preventing the spread of HIV/AIDS in the project	300,000Frw
4	Climate change and Gender	650,000Frw
5	Measures for prevention of unwanted pregnancy and Sexual transmitted Diseases.	350,0000Frw
6	Mitigation of child labor in the recruitment process	400,000Frw
<b>Total amount</b>		<b>2,830,000Frw</b>

## 6 GBV CASE MANAGEMENT

### 6.1 Referral Pathway

The referral pathway for survivors of Sexual Exploitation and Abuse (SEA) is a critical framework within our project designed to provide immediate and comprehensive support to individuals who have experienced such incidents (Figure 3). This pathway outlines the steps and procedures for effectively referring survivors to the appropriate services and resources, ensuring they receive the care, protection, and assistance they require to recover and heal from the trauma they have endured.

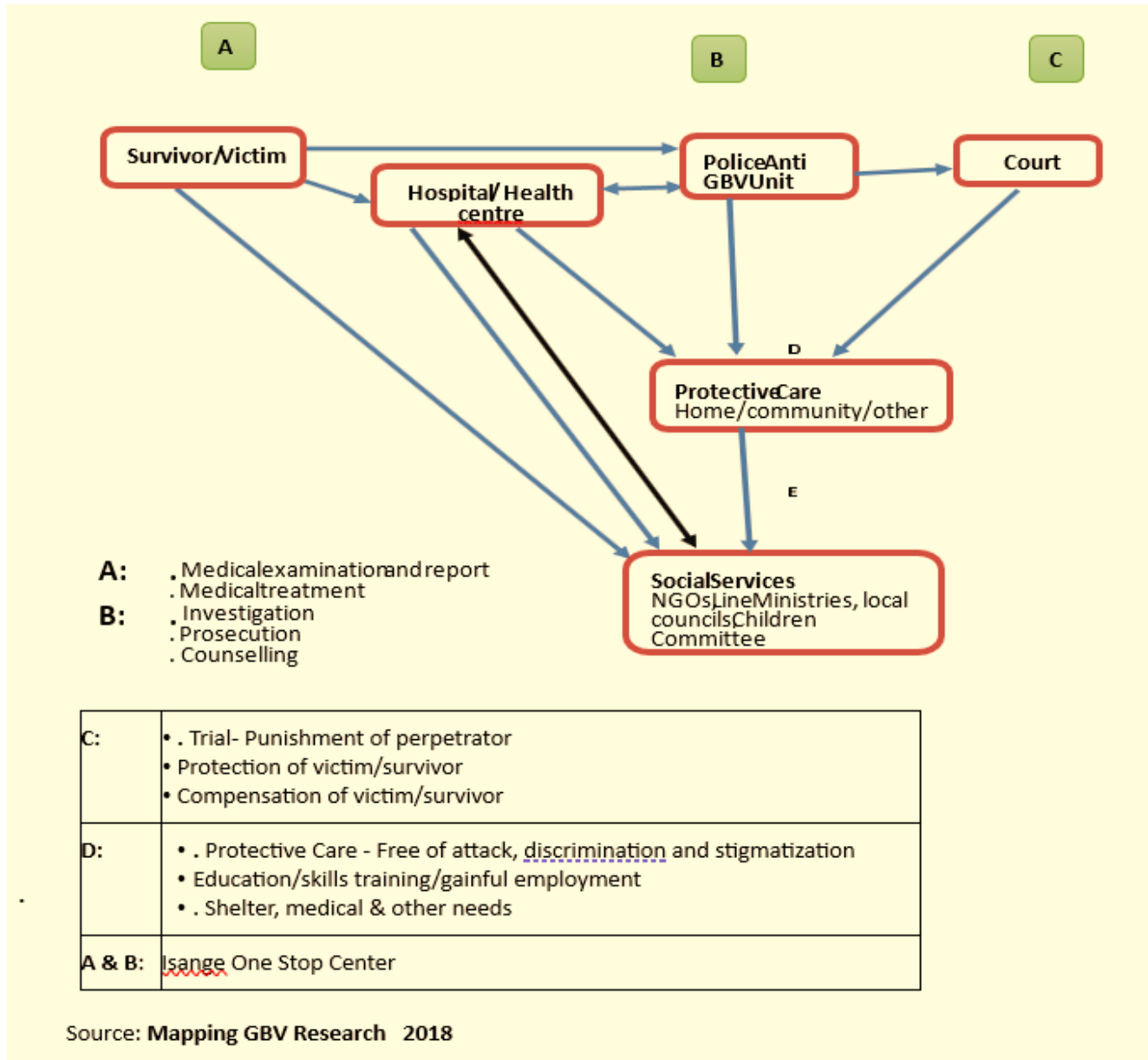


Figure 3: GBV Referral Pathway

## **7 GBV ALLEGATION ACCOUNTABILITY MEASURES**

### **1) Penalties for breaching the Code of Conduct**

This section outlines the accountability measures to address GBV allegations linked to the project, constituting a breach of the Code of Conduct. It's important to note that the investigation of GBV cases in Rwanda falls under the exclusive jurisdiction of legal authorities, and the project stakeholders have no authority to conduct investigations or influence their timelines. Nevertheless, the following measures will be applied to various groups involved in the project in response to GBV allegations. Employers within the project context will be expected to tailor their disciplinary actions according to their specific internal policies and procedures.

### **2) Individuals accused of committing GBV and violating the Code of Conduct within the project will be subject to the following procedures:**

- They will be promptly suspended from their project duties while legal authorities conduct investigations, and during this suspension, they will continue to receive their entitled compensation and benefits according to their employment agreements, in accordance with labor regulations.
- They will be obligated to cooperate fully with GBV service providers, which may include legal authorities, throughout the ongoing investigation into the allegations.

### **3) Perpetrators found culpable of GBV**

For project employees determined by legal authorities to be responsible for GBV, the following actions will be taken:

