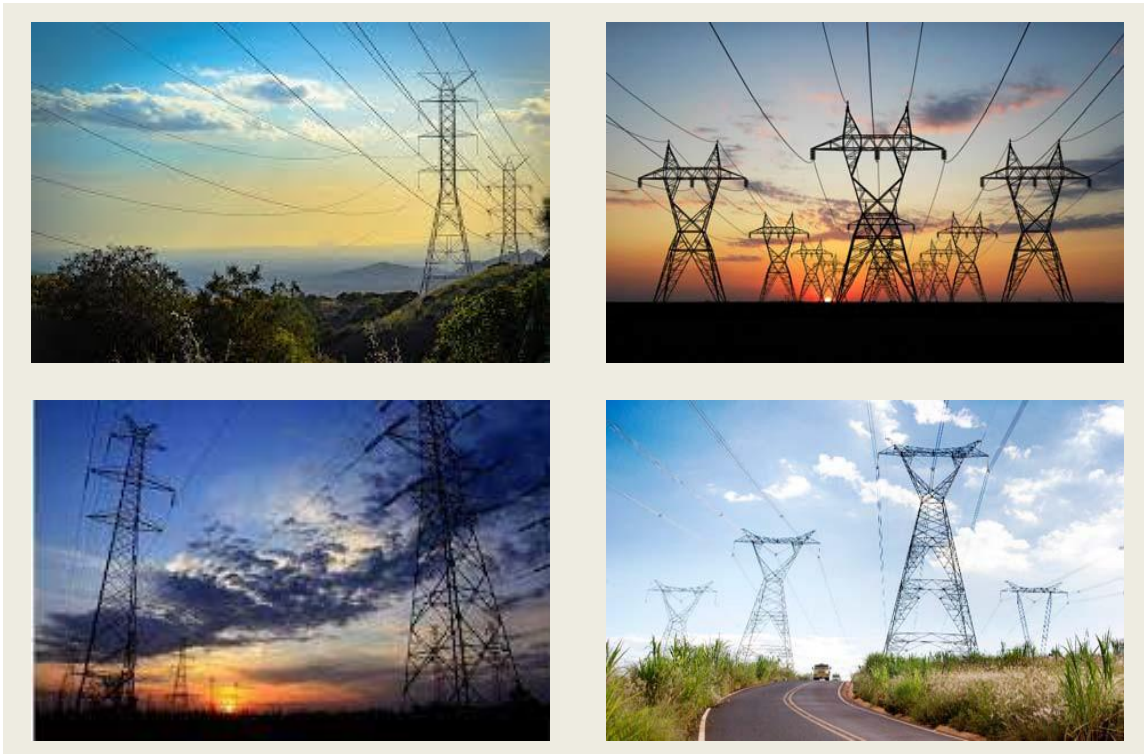


PROPOSED 400kV UGANDA-TANZANIA INTERCONNECTOR PROJECT (UTIP) FROM IBADAKULI SUBSTATION IN SHINYANGA REGION VIA GEITA REGION, NYAKANAZI AND KYAKA SUBSTATIONS IN KAGERA REGION TO MASAKA WEST IN UGANDA (548.91km)



P.15 -SEXUAL EXPLOITATION AND ABUSE-SEXUAL HARASSMENT(SEA-SH) PREVENTION AND RESPONSE ACTION PLAN

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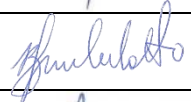

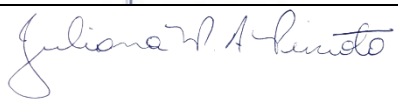


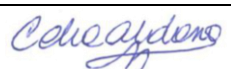



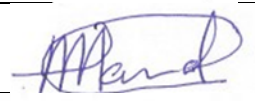
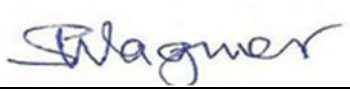

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Acknowledgment

The successful completion of the Sexual Exploitation and Abuse-Sexual Harassment (SEA-SH) Prevention and Response Action Plan for the UTIP project was made possible by the dedicated participation, commitment, and hard work of a multidisciplinary team of specialists in ESIA studies from various countries. Over the course of more than a year, international consultants from JGP Consultoria e Participações collaborated closely with experts from BENE Consult Limited (T) in Dar es Salaam. TANESCO's continued support and involvement in all field activities was crucial to the success of this endeavour.

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A special thanks to the Ward Executive Officers and Village Executive Officers, as well as to the local leaders and all the villagers where the T-line will pass through, who organized and participated in the public meetings where the project was presented, and for the information and opinions provided. The support, availability and participation of the Regional and District administrative secretaries and local government authorities was crucial for the implementation of the consultation.

Last but not least, we would like to express our sincere gratitude to the Vice President's Office, particularly the National Environment Management Council (NEMC), for their technical inputs, cooperation and guidance during the whole period of undertaking this EIA.

LIST OF ACRONYMS AND ABBREVIATIONS

BULAO	Bukombe Legal Aid Organization
CAE	Child Abuse/Exploitation
FGD	Focus group discussion
GBV	Gender-Based Violence
GRM	Grievance Redress Mechanism
IVP	Intimate Partner Violence
kV	Kilovolt
KIWOHEDE	Kiota Women Healthy and Development Organization
LHRC	Legal and Human Rights Centre
MoHCDGEC	Ministry of Health, Community Development, Gender, Elderly and Children
MAPEC	Missenyi AIDS Poverty Eradication Crusade
PAP	Project Affected Person
PIU	Project Implementation Unit
SEA	Sexual Exploitation and Abuse
SEA-SH	Sexual Exploitation and Abuse-Sexual Harassment Prevention and Response Action Plan
SH	Sexual Harassment
SHDEPHA+	Service health and development for People living positively with HIV/AIDS
SOSPA	Sexual Offences Special Provisions Act
TANESCO	Tanzania Electric Supply Company Limited
TGNP	Tanzania Gender Networking Program
TL	Transmission Line
TAMWA	Tanzania Media Women Association
TAWLA	Tanzania Women Lawyers Association
TAZA	Tanzania – Zambia
TOSO	Tumaini Orphan Support Organization
VAC	Violence Against Children
WB	World Bank
WHO	World Health Organization
WiLDAF	Women in Law and Development in Africa
WLAC	Women's Legal Aid Centre

EXECUTIVE SUMMARY

- The Sexual Exploitation and Abuse-Sexual Harassment (SEA-SH) Prevention and Response Action Plan details the operational measures that will be put in place to assess and mitigate risks of gender-based violence, including sexual exploitation and abuse (SEA) as well as sexual harassment (SH) that are project related. This includes procedures for preventing and responding to GBV, managing GBV related grievances and supporting survivors.
- Gender-based violence (GBV) affects a great number of women, girls, and disabled individuals in Tanzania. Based on that, Tanzania has adopted and implemented policies, laws and standards to address GBV. such as the National Integrated Case Management. Additionally, several NGOs advocate for the rights of women, children, people with disabilities and gender equality. Services are provided along the project sites, such as MTAKUWWA programs and the Gender and Children Police Desks at all district offices, along with other providers of and psychosocial services. Despite these efforts, there are still gaps.
- The social baseline identified that traditional gender roles are prevalent in the communities crossed by the project, with a clear division of roles and rights, which include a clear burden on women related to domestic roles and a limited access of women to land ownership. Gender based violence is a significant problem in the area of influence of the project.
- Women expressed specific concerns regarding the potential impacts of the Project on their wellbeing. These include a higher economic dependency of women on men, as they may have more access to the project benefits (including jobs and compensations), increasing existing inequalities and women's vulnerability; risks of increase of physical violence due to disputes between men and women related to access to compensations; higher risk of sexual violence and unwanted pregnancies linked to the influx of workers, and the loss of social support in the case of resettlement, increasing vulnerability for women, among others.
- The Project may also increase child labour, as opportunities open for children's work, who may drop school. In the case of girls, they may be forced into early marriage with project workers in exchange for financial support. The influx of money could also lead to issues such as drug addiction and unwanted pregnancies.
- The risks of increasing GBV and the impact on children derive from two sources: the access to the Project benefits, and the conflicts and inequalities it may foster, and the relationship between Project workers and members of the community, particularly women and children. To manage these risks, TANESCO will implement a SEA-SH Action Plan.
- The SEA-SH Action Plan will aim to prevent GBV and violence against children and to respond to any harm or problem caused by the project. To do so, TANESCO will work with its workers, its contractors, the community and with

the public and private institutions specialized on these issues. The following are the main actions that will be implemented:

