



## REGIONAL EMERGENCY SOLAR POWER INTERVENTION PROJECT (RESPITE)-

### Sub-Component 4A: Regional Integration and Technical Assistance (RITA) to WAPP

#### TERMS OF REFERENCE

#### GENDER BASED VIOLENCE EXPERT

#### I. BACKGROUND

**The West Africa sub-region has one of the lowest electrification rates coupled with some of the highest electricity costs in Sub-Saharan Africa.** Countries faced with poor infrastructure, high losses and inadequate generation capacity have tried to meet demand through oil-based Emergency Power Plants (EPPs), resulting in high costs of electricity supply. Rising oil prices have further increased the liabilities of electricity utilities, who are unable to pay for their power purchases and often turn to the government for additional support to keep the lights on. With very limited fiscal space to support the rising sector arrears, countries are staring at an acute power supply crisis that threatens to upend their economic growth.

**The Regional Emergency Solar Power Intervention (RESPITE) Project is part of the World Bank Group (WBG) response to the energy crisis faced by the region.** The increase in oil prices resulting from supply constraints, an increase in demand following easing of COVID-19 restrictions and the geopolitical developments in Ukraine, are leading to important fiscal impacts for the region given the continued dependence on fossil fuel-based power generation. Instead of offering support to fossil fuel purchases as was done in the past, RESPITE supports countries to wean away from fossil fuels by taking a different approach: scaling-up renewable power generation. RESPITE will support public procurement of emergency renewable power generation that can help set a benchmark for greater private sector deployment of renewables in the future.

**RESPITE supports the clean energy transition to reduce the fiscal impact of rising oil prices in the region.** RESPITE will finance the procurement and installation of approximately 150MWp of solar PV and associated battery storage capacity, and 44 MW of hydro capacity across four countries in West Africa – i.e. Liberia, Sierra Leone, Chad and Togo. It is expected that the proposed project will (i) reduce impact of rising oil prices and provide fiscal space for countries to address the food crisis also resulting from geopolitical developments in Ukraine; (ii) increase the supply of affordable and clean energy on the grid to alleviate current power supply crisis; and (iii) help countries to move away from expensive and polluting fossil fuels, thereby reducing GHG emissions.

#### Project Components and Sub-Components

The project comprises 4 components. Details on each component and its sub-components are provided below. The total project cost is US\$ 311.00 million equivalents.

Component or Sub-Component	Description	Budget (US\$ equivalent)
Component 1	Construction of Solar PV, BESS and Grid Connections	184 million
Component 2	Expansion of Mt. Coffee Hydro Power Plant and Dam Safety Enhancement	61 million
Component 3	Distribution Expansion and Transmission Optimization	15.5 million
Component 4	Regional Coordination, Institutional Strengthening, and Implementation Support	50.5 million
<b>Sub-Component 4A</b>	<b>Regional Integration and Technical Assistance (RITA) to WAPP</b>	<b>20 million</b>
Sub-Component 4B	Regional Coordination & Institutional Strengthening	5 million
Sub-Component 4C	Implementation Support to National PIUs	19.5 million
Sub-Component 4D	Technical Assistance for establishment of river basin management agency and preparation of new hydro projects in Liberia	6 million
Total Project Cost		311 million

**Component 4: Regional Coordination, Institutional Strengthening, and Implementation Support.** Component 4 includes resources for: (i) Regional Integration and Technical Assistance (RITA) to WAPP; (ii) Regional Coordination & Institutional Strengthening; (iii) Implementation Support to National PIUs; and (iv) Technical Assistance for establishment of river basin management agency and preparation of new hydro projects in Liberia.

**Sub-Component 4A: Regional Integration and Technical Assistance (RITA) to WAPP.** This sub-component will continue support for activities that commenced under Component 2 of the WAPP APL4 (Phase 1) – Côte D'Ivoire, Sierra Leone, Liberia, and Guinea Power System Re-Development Project (WAPP-CLSG Project, P113266) when financing under that project closes, namely: (i) finalization and operationalization of the legal, regulatory and technical frameworks to enable efficient regional trade between WAPP countries including for the CLSG Interconnection and the North Core Interconnection; (ii) technical integration of the WAPP network by improving the synchronous operation and reliability of interconnectors; (iii) preparation of priority regional projects as per the WAPP Master Plan 2018 including preparatory studies for the solar PV project on Mt Coffee Island (Sub-Component 1A) and the MCHPP extension (Component 2), the Saint Paul 2 hydro power project, the WAPP Ghana-Burkina-Mali interconnection and the WAPP Median interconnection; and (iv) strengthening of the institutional and technical capacity of the WAPP Secretariat to undertake its regional mandate. Deeper regional integration of the WAPP power systems will in turn increase regional electricity integration, Greenhouse Gas (GHG) reduction and provide more climate resilience decision making options. This activity will be ring-fenced from the other components of the project as it has its own separate implementation entity.