- Their employment contract will be terminated in accordance with the notice period specified in the contract and labor regulations.
- They will be required to leave the project premises in adherence to precise protocols established by the employer and GBV service provider, aimed at preventing any additional harm or trauma to the survivor.
- They must also adhere to any additional directives provided by GBV service providers, including legal authorities.

### **4) Employers of alleged perpetrators**

Employers whose employees are accused of committing GBV are responsible for the following actions:

- Ensuring that internal procedures for reporting GBV allegations are followed to ensure accountability in such cases.
- Providing financial and in-kind support to survivors exclusively through GBV service providers, refraining from direct assistance. This support covers expenses related to transportation, accommodation, dignity kits containing sanitary supplies, culturally suitable clothing, and reintegration packages.
- Ensuring or facilitating survivors' access to healthcare, which includes the collection of forensic evidence and obtaining medical treatment.
- Establishing links for survivors with psychosocial support services.
- Assisting survivors in accessing free legal aid should they opt to pursue legal remedies.
- Granting an audience to the survivor if advised to do so by the GBV service provider or legal authorities.

### **5) Project Coordination**

RTDA will establish a Project Coordination Unit (PCU) tasked with overseeing and coordinating project activities to ensure the successful attainment of goals and objectives. Furthermore, this unit will work in conjunction with the Project Grievance Redress Committees (GRC) to address any claims that may arise during the project's implementation phase. A range of stakeholders will be involved, such as the local community, local administration, RFA, REMA, RWB, and others

## 8 REFERENCE

GBV Mapping Study, MIGEPROF 2008

National Institute of Statistics of Rwanda -NISR and Rwanda Demographic and Health Survey 2014-15.

Rwanda National Policy on GBV, 2011

The African Union (2003). Protocol to the African Charter On Human And Peoples' Rights On the Rights of Women in Africa, Maputo, Mozambique.

UNFPA (2015) Sexual Violence in Conflict, Democratic Republic of the Congo. Data collected between January and September, 2014.