- TANESCO will train and orientate its workers and those of the contractor and subcontractors.
- A Code of Conduct will be developed that will specifically address GBV/SEA/SH issues. TANESCO, the contractor and subcontractors will include this in the trainings given to their workers.
- TANESCO will implement actions to build awareness directed to the community and workers about GBV risks, GBV prevention, GBV reporting and response mechanisms.
- Information will be provided to the communities about the grievance redress mechanisms and the type of situations, related to GBV and VAC, where it can be used.
- Establish close collaboration between GBV service providers such as Police GBV desk, GBV District Committees and local NGOs in attaining an appropriate and safe responses for survivors
- Facility designs, such as worker camps and offices, must include gender-friendly features to ensure safety and equitable project benefits.

DEFINITIONS

Affirmative action: Any measure designed to overcome an inequity or the systematic denial or infringement of a right or fundamental freedom.

Empowerment: Increasing the personal, political, social, or economic strength of individuals and communities. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality.

Gender: Social definition of women and men among different communities and cultures, classes, ages and during different periods of history.

Gender Analysis: A systematic methodology for examining the differences in roles and norms for women and men, girls, and boys; the different levels of power they hold; their differing needs, constraints, and opportunities; and the impact of these differences in their lives.

Gender Division of Labour: Refers to the classification and allocation of tasks for women and men in managing domestic, economic and community activities. Gender division of labour impacts differently on men's and women's access to opportunities and inflicts gender stereotyping.

Gender Equality: is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including the domestic realm, economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favoured.

Gender Equity: the provision of fairness and justice in the distribution of benefits and responsibilities between women and men.

Gender Mainstreaming: A process that ensures concerns of men and women form an integral dimension of the design of all policies, laws and administrative procedures including budgeting, and budget implementation, and the monitoring and evaluation of programs implementing such policies, laws and administrative procedures in all political, economic and societal spheres so as to ensure that both women and men benefit equally and that inequality is not perpetuated.

Gender Based Violence (GBV): - 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. GBV broadly encompasses physical, sexual, economic, psychological/emotional abuse/violence including threats and coercion, and harmful practices occurring between individuals, within families and in the community, at large. These include sexual violence, domestic or intimate partner violence (IPV), trafficking, forced and/or early marriage, and other traditional practices that cause harm.

GBV has a greater impact on women and girls, as they are most of often the survivors and suffer of great physical damage than men when victimized (WHO 2005).

Gender Oppression: gender oppression is a result of imbalance of power between women and men. Gender oppression occurs when one sex is treated in cruel, harsh manner or made to feel inferior, uncomfortable or unhappy in socio-economic and political life.

Gender Violence: gender violence refers to any act, omission or conduct by means of which physical, sexual or mental suffering is inflicted directly or indirectly, through threat, coercion, or any other means on any person with the purpose of intimidating, punishing, humiliating, maintaining sex stereotyped roles, undermining the security of a person, self-respect or diminishing physical or mental capacities.

Older members of society: a person who has attained the age of sixty years and whose specific rights are provided in the National Water Policy 2002.

People with Disabilities: any person with any physical, sensory, mental, psychological or other impairment, condition or illness that has, or is perceived by significant sectors of the community to have a substantial or long-term effect on an individual's ability to carry out ordinary day-to-day activities.

Sexual Harassment: Defined as any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour 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. It occurs between personnel/staff and involves any unwelcome sexual advance or unwanted verbal or physical conduct of a sexual nature.

Sexual Exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, threatening or profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual Abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. SEA is therefore a form of GBV and generally refers to acts perpetrated against beneficiaries of a project by staff, contractors, consultants, workers and partners.

Violence Against Children (VAC): Violence against children takes many forms, including physical, sexual, and emotional abuse, and may involve neglect or deprivation. Violence occurs in many settings, including the home, school, community and over the Internet. Similarly, a wide range of perpetrators commit violence against children, such as family members, intimate partners, teachers, neighbours, strangers and other children. Such violence not only inflicts harm, pain and humiliation on children; it also kills. All children have the right to protection from violence, regardless of the nature or severity of the act and all forms of violence can cause harm to children, reduce their sense of self-worth, affront their dignity and hinder their development

Violence Against Women (VAW): 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 acts such as coercion or arbitrary deprivation of liberty, whether occurring in public or in private life” (United Nations General Assembly, 1993, Declaration on the Elimination of Violence against Women). In all societies, to varying degrees, women and girls are subjected to physical, sexual, and psychological abuse that cuts across lines of income, class and culture. Such violence is recognized as a violation of human rights and a form of discrimination against women, reflecting the pervasive imbalance of power between women and men.

1.0 Introduction

1.1 Brief Description of the Project

The Government of Tanzania and Uganda through their Power Utility Companies, Tanzania Electricity Supply Company Limited (TANESCO) and Uganda Electricity Transmission Company Limited (UETCL) respectively, are in the preparation of implementing a 400kV for Uganda Tanzania Interconnector Power (UTIP) transmission line. In Tanzania the proposed project will traverse through Shinyanga, Geita and Kagera Regions.

The Project comprises:

- Construction of a new 548.91 km long transmission line premised on 400 kV.
- Clearing of the wayleave (52 m for 400 kV TL as per TANESCO standards).
- Construction of access roads, that in some cases will need to be implemented along alignments that extrapolate the limits of the t-line wayleave.
- Construction of workers camps and materials storage facilities, as necessary.
- Other construction support infrastructure (conductor launching sites, surplus soil deposits, borrow areas for fill material, quarries, other).

The wayleave will be 52 meters wide, totalling around 2,854.33 ha along the entire length of the project route. Considering an average distance between towers of around 400 meters and a footprint per tower of around 100 square meters, this gives an approximate area of 13.62 ha to be permanently occupied by the base of the towers.

Expansion works will be needed for the existing substations (SS), the SS Kyaka, SS Nyakanazi, and SS Ibadakuli, providing space for the TL and transformer bays and for future expansion.

In principle, before starting the construction activities, the project proponent is required to undertake the Environmental and Social Impact Assessment (ESIA) for the proposed project to comply with the Environmental Impact Assessment and Audit Regulations, 2005 and its amendment of 2018.

The proposed transmission line will traverse about 105 villages of Shinyanga District, Shinyanga Municipality, Msalala, Geita, Nyangw'hale, Bukombe, Mbogwe, Bukombe, Biharamulo, Ngara, Karagwe and Missinyi Districts. Furthermore the proposed line will traverse different biophysical environments such as swamps (flood plain) water catchment area crossing river Kagera, Burigi Chato National Park, Biharamulo forest reserve under TFS, mountains with various biodiversity of interest, traverses various existing infrastructures such as transmission line, roads both under TARURA and TANROADS and indigenous farms and lands which includes vulnerable people, sacred places and other settlements including small scale miners.

East Africa Community Member States agreed to interconnect their power systems by constructing a high voltage transmission line system. The main objectives of the project

are to: (i) enhance electricity trade; (ii) improve security and reliability of electricity supply; (iii) foster economic development and regional integration. Previously, a number of technical feasibility studies, environmental and social studies were undertaken on the national, regional and sub-regional level and the voltage levels considered and recommended included 220 kV, 330 kV and 400 kV. Most recently, the bulk-transmission line Interconnectors, such as ZTK-interconnector are being considered at 400kV double circuit.