## II. OBJECTIVES OF THE ASSIGNMENT

The WAPP is seeking the services of a qualified and experienced **Gender Based Violence Consultant for the Preparation and Implementation of a Sexual Exploitation and Abuse, and Sexual Harassment Action Plan (SEA/SH Action Plan) for RESPITE RITA PIU**, financed by the World Bank, subject to discussion between WAPP and the consultant. S/he shall be responsible for assessing the SEA/SH and GBV risks, and providing recommended measures for addressing these risks, and measures for monitoring the implementation of the SEA/SH prevention and response Action Plan. The primary objective of the SEA/SH Action Plan is to identify and assess the risks of SEA/SH and GBV that may arise during the course of the implementation of project activities, and to provide adequate procedures for preventing and managing these risks and for responding to SEA/SH incidents that may arise in RESPITE RITA PIU. This shall include providing timely evidence based technical assistance to projects integrating activities to address GBV/SEA/SH risks during project implementation, following international standards of safety and ethics in line with the World Bank’s Violence against women and girls resource guide<sup>1</sup>.

The World Bank recognizes that addressing gender-based violence (GBV) around the world is key to closing gender gaps, making a lasting impact on poverty, and fostering sustainable economic growth that benefits all. Moreover, any large project with operations involving major civil works can increase the risk of sexual exploitation and abuse (SEA), as well as sexual harassment (SH) and other types of GBV. The World Bank’s SEA/SH Good Practice Note<sup>2</sup> has been prepared to assist project teams in defining an approach to identify the risks of GBV, in particular SEA and SH, that may arise from transactions of investment project financing (IPF) involving major civil works contracts, and to advise accordingly the contractors on how best to manage these risks.

## III. SCOPE OF SERVICES

The overall objective of this Assignment is to support the project Implementations Units in the prevention, risk mitigation, and response to GBV issues, with a main focus on SEA and SH, related to the project implementation: (i) Prepare Gender Based Violence (BGV) prevention section in Quarterly Project Report; (ii) Continuously assess compliance with the Environmental and Social Commitment Plan (ESCP), SEA/SH Action Plan and Good Practice Note Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH); (iii) Continuously assess measures to avoid SEA/SH/GBV, and to formulate recommendations to reduce the risk of SEA/SH/GBV, (iv) develop and support the implementation of a SEA/SH Action Plan, and (v) Enhance the capacity

<sup>1</sup> <https://www.worldbank.org/en/programs/violence-against-women-and-girls/resources>

<sup>2</sup> <https://thedocs.worldbank.org/en/doc/6f3d9ddc6010c4221315dd1282958e41-0290032022/original/SEA-SH-Civil-Works-GPN-Third-Edition-Final-October-12-2022.pdf>

of the RESPITE Team in understanding gender-based violence issues, reduce the risk of gender-based violence and to identify further training needs.

**More specifically**, the consultant shall be responsible for conducting an assessment of SEA/SH and GBV risks that may occur or increase as a result of project implementation activities, to include the following:

***A. Baseline description of the social context on gender and GBV***

- Review the basic social and gender profile of the project area including relative rates of poverty, the role of women in the industry; etc;
- Review county level data on the prevalence of different forms of GBV, including intimate partner violence, sexual exploitation and abuse, sexual harassment, human trafficking, early marriage, FGM, etc. Also highlight data on reporting of GBV by survivors when it occurs and to whom/where incidents are reported and by whom. No new baseline data should be sought; the assessment should rely on existing reports<sup>3</sup>
- Review any relevant cultural, social or gender norms, particularly those which may be harmful to women and girls and that could be exacerbated by project implementation. These include gendered power dynamics, division of labor, and participation in decision-making processes in professional and private spheres;
- Describe the availability and accessibility of safe and ethical GBV response services in project areas, including medical care, psychosocial services, legal aid/justice sector support, shelters, livelihood support, etc<sup>4</sup>.
- Briefly summarize (at a high level) the legal and policy frameworks relevant to GBV, including any legal requirements to report specific forms of GBV to the authorities, and any existing government GBV action plans, strategies or sectoral responses. If possible, include analysis on the quality of implementation and enforcement of laws and policies.