United Nations Economic and Social Affairs (2015). The World's Women 2015, Trends and Statistics, p. 140,

World Health Organisation (2005). WHO Multi-Country Study on Women's Health and Domestic Violence Against Women, Geneva, Switzerland.

World Bank Group (2018). Women, Business and the Law 2018, Washington D.C, USA

### **Remark:**

The definitions of relevant terms can be found in

- The Interim Technical Note "Grievance Mechanism for Sexual Exploitation and Abuse in World Bank-Financed Projects" dated April 2020;
- The World Bank Good Practice Note "Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing Involving Major Civil Works" dated February 2020; and
- The 1993 UN Declaration on the Elimination of Violence against Women.

### **CODE OF CONDUCT BACKGROUND**

General Code of Conduct for Contractor to be inserted in the ESMP, Environmental and Social Technical Clauses (ESTC) Tender documents.

KLPCDP will comply with the World Bank ESSs of ESF, mainly related to GBV-AP include ESS1, SS2, ESS4, ESS10 and the Environmental, Social Health and Safety Guidelines of the WB (ESHS) and the Occupational Health and Safety (OHS). The following is a general Code of conduct to be inserted in the contract of contractors for civil works.

The purpose of these Codes of Conduct and Action Plan for Implementing ESHS and OHS Standards, and Preventing Gender Based Violence (GBV) and Violence Against Children (VAC) is to introduce a set of key definitions, core Codes of Conduct, and guidelines that:

- i. Clearly define obligations on all project staff (including sub-contractors and day workers) with regard to implementing the project's environmental, social, health and safety (ESHS) and occupational health and safety (OHS) requirements, and;
- ii. Help prevent, report and address GBV and VAC within the work site and in its immediate surrounding communities.

The application of these Codes of Conduct will help ensure the project meets its ESHS and OHS objectives, as well as preventing and/or mitigating the risks of GBV and VAC on the project and in the local communities.

These Codes of Conduct are to be adopted by those working on the project and are meant to:

- i. Create awareness of the ESHS and OHS expectations on the project;
- ii. Create common awareness about GBV and VAC and:
  - (a) Ensure a shared understanding that they have no place in the project; and,
  - (b) Create a clear system for identifying, responding to, and sanctioning GBV and VAC incidents.

Ensuring that all project staff understand the values of the project, understand expectations for all employees, and acknowledge the consequences for violations of these values, will help to create smoother, more respectful, and productive project implementation thereby helping ensure that the project's objectives will be achieved.

### **ANNEX 1: CONTRACTOR'S CODE OF CONDUCT**

Implementing ESHS and OHS Standards

Preventing Gender Based Violence and Violence Against Children

The contractor is committed to ensuring that the project is implemented in such a way that to minimizes any negative impacts on the local environment, communities, and its workers. This shall be done by respecting the environmental, social, health and safety (ESHS) standards, and ensuring appropriate occupational health and safety

(OHS) standards are met. The contractor is also committed to creating and maintaining an environment in which gender-based violence (GBV) and violence against children (VAC) have no place, and where they shall not be tolerated by any employee, associate, or representative of the contractor .

Therefore, in order to ensure that all those engaged in the project are aware of this commitment, the Contractor commits to the following core principles and minimum standards of behavior that shall apply to all contractor employees, associates, and representatives including sub-contractors, without exception:

## **General**

1. The contractor —and therefore all employees, associates, and representatives—commits to complying with all relevant national laws, rules and regulations and the World Bank Environmental and Social Standards which can read on the internet in this website: (<https://www.worldbank.org/en/projects-operations/environmental-and-social-framework>)
2. The contractor is responsible to comply with the requirements defined in ESMP Environmental and Social Technical Clauses (ESTC) which are both integral part of the contract.
3. The contractor commits to fully implementing the Contractors Environmental and Social Management Plan (C-ESMP) and associated Management Strategies Implementation Plan (MSIPs) which will be prepared based in the ESIA/ESMP prepared by the Client for the respective project.
4. The contractor commits to treating women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic, or social origin, property, disability, birth or other status. Acts of GBV and VAC are in violation of this commitment.
5. The contractor shall ensure that interactions with local community members are done with respect and non-discrimination.
6. Demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behaviour are prohibited among all contractor employees, associates, and its representatives.
7. Respect to reasonable work instructions (including regarding environmental and social norms)
8. Protect and ensure proper use of property (for example, to prohibit theft, carelessness, or improper waste management).
9. Prohibits illegal activities by their workers such as: polluting the soil, rivers, wetlands, hunting, poaching wildlife, setting up fires, spilling diesel, oils, bitumen, lubricant, etc. in the soil, cutting trees without permit.

## **Health and Safety**

10. The contractor shall ensure to hire professional in occupational health and safety to implement the ESMP and ESCT described in the bidding documents.
11. The contractor shall ensure that the project's occupational health and safety (OHS) management plan is effectively implemented, including wearing prescribed personal protective equipment, preventing

avoidable accidents and reporting accidents of all type within less of 24 hours or conditions or practices in the project sites that pose a safety hazard or threaten the environment and the people.

12. The contractor will:
  - a. Prohibit the use of alcohol during work activities.
  - b. The contractor shall prohibit the use of illegal substances, at all times.
13. The contractor shall ensure that adequate eating, changing and sanitation facilities are available on site and at any worker accommodations provided by the contractor.
14. The contractor will obey labor, contracting and health and safety regulation in case of accidents, death, and incapacity of workers (skilled or no skilled) and pay the compensation required by law.
15. The project and its contractors and subcontractors will be responsible of accident occur by their subcontractors and if members of community are injured or killed assist them as national regulations and WB standards, including payment of funeral, medical attention, and compensation to relatives as national regulations.

#### **Gender Based Violence and Violence against Children**

16. Acts of GBV or VAC constitute gross misconduct and are therefore grounds for sanctions, which may include penalties and/or termination of employment. All forms of GBV and VAC, including grooming are unacceptable, regardless of whether they take place on the work site, the work site surroundings, at worker's camps or at worker's homes.
17. In addition to contractor sanctions, legal prosecution of those who commit acts of GBV or VAC shall be pursued if appropriate.
18. Sexual contact or activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
19. All forms of GBV and VAC, including grooming are unacceptable, regardless of whether they take place on the work site, the work site surroundings, at worker's camps or within the local community.
  - c. Sexual Harassment—for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behavior, is prohibited. For example: Looking somebody up and down; kissing, howling, or smacking sounds; hanging around somebody; whistling and catcalls; giving personal gifts; making comments about somebody's sex life; etc. is prohibited.
  - d. Sexual favours —for instance, making promises or favourable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior are prohibited.
20. Unless there is full consent<sup>2</sup> by all parties involved in the sexual act, sexual interactions between the contractor 's employees (at any level) and members of the communities surrounding the workplace are

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<sup>2</sup> **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the



prohibited. This includes relationships involving the withholding/promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered “non-consensual” within the scope of this Code.

21. All employees, including volunteers and sub-contractors are highly encouraged to report suspected or actual acts of GBV and/or VAC by a fellow worker, whether in the same contractor or not. Reports must be made in accordance with GBV and VAC Allegation Procedures.
22. Managers are required to report suspected or actual acts of GBV and/or VAC as they have a responsibility to uphold contractor commitments and hold their direct reports responsible.