1.2 Purpose of the SEA-SH Action Plan

This Sexual Exploitation and Abuse-Sexual Harassment (SEA-SH) Prevention and Response Action Plan details the operational measures that will be put in place to assess and mitigate risks of gender-based violence, including violence against children (VAC), sexual exploitation and abuse (SEA) as well as sexual harassment (SH), that are project related. This includes procedures for preventing and responding to GBV, managing GBV related grievances and supporting survivors. In all societies, to varying degrees, women and girls are subjected to physical, sexual and psychological abuse that cuts across lines of income, class and culture. Such violence is recognized as a violation of human rights and a form of discrimination against women, reflecting the pervasive imbalance of power between women and men.

The plan that is presented here includes both actions to be implemented with the communities and with the workers of the project.

This document is divided in two sections. In the first one presents an analysis of the context of the project, of the risks faced in this aspect by the project; the information gathered during the consultation process, where the social baseline was also elaborated. In the second one introduces the measures proposed to be implemented.

2.0 Legal and Institutional Context

2.1 National Level

Gender-based violence (GBV) affects a great number of women, girls, and disabled individuals in Tanzania. It is the outcome of social and economic injustices that favour men over women as well as gender norms. In Tanzania, the importance of gender equity and discrimination in several areas of life is becoming more widely acknowledged. This awakening includes a rising recognition of the prevalence of gender-based violence, its effects on men, boys, and women alike, as well as how it affects the nation's burgeoning health and social welfare institutions and economy.

Based on that, Tanzania has adopted and implemented a number of policies, laws and standards to address GBV. Some of the policies, laws and initiatives include:

- The Constitution of the United Republic of Tanzania of 1977 Part III provides the foundation for upholding the basic constitutional rights and duties of the people. The Constitution of the United Republic of Tanzania explicitly prohibits

discrimination based on gender and has enshrined the principle of gender equality inserting the Bill of Rights and Duties. For instance, sections 12 and 13 of the Constitution state that all human beings are born free, and equal and are equally entitled to the recognition and respect of their rights.

- The legal and policy framework that responds to GBV is found in several specific laws including the Law of the Child, Law of Marriage, Anti-Trafficking in Persons Act, Criminal Procedure Act, Employment and Labour Relations Act, Education Act, Customary Laws Declaration Order of 1963, HIV and AIDS (Prevention and Control) Act, Land Act, Indian Succession Act, Probate and Administration of Estates Act, Rights of Persons with Disabilities Act and Village Land Act.
- Sexual Offences Special Provisions Act, 1998: An Act to amend several written laws, making special provisions in those laws about sexual and other offences to further safeguard the personal integrity, dignity, liberty and security of women and children.
- National Gender Policy, 2002 aims to promote gender equality and empower women and vulnerable groups in the country's development process. The NGP's objectives include:
 - Eliminating gender-based discrimination
 - Ensuring women and men have equal access to resources
 - Creating gender-responsive structures and processes
 - Improving national capacity for gender mainstreaming
- National Women and Gender Development Policy, 2000 aims to promote gender equality and eliminate discrimination against women and girls. The policy emphasizes integrating gender equality into all levels of the development process, including policies, plans, and strategies.
- Penal Code (Cap 16) (revised 2002): It is an offence for a male person to rape a girl or a woman.
- National Health Policy, 2007: promoted by the Federal Ministry of Health and inspired by the constitutional principle according to which health must be public and all citizens must be guaranteed equal access and free primary health care, is a sectoral document that outlines the key directions for the development.
- The Public Health Act, 2009 as amended in 2010 provides for the promotion, preservation and maintenance of public health with a view to ensuring the provisions of comprehensive, functional and sustainable public health services to the general public and to provide for other related matters.
- Anti-Trafficking in Persons Act, 2008 criminalizes sex trafficking and labor trafficking and prescribed punishments of two to 10 years' imprisonment, a fine

between 5 million and 100 million Tanzania shilling (TZS) (\$2,170 to \$43,440), or both for offenses involving adult victims, and 10 to 20 years' imprisonment.

- Child Act, 2009 provides for reform and consolidation of laws relating to children, to stipulate rights of the child and to promote, protect and maintain the welfare of a child with a view to giving effect to international and regional conventions on the rights of the child; to provide for affiliation, foster care, adoption.
- Criminal Procedure Act 7, 2018 Duty to give information on crimes and sudden deaths. 8. Inquiries into deaths. Criminal procedure law entails a framework of laws and rules that govern the administration of justice in cases involving individuals accused of committing crimes.
- Legal Aid Act, 2017: An Act to regulate and coordinate the provision of legal aid services to indigent persons, to recognise paralegals, to repeal the Legal Aid.
- National Mechanism on Gender Based Violence/Sexual Exploitation and Abuse. A national mechanism for gender-based violence (GBV) and sexual exploitation and abuse (SEA) can include a variety of initiatives, such as:
 - Service access: Ensuring that services are accessible, and that institutions and service providers are able to respond to GBV
 - Reporting: Establishing safe spaces for survivors to report GBV, such as gender desks in police stations
 - Legal aid: Providing legal aid services for GBV victims
 - Awareness: Raising awareness of existing services, and how to support survivors
 - Referral mechanism: Developing a multi-sectoral and multi-stakeholder referral mechanism
 - Social norms: Changing social norms that contribute to under-reporting of GBV
 - Police training: Training police on GBV and providing guidance for Police and Gender Desks
 - Legal literacy: Building legal literacy among the population through translation of laws and policies
 - Collaboration: Collaborating with relevant stakeholders, such as media, traditional authorities, and faith-based organizations
 - Monitoring: Monitoring the quality and sustainability of service provision
 - Assessment: Undertaking assessments of the effectiveness of the plan GBV can have high social and economic costs. When working to prevent and respond to GBV, it's important to consider intersectionality, which is the idea that people face different kinds of discrimination and risks due to a combination of their identities.

- The Law of Child Act (CAP. 13 R.E. 2019) An act to provide for reform and consolidation of laws relating to children, to stipulate rights of the child and to, promote, protect and maintain the welfare of a child.
- Vocational Education and Training Act 1994 (No. 1) provides a legal framework for the implementation of a flexible vocational education and training system that responds to the labour market.

Generally, Tanzanian law has shown some progress in preventing and punishing GBV crimes. For example, the Sexual Offence Special Provisions Act of 1998 poses harsh penalties for perpetrators of sexual violence. However, gaps remain in the legal system. Domestic violence is only minimally and vaguely addressed.

Apart from the legal framework, the Government through various Ministries has come out with policies that guard against gender-based violence such as the National Integrated Case Management which seeks to have a harmonized, standardized, and systematic framework for the care and protection of the most vulnerable children and linking them to social welfare, health/HIV, protection and education services from the community to the national level. One other such policy is the Women's Gender and Development Policy of 2000 which aims at ensuring that gender equality is embraced in all plans, strategies, and development undertaking in every sector and institution; the National Development Vision 2005 which envisages poverty reduction and improving the country's income to middle level, MKUKUTA strategy which also aims at eradicating poverty, hunger, disease, ignorance, environment destruction and discrimination against women by 2025.

Recent institutional reforms in government also point to promising paths toward responding to and preventing GBV. For example, each ministry has a gender focal point, and the Ministry of Community Development, Gender, and Children initiated efforts to train the focal points on ways to mainstream gender in their ministry work plans and budgets. Also noteworthy, the Police Force, under its institutional reforms makes the police more accessible to the community and more responsive to the community's needs. Out of this initiative, the Tanzania Police Female Network (TPF Net) was created, and with it came the creation of gender desks to respond to cases of GBV at police stations. The Ministry of Community Development, Gender, and Children (MoCDGC) has demonstrated leadership in this area, despite its limited resources. First, the ministry worked to ensure that the National Strategy for Growth and Poverty Reduction has strong gender components, including, of particular significance, a goal and corresponding activities on the elimination of sexual abuse and sexual violence. More specifically, under governance and accountability—one of three cluster areas of the strategy—one goal is “improved personal and material security, reduced crime, eliminate sexual abuse and domestic violence.” The strategy also links GBV in schools with girls' limited access to education (Tanzanian Vice President's Office, 2005, p. 35).