***B. Description of potential project impacts on GBV/SEA/SH risks***

Assess the project's activities and their potential to increase GBV/SEA/SH risks;

- Assess the size, extent and duration of any labor influx that the project will generate relative to the absorption capacity of the local community, as well as the potential for changes in social patterns as a result of project activities that could impact on GBV/SEA/SH risks;
- Assess features of the project that may have an impact on GBV/SEA/SH risks, including for example the physical location of project activities in relation to schools, footpaths and other travel routes used by women and children, as well as availability of GBV service providers, etc;

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<sup>3</sup> Sources can include Demographic and Health Survey Data, UN reports and Sustainable Development Goals, other government reports etc.

<sup>4</sup> GBV services should be aligned with the standards outlined by national and international guidelines and good practices, including the WHO Guidelines for the Clinical Management of Rape and GBV Quality Assurance Tool, UNICEF/IRC guidelines for the Clinical Care of Child Survivors of Sexual Assault, the Inter Agency Guidelines

- Briefly summarize (at a high level) the legal and policy frameworks relevant to GBV, including any legal requirements to report specific forms of GBV particularly SEA, SH, and IPV to the authorities, age of a minor by law and any existing government GBV action plans, strategies or sectoral responses. If possible, include analysis on the quality of implementation and enforcement of laws and policies.

### ***C. Conduct community engagement***

- If not done previously, conduct safe, ethical and culturally appropriate community engagements about the project with women and other vulnerable groups. It is recommended that women should be consulted in sex-segregated groups with female facilitators<sup>5</sup> to encourage open discussion on health and safety concerns and how the project may have both negative and positive impacts on their lives. Only general information about trends, risks and obstacles should be sought without any questions on individual experiences of GBV.<sup>6</sup>
- Undertake awareness campaigns and activities on the SEA/SH risks and impacts for community members living in project implementation areas. This shall include but not limited to awareness on what the Code of Conduct prohibits and how to report/signal complaints through the Grievance Mechanism and on GBV services available.

### ***D. Develop SEA/SH Prevention and Response Action Plan***

- Recommend appropriate measures to prevent and respond to identified SEA/SH and GBV risks in line with the *World Bank SEA/SH Good Practice Note*, and document the measures in the proposed SEA/SH Action Plan including the timeline for implementation, the people in charge of implementation and monitoring, the indicators and the necessary budget;
- Make appropriate recommendations to enhance prevention strategies. This could include regular collecting and analyzing information on actual/potential risk factors for vulnerability to SEA/SH and elaborating measures to address them; training of personnel and workers; signing of code of conducts (CoC) by staff and workers; awareness raising for community members on SEA/SH risks, content of CoC and how to report misconduct.
- Provide recommendations for the development of a confidential and ethical procedures to address SEA/SH complaints within the project Grievance Mechanism to allow community members, project workers and other personnel to report incidents of sexual exploitation and abuse or sexual harassment, consistent with applicable World Bank standards. The procedures shall cover the reporting of incidents implicating personnel, contractors, another entity, multiple entities or where the entity of the alleged perpetrator is uncertain

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<sup>5</sup> Should the hired consultant be a man, he will make arrangements with female members of local civil society organisations to facilitate such meetings.

<sup>6</sup> Prior to consultations with women, the Consultant should identify a GBV service provider in the area where women who have experienced violence could be referred should any of them disclose this information during or after group discussion.

or unknown, and should be informed by the Technical Note on Grievance Mechanisms for SEA and SH in World Bank-financed projects;

- Recommend a confidential documentation system as part of the SEA/SH sensitive GM for reporting alleged acts of sexual exploitation and abuse committed by all categories of personnel as well as the personnel of other entities wherever approached, including when the institutional affiliation of the alleged perpetrator(s) is unknown or uncertain;
- Develop a referral pathway to GBV service providers so that survivors may receive the medical, psychosocial, legal and material support they need.

#### ***E. SEA/SH Risk Training***

- Develop materials and tools to provide trainings and awareness-raising sessions on sexual exploitation and abuse for all staff and other personnel/contractors on a regular basis;
- Conduct GBV/SEA/SH training of PIU staff, and other stakeholders, so they are able to ensure appropriate response to SEA/SH cases and implementation of the Code of Conduct and Grievance Mechanism (GM);

#### ***F. Implementation of SEA/SH Prevention, Mitigation and Response Plan***

- The consultant shall be responsible to implement and monitor the SEA/SH prevention, mitigation and response activities/programs as contained in the plan. This shall include but not limited to trainings, awareness, and grievance management activities, amongst other things.