### **Implementation**

To ensure that the above principles are implemented effectively the contractor commits to ensuring that:

23. All managers sign the ‘Manager’s Code of Conduct’ detailing their responsibilities for implementing the contractor’s commitments and enforcing the responsibilities in the ‘Individual Code of Conduct’.
24. All employees sign the project’s ‘Individual Code of Conduct’ confirming their agreement to comply with ESHS and OHS standards, and not to engage in activities resulting in GBV or VAC.
25. Displaying the Contractor and Individual Codes of Conduct prominently and in clear view at workers’ camps, offices, and in public areas of the workplace. Examples of areas include waiting, rest and lobby areas of sites, canteen areas, health clinics.
26. Ensure that posted and distributed copies of the Contractor and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
27. An appropriate person is nominated as the contractor’s ‘Focal Point’ for addressing GBV and VAC issues, including representing the contractor on the GBV and VAC Compliance Team (GCCT) which is comprised of representatives from the client, contractor(s), the supervision consultant, and local service provider(s).
28. Ensuring that an effective GBV and VAC Action Plan is developed in consultation with the GCCT which includes as a minimum:
  - a. **GBV and VAC Allegation Procedure** to report GBV and VAC issues through the project Grievance Redress Mechanism (GRM);
  - b. **Accountability Measures** to protect confidentiality of all involved; and,
  - c. **Response Protocol** applicable to GBV and VAC survivors and perpetrators.
29. That the contractor effectively implements the GBV and VAC Action Plan, providing feedback to the GCCT for improvements and updates as appropriate.
30. All employees attend an induction training course prior to commencing work on site to ensure they are familiar with the contractor’s commitments to ESHS and OHS standards, and the project’s GBV and VAC Codes of Conduct.

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Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

31. All employees attend a mandatory training course once a month for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the project's ESHS and OHS standards and the GBV and VAC Code of Conduct.

I do hereby acknowledge that I have read the foregoing Contractor Code of Conduct, and on behalf of the contractor agree to comply with the standards contained therein. I understand my role and responsibilities to support the project's OHS and ESHS standards, and to prevent and respond to GBV and VAC. I understand that any action inconsistent with this Contractor Code of Conduct or failure to take any action mandated by this Contractor Code of Conduct may result in disciplinary action.

Contractor name: \_\_\_\_\_

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

## **ANNEX 2: INDIVIDUAL CODE OF CONDUCT IN CASE OF CONTRACTOR**

Implementing ESHS AND OHS

Preventing Gender Based Violence (GBV) and Violence against Children (VAC)

I, \_\_\_\_\_, acknowledge that adhering to environmental, social health and safety (ESHS) standards, following the project's occupational health and safety (OHS) requirements, and preventing gender-based violence (GBV) and violence against children (VAC) is important. All forms of GBV or VAC are unacceptable, be it on the work site, the work site surroundings, at worker's camps, or the surrounding communities. The contractor considers that failure to follow ESHS and OHS standards, or to partake in GBV or VAC activities, constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution of those who commit GBV or VAC may be pursued if appropriate.

I agree that while working on the project I will:

1. Attend and actively partake in training courses related to ESHS, OHS, HIV/AIDS, GBV and VAC as requested by my employer.
2. Shall wear my personal protective equipment (PPE), in the correct prescribed manner, at all times when at the work site or engaged in project related activities.
3. Take all practical steps to implement the contractor's environmental and social management plan (CESMP).
4. Implement the OHS Management Plan.
5. Adhere to a zero alcohol policy during work activities, and refrain from the use of illegal substances at all times.
6. Consent to a police background check.
7. Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
8. Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
9. Not participate in sexual contact or activity with children—including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
10. Not engage in sexual harassment—for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behavior. Ex. Looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; giving personal gifts; making comments about somebody's sex life; etc.
11. Not engage in sexual favors—for instance, making promises or favorable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.
12. Unless there is the full consent<sup>3</sup> by all parties involved, I shall not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered “nonconsensual” within the scope of this Code.
13. Consider reporting through the GRM (Grievance Redress Mechanism) or to my manager any suspected or actual GBV or VAC by a fellow worker, whether employed by my employer or not, or any breaches of this Code of Conduct.

***With regard to children under the age of 18:***

14. Wherever possible, ensure that another adult is present when working in the proximity of children.
15. Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
16. Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible.