Several NGOs also advocate the rights of women, children, people with disabilities and gender equality. Organizations such as the Legal and Human Rights Centre (LHRC), the Tanzania Media Women Association (TAMWA), Tanzania Women Lawyers Association (TAWLA), Women Wake Up (WoWAP), Kiota Women's Health and Development Organization (KIWOHEDE), Family Planning Association be among others. These

organizations receive complaints, offer legal advice and in some cases represent women and girls in court and accompany them through the legal proceedings. However, most of these institutions are Dar es Salaam and town based which make difficult for people and disabilities in particular in the villages to access and report the matter.

Notwithstanding the efforts of numerous institutions and groups, survivors of gender-based violence have relatively few options when it comes to the quantity and calibre of services and resources offered. There are not any guidelines in place right now for dealing with survivors. Similarly, service providers have limited access to training on appropriate protocols. There is a significant lack of health, counselling, and social welfare services for survivors of gender-based violence, despite the fact that tiny nongovernmental organizations (NGOs) with tight budgets provide legal aid services in the project areas.

Also, according to WB Group (2017)¹, the legal and policy infrastructure that responds to GBV is found in a number of specific laws including Law of the Child, Law of Marriage, Anti-Trafficking in Persons Act, Criminal Procedure Act, Employment and Labour Relations Act, Education Act, Customary Laws Declaration Order of 1963, HIV and AIDS (Prevention and Control) Act, Land Act, Indian Succession Act, Probate and Administration of Estates Act, Rights of Persons with Disabilities Act, and Village Land Act.

The national response to GBV in Tanzania is anchored on key legal, policy, and development frameworks, which illustrate improved commitments to the rights and protections of women and girls. However, enforcing laws continues to be a challenge. This is due to, among other factors, weak investigations, insufficient evidence, social norms against reporting, and delays within the court system.

Existing local GBV/VAC NGOs in the project areas

Although there are a number of NGOs that have interventions in the project areas, the consultations were conducted with the few who were reachable. The NGOs within the project area to mention the few in different regions are Geita- (NELICO, TOSO, BULAO, Mbogwe legal Aids organization, SHDEPHA+), Shinyanga (-KIWOHEDE, NELICO) Kagera – MAPEC, TOSO, KKKT). During the preparation of the environmental and social assessments, and throughout project implementation, they are very important as they help to understand and address the project risks to women and girls. These NGOs can also play a part in sensitizing the community about project risks and increasing their ability to withstand them.

The National Plans of Action to End Violence Against Women and Children in Tanzania 2017/18 – 2021/22 have established Women and Child Protection Committees (MTAKUWWA committees), comprised of duty bearers, NGOs, CBO, and community members who convene quarterly and share protection concerns across the protection spectrum. These committees operate from the National level to Village/mtaa levels. They operate as the referral pathways for survivors through a collaborative approach with

¹ Tanzania Gender Based Violence Assessment Scope, Programming, Gaps and Entry Points. Report No: AUS0002786. 2017.

service providers within the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC), the law enforcement agents, local governments (District/Municipal level for the Council Health Management Team (CHMT), ward health committees as well as ward social welfare officers.

Through the Ministry of Health, Community Development, Gender, Elderly and Children MoHCDGEC, healthcare providers in Songwe and Rukwa have been trained on the National Management Guidelines on GBV for the health sector which provides an opportunity for strengthening referrals and linkages with the community as well as assuring standardized medical management of GBV.

Various NGOs such as Women in Law and Development in Africa (WiLDAF), Tanzania Media Women Association (TAMWA), Tanzania Women Lawyers Association (TAWLA), Legal and Human Rights Centre (LHRC), Women's Legal Aid Centre (WLAC), Kilimanjaro Women Information Exchange and Consultancy Organization (KWIECO), Tanzania Gender Networking Program (TGNP), Kivulini Women Organization, Anti-Female Genital Mutilation Network (AFNET), ABC Foundation, Kiota Women Health Development Organization (KIWOHEDE), have undertaken tremendous sensitization campaigns to prevent and respond to gender-based violence through media campaign education and training, legal aid services, publication and dissemination of GBV materials and coordination. There is an opportunity for the project to link with existing NGOs, CBOs, and existing structures (e.g. MTAKUWWA committees)

GBV/VAC program in the project area

Along the project sites, and in line with the national government approach, there are MTAKUWWA program, the Gender and Children Police Desks at all district offices in the project areas. Other service providers on paralegal and psychosocial services in the project areas are; (NELICO, TOSO, BULAO, Mbogwe legal Aids organization, SHDEPHA+), Shinyanga (-KIWOHEDE, NELICO) Kagera – MAPEC, TOSO, KKKT) during the preparation of the environmental and social assessments and throughout project implementation are very important as they help to understand and address the project risks to women and girls. These NGOs can also play a part in sensitizing the community about project risks and increasing their ability to withstand them. Implementation of MTAKUWWA / NPAVAWC (National Plan of Action to End Violence Against Women and Children) in the project areas:

- The Five-year National Plan of Action to End Violence Against Women and Children (NPAVAWC 2017/18 – 2021/22), has been developed by consolidating eight different action plans addressing violence against women and children to create a single comprehensive, National Plan of Action to eradicate violence against women and children in the country.
- Violence against women and children is a daily reality for a large number of women and children. In Tanzania its prevalence is high hence addressing it, is a central development goal in its own right and key to achieving other development outcomes for women, their families, communities, and the nation.

- The NPA-VAWC emphasizes the actions needed for both preventing and responding to violence and recognizes that investing in violence prevention initiatives has a positive.
- MTAKUWWA at Regional and District is implemented by having a gender desk, which is managed by the Municipal/District Community Development Officers and Municipal Social Welfare Officers.
- MTAKUWWA is implemented by the district officials with the support of service providers such as NGO and the Police Gender Desk.
- The district implements the MTAKUWWA through an awareness campaign on GBV/VAC in village meetings, schools (primary and Secondary), in public gatherings such as marketplaces, and health centers.
- The awareness campaign is conducted once they know there is a meeting in the villages and there are no regular programs for disseminating the knowledge to the communities.
- At the village level, they have formed community committees that include youths and children in schools where they have trained them on how to report the cases once they happen in the suggestions boxes that are installed in the schools. These boxes are opened by the Community Development Officer at the village level once a week. Village leaders also are trained on how to handle the GBV once the cases appear.
- MTAKUWWA at the region is implemented in four ways
 - I. Through providing education, to increase awareness for gender-based violence.
 - II. Through improvement of the economy to the community.
 - III. Through the implementation of various committees from village level, ward, and Municipal, level. In the poor household community, each village has a gender focal person appointed in the gender-based violence committee male and female.
 - IV. Provision of awareness about education and relationships by bringing together parents to be close to their children through various groups and use meetings in a quarter every year through district community development officers and District Social Welfare Officers

Table 2.1.a presents a description of the NGOs and services providers identified and contacted during the consultation.