### **IV. QUALIFICATION AND EXPERIENCE**

- Master's degree in sociology, social science, development studies, gender studies, law, or related fields.
- The consultant must have the minimum of 6 years' professional experience in GBV prevention and response, including excellent experience in the following:
  - addressing Sexual exploitation and abuse and sexual harassment in organizations/institutions
  - conducting GBV/SEA/SH risk assessment and developing/implementing GBV Action Plans (or activities/projects to prevent and respond to GBV);
  - implementing government or donor-funded GBV prevention and response programs (including report-writing);
  - delivery of services to survivors of GBV (e.g., case management, psychosocial support, medical or legal assistance);
  - community engagement and behavioral change communication on issues of gender and GBV; **or**
  - developing and delivering training to stakeholders on GBV prevention and response;

- Demonstrated knowledge and experience in implementing a survivor-centered approach that prioritizes survivor safety and confidentiality, and which respects survivors' decision-making and control is a must;
- Good experience with GBV data collection and analysis methods;
- Proven Capabilities in situational analysis of gender and GBV issues;
- Good knowledge of the World Bank Environmental and Social Frameworks (ESF) and related Standards (ESS);
- Knowledge of national legislations, policies and institutional mandates related to gender equality and GBV prevention and response;
- Demonstrated experience in the establishment, training, oversight and management of grievance redress mechanisms for GBV cases in project affected communities, including project workers and vulnerable persons;
- Ability to work independently within a team environment and exercise mature judgment;
- Sound oral and written communication skills in English or French with a good working knowledge of the other language

## **V. DURATION OF CONSULTANCY**

The position requires close collaboration with other team members of the PIU, including the Social Specialist and Environmental Specialist. Functionally, the GBV Consultant shall report to the WAPP Secretary general.

The duration of this assignment is for a period of 80 working days within 12 months from signing of contract, subject to extension based on satisfactory performance of the consultant and availability of funding by the Donor. This shall include 20 days within the first month of contract for the assessment of SEA/SH risks and impacts, 10 days to prepare the action plan within the second month of contract, and 5 days a month for the remaining ten months to implement and monitor the plan by conducting trainings, awareness, and grievance management activities. The consultant shall propose in his offer a detailed implementation schedule or timeline for executing the consultancy in accordance with the 80 working days' duration provided herein.

## **VI. DELIVERABLES**

The consultant shall submit an Inception Report highlighting state of mobilization, work plan, the methodology for implementation of assignment, perception on assignment, issues identified for client's attention, review of existing reports, information gap and any other foreseeable challenges. The consultant shall discuss the content of the assignment with the WAPP Secretary General. After the submission of the Inception Report, the consultant shall be required to submit monthly reports to give update on activities, and submit a draft and final SEA/SH and GBV Action Plan to WAPP that shall include responsible party, timeline, monitoring, suggested budget, and SEA/SH grievance mechanism and referral pathway, among other things. The consultant shall discuss said

report (s) with WAPP and recommend the way forward if required. The consultant shall bear all costs associated with the organisation of meetings and workshop.

<b>Delivrables</b>	<b>Timeline</b>
D1- Submission of Inception Report to WAPP	W <sub>1</sub> + 1 week
D2- Proof of completion of assessment of SEA/SH risks and impacts	W <sub>1</sub> + 3 weeks ( <i>20 working days within the first month of contract</i> )
D3- Proof of Submission and Acceptance of draft SEA/SH action plan/report to WAPP	W <sub>1</sub> + 6 weeks ( <i>10 working days within the second month of contract</i> )
Review and Submission of Comments on Draft report by WAPP and World Bank	W <sub>1</sub> + 8 weeks
D4-Public Consultation on Draft plan/report	W <sub>1</sub> + 8 weeks ( <i>3 working days within the third month of contract</i> )
D5-Submission of Final report	W <sub>1</sub> + 9 weeks ( <i>1 working day within the third month of contract</i> )
Approval of Final report by WAPP and World Bank	W <sub>1</sub> + 10 weeks
D6-Submission of approved report to WAPP	W <sub>1</sub> + 11 weeks ( <i>1 working day within the third month of contract</i> )
Implement and monitor the plan by conducting trainings, awareness, and grievance management activities, etcetera.	<i>5 days a month for the remaining 9 months of the contract</i>

**Qualified Female candidates are strongly encouraged to apply.**