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<sup>3</sup> **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance, or agreement to do something. No consent can be found when such acceptance or agreement is obtained using threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even if national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

17. Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also "Use of children's images for work related purposes" below).
18. Refrain from physical punishment or discipline of children.
19. Refrain from hiring children for domestic or other labor which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.
20. Comply with all relevant local legislation, including labor laws in relation to child labor.

Use of children's images for work related purposes: When photographing or filming a child for work related purposes, I must:

21. Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.
22. Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film shall be used.
23. Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
24. Ensure images are honest representations of the context and the facts.
25. Ensure file labels do not reveal identifying information about a child when sending images electronically.

### **Sanctions**

I understand that if I breach this Individual Code of Conduct, my employer shall take disciplinary action which could include:

1. Informal warning.
2. Formal warning.
3. Additional Training.
4. Loss of up to one week's salary.
5. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
6. Termination of employment.
7. Report to the Police if warranted.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I shall adhere to the occupational health and safety management plan. That I shall avoid actions or behaviors that could be construed as GBV or VAC. Any such actions shall be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, GBV and VAC issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to take any action mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

### ANNEX 3: GENDER BASED VIOLENCE-CODE OF CONDUCT

1. Compliance with applicable National and Company **laws, policies, rules, and regulations** (including policy on sexual harassment).
2. Compliance with applicable **health and safety requirements** to protect the Local Community (including vulnerable and disadvantaged groups), the Employer's Personnel, and the Contractor's Personnel (including wearing prescribed personal protective equipment, preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment).
3. **Will not use illegal substances.**
4. Will **not discriminate** in dealing with the local community and all co-workers. Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinions, national, ethnic or social origin, property, disability, birth or other status.
5. Will not indulge in **Sexual Harassment** (for example prohibition of the use of language or behavior, in particular towards women and/or children, that is inappropriate, abusive, sexually provocative, demeaning or culturally inappropriate).
6. **Nonviolence, including sexual** and/or gender-based violence (for example acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion, and deprivation of liberties).
7. **No Exploitation** including sexual exploitation and abuse (for example the prohibition of the exchange of money, employment, goods or services for sex, including sexual favors or other forms of humiliation, degrading behavior, exploitative behavior, and abuse of power).
8. Refrain from **Sex** with anyone under the age of 18 and that the breach of this code will incur sanctions that could impact employment.
9. Will not **mix/ interact with children** including sexual activity or abuse, or otherwise unacceptable behavior towards children (anyone under the age of 18) and ensure their safety in the project areas.
10. **Sanitation** requirements (for example, to ensure workers use specified sanitary facilities provided by their employer).

11. Avoid **conflict of interest** (such that benefits, contracts, or employment, or any sort of preferential treatment or favors, are not provided to any person with whom there is a financial, family, or personal connection).
12. Respect reasonable **work instructions** (including environmental and social norms).
13. Protection and **proper use of property** (for example, to prohibit theft, carelessness or waste).
14. Will **attend training** for the duration of the contract for understanding this Code of Conduct.
15. Will **report violations** of this Code. All staff must report suspected or actual violations by a fellow worker, whether in the same contracting firm or not. Reports must be made through the GRM setup for this purpose.
16. **Sanctions** may be applied if an employee is confirmed to be a gender-based violence perpetrator. The sanctions will be proportional to the transgression and in accordance with applicable laws and policies.
17. **Non- retaliation** against workers who report violations of the Code, if that report is made in good faith. I have read and was explained all the contents given above, and I understand the requirement. I shall strictly adhere to this Code of Conduct in all the areas of work. I understand the insistence on compliance with these norms which are mandatory for me.