Table 2.1.a
NGOs and service providers consulted

S/N	Name of NGO/Service provider	Area of Service	What they provide
Shinyanga Region			
1.	KIWOHODE	Msalala District	Realizing Gender Equality through Empowering Women and Adolescent Girls
Geita Region			
2.	New Light Children Centre Organization (NELICO)	Geita, Shinyanga Kagera Regions	Provides services to vulnerable children in all lake zone regions in Tanzania (Geita, Mara, Shinyanga, Kagera, Kigoma, and Mwanza). NELICO has different projects aimed at helping vulnerable children. Examples of such projects

Table 2.1.a
NGOs and service providers consulted

S/N	Name of NGO/Service provider	Area of Service	What they provide
			include ACHIEVE which aims to help children with HIV/AIDS. Through this project, the organization ensures that the children get access to health care and that they do not get any GBV related problems. The project also provides legal aid to children who are victims of GBV through mobile clinics. This project also helps children who are not in formal education to get access to formal education. Most of these children face challenges of child labour due to poverty.
3.	Mbogwe Legal Aid Organization	Mbogwe district	This organization was established in 11/09/2015 with an objective providing legal aid to women. The organization provides education to women in all matters related to their rights. This organization is funded by the Legal Service Facility of the Ministry of Constitutional and Legal Affairs.
4.	SHDEPHA+	Bukombe District	Mainly the organization deals with those who are HIV/AIDS positive, the elderly, and children. SHDEPHA+ is an acronym for Service, Health, and Development for People living positively with HIV/AIDS. It is a national non-governmental organization, registered on 21 November 1994. Although the organization was initially established to cater for the positive HIV/AIDS infected people, it is now also dealing with the elderly group, particularly those who are living in difficulties and are not able to support themselves. The organization has different projects including research in areas of capacity to youths starting from 13 to 17 years old. The project aims to study life skills among the youth in that category of age group. This project is financed by MILELE Zanzibar Foundation in collaboration with UWEZO Tanzania. The other project called HelpAge deals with elderly people and is particularly focusing on their rights on different aspects of their lives. These include the right to live, get access to health care, preventing deaths associated with traditional beliefs such as witchcrafts, and other rights.
Kagera Region			
5.	MAPEC	Missenyi District	Core Ares of Intervention i) Promotes Early Childhood Development ii) Improve quality life of Orphans and most vulnerable children iii) Combat HIV/AIDS iv) Climate change Program Focus Areas

Table 2.1.a
NGOs and service providers consulted

S/N	Name of NGO/Service provider	Area of Service	What they provide
			i) HIV/AIDS Interventions ii) Disaster preparedness and relief services iii) Health, nutrition and sanitation iv) Entrepreneurship and vocational skills development v) Sustainable agriculture and food security i) Early childhood development vi) Orphan and vulnerable children vii) Climate change and Environmental protection
6.	TOSO	The Organisation is currently operating within KAGERA, GEITA and KIGOMA Regions.	<p>TOSO receives fund different donors. The organization receives fund from Susan Wilson (UK) Founder and Scotland Board. The fund received is used to pay salaries for the organization's workers. The fund is also used for the construction of houses, particularly to the families living in poor conditions and providing them with water harvesting tanks of 2000 litres. The organization is operating in all districts of Kagera, Chato in Geita, and Kakonko in Kigoma. About 4565 students have been supported from primary to university level in Biharamulo district. Similarly, 506 widows and 324 widowers have also been supported by the organization in Biharamulo.</p> <p>TOSO has also worked with Empowerment Through Skills Programme (ESP) to empower girls who have been denied chances to attend school after being pregnant. The organization also provides education related to gender equality and human rights. Skills such as carpentry and tailoring are also provided to children who do not have access to formal education.</p>

Elaboration: JGP/BENE. Source: Fieldtrips 2023 – 2024.

2.2 International Requirements

A set of international standards will apply in the project regarding GBV in the project, which include:

- **World Bank Environmental and Social Standards (ESS)**, notably:
 - ESS 1: Assessment and Management of Environmental and Social Risks and Impacts
 - ESS 2: Labor and Working Conditions promotes equitable standards for and good human resources management and relationships that support respect for project workers including those who are disadvantaged or vulnerable.

- ESS 4: Community Health and Safety which recognises that projects may result in risks to communities including those related to GBV.
- **World Bank Guidance Note on Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works, 2022².** Designed to identify and tackle sexual exploitation, abuse, and harassment (SEAH) in WB financed projects with civil works.
- **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by the United Nations General Assembly on 18 December 1979.** The CEDAW is the only human rights treaty which affirms the reproductive rights of women and targets culture and tradition as influential forces shaping gender roles and family relations.
- **ILO Declaration on Fundamental Principles and Rights at Work.** Adopted in 1998 and amended in 2022, is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values - values that are vital to our social and economic lives.
- **C190 - Violence and Harassment Convention, 2019 (No. 190) not ratified by Tanzania.** Each Member which ratifies this Convention shall respect, promote and realize the right of everyone to a world of work free from violence and harassment.

3.0 Gender Based Violence and Violence Against Children

Both men and women are facing gender-based violence. However, women are disproportionately affected and face violence through being beaten and injured, sexual assault, harassment, and deprived of doing work that will uplift them economically. Women in Tanzania may also face cruelty from their partners as pregnant women are being beaten for being pregnant as their husband claims that they don't want more children and so they are forced to abort.

Violence also affects children and teenagers. Among girls, there is early marriage that young girls, under 18 years and still studying, face. This results in early pregnancies that lead to an increase in death while giving birth and diseases such as fistula. However, early marriage has impacted their education as they are deprived of completing their education. The cause of early marriage in the village is due to parents who require dowry or bride price.

Regional Police keeps records of the crimes in their area, which include GBV issues, that are presented in **Tables 3.0.a, 3.0.b and 3.0.c.**

Table 3.0.a

Incidence of crime on GBV information in Shinyanga Region from 2021 to 2023

S/N	Type of offence	Year 2021	Year 2022	Year 2023
1	Rape	214	235	222
2	Sodomization	38	31	35
3	To impregnate a school pupil	58	65	63
4	Dumping a baby	02	-	06

Source: Shinyanga Regional Police Officer 2024.

² World Bank Guidance Note on Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works, October 2022.

The above GBV issues which were reported together with other crimes records for the Shinyanga Region from 2021 to 2023, show that raping cases were 214 in 2021, increased to 235 in 2022, but decreased in 2023 to 222. Sodomization in 2021 were 38 cases, in 2022 were 31 and in 2023 were 35.

The report by police on impregnate a school pupil in 2021 indicates that there were 58 cases in 2022 there were 65, and in 2023 there were 63 cases. Regarding dumping a baby in 2021 there were two cases and in 2023 increased to six cases.

Table 3.0.b

Incidence of crime on GBV information in Geita Region from 2021 to 2023

S/N	Type of offence	Jan-Dec 2021	Jan- Dec 2022	Jan- Dec 2023
1	Rape	99	107	97
32	Child desertion/ abandonment	4	7	2
43	Child stealing	7	5	3

Source: Geita Regional Police Officer 2024.

The above GBV issues, which were reported together with other crimes records for the Geita Region from 2021 to 2023, show that raping cases were 99 in 2021, increased to 107 in 2022, but decreased in 2023 to 97.

The report by police on child abandonment in 2021 there were 4 cases, in 2022 there were 7 and in 2023 they decreased to 2 cases. Child stealing, in 2021 there were 7 cases, decreased to 5 cases in 2022 and in 2023 were 3 cases.

Table 3.0.c

Incidence of crime on GBV information in Kagera Region from 2021 to 2023

S/N	Type of offence	2021	2022	2023
1	Rape	231	181	224
2	Child stealing	07	05	02
3	Child desertion	12	09	15

Source: Geita Regional Police Officer 2024.

The above GBV issues show that raping cases were 231 in 2021, 181 in 2022 but increased to 224 in 2023.

The police report on child abandonment indicates that in 2021 there were 7 cases, in 2022 there were 5 and in 2023 they decreased to 2 cases. There were 12 cases of child stealing in 2021, it decreased to 9 cases in 2022 and in 2023 increased to 15 cases.

Supplemental Key Informant Interviews Findings with Police Gender Desks

In November 2024, interviews were made with Police Officers who are dealing with GBV desk cases. These interviews were held in Chato on 10/11/2024; Bukombe 4/11/2024; Ngara 8/11/2024; Biharamulo 9/11/2024,; Missenyi 7/11/2024; Biharamulo 9/11/2024 and Karagwe on 8/11/2024, to gather information concerning GBV/SEA/SH

issues and on how they resolve these issues in their offices.