#### ANNEX 4: TYPICAL TOR FOR GBV-SPECIALIST

The Terms of Reference for the GBV specialist need to clearly outline the expectations of their role in ensuring that GBV risks and mitigation measures are properly reflected in the action plan and are implemented. It is critical that the GBV specialist is responsible for coordinating the GBV programme. This includes:

- Quality control, reporting, analysis and coordination of different components of the project; Demonstrate the appropriate capacity to take on GBV related responsibilities, such as supervising the signing of CoC; verifying that a working GRM for GBV is in place so that referral of GBV cases can be made when needed;
- Work with GBV Services Providers and entry points into service provision (as required) to raise awareness of the GRM;
- A role in the resolution of GBV complaints made to the GRM;
- To ensure that effective measures are in place to reduce sexual and gender-based violence; Build GBV capacity and provide trainings to project partners;
- Mobilize communities to define and priorities solutions to GBV problems, including those of individuals and groups with specific needs, and
- To ensure that those community identified priorities through stakeholder consultations and user satisfaction surveys, inform all phases of planning, implementation, monitoring and evaluation.

**A minimum qualification should include:**

- Professional technical experience matching the above-mentioned duties and responsibilities.
- Master's degree in social development and a minimum of 7 years of experience in working with GOI and the private sector to address social and gender issues;
- Demonstrated experience on working on issues of gender-based violence;
- Knowledge of GOI and WB safeguard policies; and
- Strong oral and written communication skills in Hindi and English, and ability to present and facilitate orientations, training's and consultations with multiple stakeholders.

**The ideal candidate should have:**

- A proven track-record in communicating difficult or complex issues in a clear and concise manner to different stakeholders and hierarchy levels;
- Excellent interpersonal, problem-solving, diplomacy and team skills, and the ability to work with a range of stakeholders to effectively negotiate and build consensus to achieve constructive outputs;
- Demonstrated experience with complaints handling, mediation or conflict resolution, and
- Strong organizational skills, with ability to prioritize, deal with frequent and unexpected changes, and work within tight timeframes.

**Annex 5: TYPICAL INCIDENT REPORTING FORMAT**

**Part B: To be completed by Borrower within 24 hours**

<b>B1: Incident Details</b>			
<b>Date of Incident:</b>	<b>Time:</b>	<b>Date Reported to PIU:</b>	<b>Date Reported to WB:</b>
<b>Reported to PIU by:</b>	<b>Reported to WB by:</b>	<b>Notification Type:</b>	Email/'phone call/media notice/other
<b>Full Name of Main Contractor:</b>		<b>Full Name of Subcontractor:</b>	
<b>B2: Type of incident (please check all that apply)<sup>1</sup></b>			
Fatality <input type="checkbox"/> Lost Time Injury <input type="checkbox"/> Displacement Without Due Process <input type="checkbox"/> Child Labor <input type="checkbox"/> Acts of Violence/Protest <input type="checkbox"/> Disease Outbreaks <input type="checkbox"/> Forced Labor <input type="checkbox"/> Unexpected Impacts on heritage resources <input type="checkbox"/> Unexpected impacts on biodiversity resources <input type="checkbox"/> Environmental pollution incident <input type="checkbox"/> Dam failure <input type="checkbox"/> Other <input type="checkbox"/>			
<b>B3: Description/Narrative of Incident</b>			
<i>Please replace text in italics with brief description, noting for example:</i> I. <i>What is the incident?</i> II. <i>What were the conditions or circumstances under which the incident occurred (if known)?</i> III. <i>Are the basic facts of the incident clear and uncontested, or are there conflicting versions? What are those versions?</i> IV. <i>Is the incident still ongoing or is it contained?</i> V. <i>Have any relevant authorities been informed?</i>			

<b>B4: Actions taken to contain the incident</b>			
<b>Short Description of Action</b>	<b>Responsible Party</b>	<b>Expected Date</b>	<b>Status</b>
<p><b>For incidents involving a contractor:</b></p> <p>Have the works been suspended (for example, under GCC8.9 of Works Contract)? Yes <input type="checkbox"/>; No <input type="checkbox"/>;</p> <p>Trading name of Contractor (if different from B1):</p> <p>Please attach a copy of the instruction suspending the works.</p>			
<b>B5: What support has been provided to affected people</b>			