During interviews, police officers reported that most of the cases received were associated with marriage conflicts among spouses. Low income and poor economy of men were mentioned as the main causes of GBV issues as this has caused most men to engage in alcoholism and others are running from their families as they have failed to provide for their families' basic needs. Other cases received include children drop out of school or run away from home, killings based on superstition, suicides by men, beatings and spouse conflicts, father/mother abandoning the family or husband/wife, and rape of girls. These cases are caused by superstitious beliefs, alcoholism, absence of communication between husband and wife, economic hardship at home, parents' failures to pay school fees or buy school requirements, school distance from home, and failure of parents to provide means to go to school (fare or bicycles).

Other cases received in the police office gender desk are young men and children sodomization, underage marriages, public humiliation and criticism of their men or husbands, and men defiling their children or stepchildren.

There are also challenges in addressing GBV related to incidence in the Police Gender Desks. These are:

- Inadequate office facilities necessary for executing daily office activities related to GBV.
- Lack of office dedicated to solely Gender Desk activities, something which denies privacy in dealing with GBV-related cases.
- Lack of transport required to make follow-up of different GBV cases that are reported to the desk. Sometimes personal transport is used for the same.
- Lack of cooperation from some of the victims. Some do not want to provide evidence, hence their cases remain unsolved.
- Cultural taboo is one of the failures to report GBV cases as such that women cannot speak out on the physical violence they are facing. Family members cannot speak out leading to increased GBV cases.
- Many men who are victims of GBV are not ready to report to the authorities about such incidents for the reasons that they might be discriminated against and face a state of shame by community.
- Due to the patriarchal system that is mainly practiced in the project area, man is supposed to be strong and brave and the leader of the family.

During project implementation, TANESCO in collaboration with the existing MTAKUWWA, police gender desk and other service providers, such as NGOs, in the project area will provide more awareness training to the community and inform them of the meaning, causes, effects, and how GBV/SEA/SH issues are handled and familiarize them with the referral pathway services available and procedures for handling GBV/SEA/SH grievances. This will be done before and during the construction phase.

4.0 Community Participation

4.1 Issues Raised During the Focus Groups Discussions

Focus groups were carried out in the villages on Gender Equality, discussing it from different angles such as Roles, Resources, Family planning, Female genital mutilation, Political matters, Decision making, Gender-based Violence, Early marriage, Right to Education, and Right to work. The following is the summary of what the participants from all the project areas expressed regarding gender roles and responsibilities.

4.1.1 Gender Daily Division of Labour

In Tanzania, the traditional image of women as a mother, and homemaker underlies a clear-cut division of labour between men and women. Women perform the bulk of household work. Their domestic responsibilities including food production, processing preparation and storage, as well as the provision of fuel and water, sanitation and hygiene, cleaning the house, laundry etc.

The analysis in the table below confirms this view. It shows that a woman must allocate her time to family chores as well as to productive and reproductive activities. Women spend more hours in household work consecutively with income generating activities. During the same period, their male counterparts spend their time on business and leisure.

In the focus group discussions participants were asked to name the tasks that customarily were the sole responsibilities of men and of women. In all the cases tasks like preparation of food, laundry, childcare, taking children to the clinic or health centre, fetching water etc. were mentioned as female responsibilities. These findings show that household responsibilities are mostly left to women. The workload for the women is further aggravated by the large family that most households have, this including extended families. The household responsibilities together with reproductive responsibilities take a considerable time and energy of the female farmers and entrepreneur leaving them with little time to attend to other activities like business, public and social meetings. Women's participation in meetings and public forums is still small. This was evident in the meetings held as part of the consultation process of the project and the focus groups. The consultation meetings had a higher participation of men. There were meetings where no women attended. This is due to the women's heavy workload, to their perception that their voices will neither be listened nor taken into consideration, or their concern that their husbands may not agree with them speaking out in public. Because of this, women will weigh the opportunity costs of participating and, unless they perceive a real value in the added responsibilities (e.g. attending a meeting) and time required, they will hesitate to participate.

Table 4.1.a presents the information provided in the focus groups regarding the daily division of labour between men and women. The responses were homogenous in the different villages.

Table 4.1.a
Women and Men daily division of labour – focus groups

Male group		Female Group	
Time of Day	Activity	Time of Day	Activity
5.00am	Wake up wash face and pray (Muslim only)	5:00 am	Wake up and pray and make the bed Prepare fire Poultry farming
6:00 am	Wake up and listen morning news from the radio Talk to family Take shower	6:00 am	Fetch water Wake up children Prepare breakfast Clean the house, Sweep the compound Prepare food for sale (in the public areas) laundry
7:00 am	Take Breakfast Boys take the cattle for grazing	7:00 am	Take Breakfast with family Wash dishes Prepare children for school Send children to school
8:00 am	Go to work (business, offices)	8:00 am	Go to work (business, farms offices)
9:00 am		9:00 am	Take shower Go to the market to buy food
10:00 am		10:00 am	
11:00 am		11:00 am	Look for firewood Look for vegetables Prepare lunch
12:00 pm		12:00 pm	Give lunch to children and father Take lunch Clean up after lunch
1:00 pm	Take lunch and read newspaper And socialise with fellow men and play table	1:00 pm	Go back to work at the business
2:00 pm	Back to work	2:00 pm	
3:00 pm		3:00 pm	
4:00 pm	Return home and take shower Supervise other businesses or go direct to socialize with other men (bar, club, <i>Kijiweni</i>) meeting spot. Watch football matches, play pool table games	4:00 pm	
5:00 pm		5:00 pm	
6:00 pm		6:00 pm	Prepare supper
7:00 pm	Watch TV...take supper	7:00 pm	Take Supper
8:00 pm		8:00 pm	
9:00 pm		9:00pm	Clean up after supper, prepare children to go to bed
10:00 pm	sleep/talk to wife	10:00 pm	Pray and go to bed
11:00 pm		11.00pm	
REPRODUCTIVE ROLES 5 hours	Prayers, morning news, taking showers, taking breakfast, taking lunch, Rest,	REPRODUCTIVE ROLES 9 hours	Childcare, breast feeding, taking the children to clinics welcoming visitors, mourning,

Table 4.1.a

Women and Men daily division of labour – focus groups

Male group		Female Group	
Time of Day	Activity	Time of Day	Activity
	watch football, read newspaper, drinking at bar, gossiping at <i>kijiweni</i> *, watch TV take super and rest		giving birth, looking after children, taking care the in-laws and husband
PRODUCTIVE ROLES 7 hours	Going for work, digging using ox-plough, building for people (construction) Supervision business	PRODUCTIVE ROLES 8 hours	Going for work at the street, selling fruits, food staff, eggs from chickens,
COMMUNITY ROLES 1 hours	Visiting friends, talk politics, group prayers, helping or going for burials,	COMMUNITY ROLES 3 hours	Cleaning the church, cooking for weddings, and burials, Go to Servings groups

Source: Summary of all the meetings held in the villages in all the regions 2024

**Kijiweni*: This is a place on the street where most of men meet, usually at the centre of the village, and socialize.

4.2 Participation of Women and Men During the Focus Group Discussions Meetings

This is a summary from all the meetings held in all the regions in the project areas. The percentage of women involved in consultative meetings on the UTIP Project was lower than that of men. Despite their representation, most did not speak out, especially if there was a large presence of male village leaders. The speakers were mostly men and household heads. Most women did not contribute their opinions during the consultation process. In general, attending meetings is an important job of men. Therefore, women are not confident to speak out on such platforms that are supposed to be for men. When the invitation was sent to the representative of the household, men generally responded. Women who did participate were those who were political leaders within the village, those whose husbands were busy, or when the invitation addressed her directly. The dominance of men in consultations was observed.

4.3 Constraints to Participation

Women's participation in the meeting was weak due in large part to prevailing and persistent gender-related factors. These gendered factors are social norms, biases and stereotypes, knowledge of the project and education levels, emotions, identity issues, and communication barriers.

It was noted that patriarchal social norms on family headship govern representation and participation in EIA consultations. Men are heads of households, and thus they are the first ones summoned to join a community consultation. It was found that either women who attended the meeting were single or they came because their husbands were away for economic activities. On the other hand, women who arrived at the meeting mostly failed to talk freely in observing the norms that the rule that men are called upon to speak on behalf of families and the community.

4.4 Issues Raised During ESIA Consultations and GBV Risk Assessment

Consultation with the communities showed that women had specific concerns about the potential negative impacts of the project on livelihoods, the environment, , access to drinking water, the potential loss of their homes and fields, air pollution, unplanned pregnancies to schoolgirls, abandonment of their families and their health impacts due to spread of sexually transmitted diseases. At the same time, they expected that the project could have a positive impact on their access to electricity and their involvement in project. These issues directly affect the performance of their reproductive and caring roles. While men had different concerns, i.e., compensation and housing, related to their socially assigned roles. Subsequently, the participation of men in meetings on land and compensation was higher.

Supplemental GBV Risk Assessment

The Consultant team conducted the GBV risk assessment aiming at identifying and understanding better the GBV/SEA/SH risks within the project area. Data collection for the risk assessment was conducted using meetings through Focus Group Discussion (FGD) and Key informant interviews. These meetings were conducted from October to November 2024. with groups of women, men and boys (youths). Several of the groups had between 20 - 40 participants and the discussions were participatory. Key Informants Interviews were conducted with the officers in the GBV at Municipal/District levels, Police Gender desk who are working directly with people facing GBV risks and with service providers (NGOs) in the project areas. The findings of the assessment indicated that there are widespread GBV/SEA/SH risks among women, girls, boys and men. Risks identified in these meetings are as indicated below.

Physical violence

Women reported that among the contributing factors of physical violence such as spouse beating/domestic violence are poverty and alcoholism. Some men are reported to be lazy and do not perform any economic activities to earn income which will enable them to take care of their families, and they do not provide basic needs to their families. This has caused a burden to their wives as they have been forced to work hard and ensure that their families are getting their basic needs such as school fees, health, food, etc. It was also reported that other men have enough income, but they use their income for buying alcohol and having relationships with other women and all the money is used outside their families. Too much alcoholic drink has caused the beating of spouses and a lot of conflicts within the family. When they are asked by their wives, wives end up getting physically abused and some of them have been forced to leave their homes and abandon their children and family. Men who engage in small-scale mining activities receive money and this leads them to abandon their families, when they run out of money they come back home with empty hands.

Traditional practices (early marriage)

It was reported that due to traditional practices and lack of income in the family which cause poverty, some of the young girls have been forced to enter into early marriages. These young girls, mostly those who have been forced to get married face emotional abuse, sexual harassment, sexual abuse, and mental abuse. In areas where community and family support systems are missing, there is a high risk of early marriage among young girls. Awareness should be provided to the community to reduce the risk as it was noted that among the contributing factors of early marriages are poverty and lack of education.

Empowerment of women financially

Men who were interviewed reported that nowadays most men are also suffering from GBV/SEA/SH cases, mostly psychological and emotional abuse. The main reason is the empowerment of women financially. They consider that being empowered has caused most women to ignore their husbands, have a voice over their husbands, and despise them. Husbands are denied their right to have matrimonial rights from their wives and sometimes they are denied the rights of food or washing their clothes, etc. Men reported that nowadays there is a loss of men's power/role in the family and community. The aforementioned does not necessarily constitute gender-based violence, although it is a relevant change in traditional gender roles in families that has troubled them, which is why men may perceive it as gender-based violence against them.

When asked if they are reporting this form of GBV Desk they said most of men cases are not reported because of the perception that it is shameful to report the incidents of GBV and the community has a perception that the GBV desk was established to listen to and resolve women and girls' cases only. Awareness should be provided in the community to make men aware that the Gender Desk is there to resolve all cases faced by men and women, and that not fulfilling traditional roles does not necessarily constitute gender-based violence. It is necessary that some entity (governmental or not) takes the initiative to train men and women on how to change these traditional gender roles and help them to perceive the positive changes that this brings for them (such as a shared burden with their partners regarding economic responsibilities).

4.5 Perceived Potential Impacts of Infrastructure Projects on Gender based Violence

4.5.1 Economic Impacts

- Compensation, rehabilitation, and resettlement benefits accrue to men due to family headship, denying women access to and control over economic benefits. This increases women's economic dependence on men, disempowering them, increasing the existent inequalities and women's vulnerability to violence.
- Access to compensation may create conflicts between the husband and wife, or wives, potentially leading to an increase of violence in the domestic realm.
- Displacement caused by loss of land leads to loss of livelihoods. Establishing new sources of income and shifting from a traditional to a cash-based economy can lead

to the loss of traditional values and changes on the way of life, which may lead to situations of violence. This may also increase the work burden on women.

- Women face food insecurity when there is a movement of men out of the villages for construction activities. Women can experience discrimination in the workplace. Employment and training opportunities are provided to men, and women are only left to work in the most menial, low-paid positions.
- Women returning from childbirth or childcare may struggle to regain employment.
- Lack of availability of a proper crèche or childcare facilities deters new mothers from taking up jobs, increasing their dependence on men.
- Women can be marginalized due to lack of adequate training regarding new technologies, which may come from and reinforce gender stereotyping.

4.5.2 Social and Health Impacts

- Due to the sudden influx of a transient workforce during a project's construction and operation, social and health problems, including those associated with law and order, are common. These problems can include increased alcohol consumption, domestic and sexual violence, sexually transmitted infections such as HIV and AIDS, and prostitution.
- Unsuitable resettlement sites can lead to security threats for social, economic, and health, such as lack of employment opportunities, natural resources, and familiarity with the area.
- Early and unwanted pregnancies as a result of the influx of people especially men in the project area.
- Marriage breakups for both men and women.
- Increased child labour and school dropouts.

4.5.3 Environmental Impact

Environmental damage and degradation can affect women's capacity to provide food to their families, of which women and girls are often primarily responsible, increasing their vulnerability.

During the meetings with the communities the participants were asked what they do when they face GBV issues or where they go to report once there is any kind of GBV/SEA/SH risks. In all the meetings it was reported that they normally start with a level of 10 cell leaders, then go to Village offices (baraza) if the issue is not resolved, and if the village office fails to resolve they go to the Auxiliary police, then moving forward to GBV Police Gender desk. They also reported that not all women report their GBV cases to the police desk but instead, they resolve it between the family amicably

4.6 Gender Roles

In all three regions and their villages, there is no equality in gender roles between men and women. As already mentioned, women engage themselves more in reproductive care activities, productive activities, and community activities compared to men, such as caring for children and elderly or sick family members, subsistence farming, household

food collection, preparation and cooking, water collection, fuel wood collection, fodder collection and care of livestock, washing clothes, cleaning and repair, selling goods at the market or from home, informal income generating activities such as paid labour and services. Men involve themselves more in productive and political activities such as fishing, cash crops (producing food) other than for household use, formal paid employment, political organizing, and maintenance of community infrastructure. Men do not normally engage in reproductive activities. Men have time to spend on refreshments and resting. Women have more burden of ensuring all activities at home are conducted and sometimes women are the breadwinners of the family.

4.6.1 Access to and Control of Resources

Women have no equal ownership of resources such as land ownership as compared to men. Due to customs, men still inherit the land and usually have full ownership of the land title. In subsistence farming, men own the cash crops (producing food other than for household use) and women have rights to cultivate only non-production food for the households.

- **Price determination.** Men are the ones who determine the actual price of the crops, and they are the ones responsible for selling. This has had negative impacts on the families because most men do not provide for the family. Instead, they use the money for personal refreshments. This impacts children and mothers in general because they fail to attain basic needs; as a result, the mother becomes a breadwinner for the family.
- **Education.** Government efforts to provide free education have reduced gender inequality to some extent. Few families still do not let girls pursue their careers so that they may have a dowry. Others do not give girls priority to pursue high school in the belief that women are going to get married.
- **Employment.** Normally during the development of the project, men are given more priority compared to women.
- **Family planning.** Men are the decision makers on family planning. Most women are prohibited on the use of family planning methods, fearing that if they use them, they will be in prostitution or will deprive men of the possibility of having many children. The result is that women face big challenges because they give birth consecutively without resting which affects their health and work capacity. As a result, they continue depending on men, while others, due to having multiple children, are abandoned.

4.6.2 In Decision-making

In Political leadership, both men and women are engaged, and there is a slightly higher number of male leaders compared to women leadership in village leadership.

4.6.3 Reproductive Activities

Most of the burden of childcare falls upon women and although many women desire to have fewer children such wishes are rarely shared by men, who usually want as many children as possible and who are particularly keen to have sons.

During the focus group and in-depth discussions, women mentioned that although a husband and wife sometimes discuss the preferred size of the family, the final decision usually rests with the husband. One Muslim man mentioned that the Koran says that men are the heads of the family and are responsible for making all the final decisions in the household. He further said that if a woman insists on family planning (that is, having a small number of children), the husband simply takes another wife who will be prepared to bear more children. Some women mentioned that precaution such as contraceptive is taken secretly at risk of a marriage crisis when the man discovers it. In Sukuma tradition contraceptives for women are taboo.

In the same discussions it was revealed that women are the ones who are responsible for taking the children to the clinic and hospital when they fall sick. It means that a woman with more children has a bigger burden compared to her counterpart. Women who are pregnant, lactating or with children must struggle harder to accomplish their domestic rounds as well as being commercially productive for her livelihood. They have little time for effectively engaging in mining activities or farming. Most of the time is spent on taking care of the children. This responsibility has got to be done alongside with housekeeping responsibilities as we saw in the above table.

When it comes to socialization, men have more time to socialize than women. The only time when women socialize it is when they go to the weddings, funeral ceremonies and markets.

5.0 Project GBV/SEA/SH Risks

The construction phase of the transmission line will entail major civil works as well as resettlement. These types of work will require a large labour force that may not be fully sourced locally, some of the construction workers may be brought from outside the project areas within Tanzania or outside Tanzania. Often, the construction workers are male requiring projects to set up construction camps/on-site accommodation for workers. Risks of SEA relating to women and children coming into close contact with workers (whether from within or outside the community) increases. The influx of labour requires a strategy for their management, particularly with engagement with the community especially women and children.

The presence of an influx of workers can expose the community to risks of sexual exploitation and abuse. The influx of predominantly male workers into a community area can expose women and vulnerable groups living in the community and providing services (such as traders); for example, females engaged in near-site petty businesses may suffer abuse from their benefactors/guardians in instances where they do not meet projected sales for the day. Experience shows that most women are hesitant to engage in civil works type of jobs that leads to a minimum number of female workers being employed. Sexual harassment and other forms of abusive behaviour is exacerbated by traditionally male working environments which might potentially compromise the wellbeing and safety of vulnerable groups of workers and the local communities while adversely affecting project performance. On the other hand, there is the potential of SEA risks for female members of the community who are seeking employment and/or services provided by the project and are given by project employers in exchange for sex. A common concern in the villages' consultation was the increase of unwanted pregnancies and of sexually transmitted diseases due to the influx of workers.

Increasing the number of female workers in the project might interfere with the community gender norms, thus increase the risks of violence at the household level and even at the workplace where they can be exposed to incidents of GBV and SH. For example, when female workers have less time available for traditional gender role-related household duties, such as childcare, this can also be a risk of increased intimate partner violence (IPV) as household members push back. Husband may be bitter with his wife being employed and this may cause conflict and end up with beating her wife.

Large and more remote construction contracts may include women who travel to live in or around the camps, who are potentially highly vulnerable and will be a target for abuse, harassment, and violence because of their lack of a local support network. Also, access roads created by the project (e.g., for transportation of materials) may cross through established routes used by the community, such as schools/health/market routes, water sources routes, and firewood source routes, crossing such paths could put children and vulnerable groups at risk of exploitation and abuse, especially at night in remote areas.

There might be the emergence of survival sex/transactional sex practiced by vulnerable women, and girls looking for money to cover their needs and those of their families. They become vulnerable and easily abused and might suffer from contracting communicable

diseases such as AIDS, STDs, and STIs due to labour influx. There may also be the likelihood of them suffering sexual exploitation and abuse.

The resettlement process (mainly associated with the 400kV line with 548.91 km) presents risks for women being excluded in consultations and ultimate compensation. As it was revealed in the Community consultation meetings, the participants mentioned that in the previous project within their areas they witnessed some biasness of gender violation during Resettlement Action Plan (RAP). Male partners may refuse to share information about compensation rates and compensation plans. More specifically, there may be risks of intimate partner violence as a result of increased household tensions related to distribution and control of compensation benefits; sexual violence for women who are relocated to places where traditional social protections no longer exist and they must cover long distances to access markets and water sources, and child marriage where males receiving compensation use it as bride price where these practices are prevalent. Also, there may be risks with regards to women's lack of awareness of their rights or how to access support regarding these issues. It is suggested that when receiving monetary compensations couples should open joint bank accounts in which compensation money shall be disbursed.

There are potential risks associated with child labour (children dropping out of school to work with contractors) as well as the risks of underage/school-going girls eloping with project workers or be married off to project workers or PAPs in exchange for resources to the girl's family and a result of having compensation monies. Drug addiction is also a risk, in case children access money. As previously mentioned, unwanted and early pregnancies are also a risk girls face. Children also face another risk emanating from the practices of child labour and incidences of child defilements.

TANESCO will mitigate all risks associated with GBV in this project. This SEA-SH Action Plan will directly address management of the risk of GBV in relation to the project workforce and project affected local communities.

6.0 GBV/SEA/SH Mitigation Measure

6.1 Objectives

The SEA-SH Action Plan identifies potential risks associated with GBV and introduces mitigation measures to address these risks in the pursue of the following objectives:

- Prevent sexual and gender-based violence in dealings among workers and between workers and community members.
- Prevent violence against children during the project's execution.
- Consider gender equality and prevent discrimination in the compensation process proposed as part of resettlement.

6.2 Lines of action

TANESCO will use the following measures to prevent and respond to GBV/SEA/SH:

Prevention:

- Develop a Code of Conduct that specifically addresses GBV/SEA/SH issues and include a module with specific content in the workers' training.
- Building awareness to the community and amongst workers on GBV/SEA/SH risk, GBV/SEA/SH prevention, GBV/SEA/SH reporting and response mechanisms in all project areas
- Engagement in all wards in the project areas to inform the community about the GBV/SEA/SH risk and grievance redress mechanisms as per the Stakeholder Engagement Plan (SEP).

Response:

- Put in place grievance redress mechanisms (GRM) that are sensitive to GBV issues related to resettlement, worker-community interactions and within the workforce (as part of the Labor Management Procedures).
- Establish close collaboration between GBV/SEA/SH service providers, such as Police GBV desk, GBV District Committees and local NGOs in attaining an appropriate and safe responses for survivors.
- Identify GBV/SEA/SH service providers and establish a referral pathway to manage cases (beyond the standard grievance redress mechanism) that is survivor-centred, abiding by principles of confidentiality, safety and informed consent and train staff for capacity building on GBV/SEA/SH issues.

6.3 Gender Considerations

The project shall include in its design mitigation measures to address the likely negative impacts on gender. Examples, of negative impacts include increased poverty among female-headed households because of land expropriation and loss of structures that might cause severe affect them. While the policies encourage women to work at construction sites, very often, are victims of Gender Based Violence (GBV) and Sexual Exploitation (SE). In this regard, contractors shall be required to provide a code of conduct that restrict

any forms of GBV and sexual harassment at the workplace as well as provision of adequate facilities for both men and women at the camp sites. Gender sensitization including deliberate efforts to enhance inclusion of the women in the Project will be undertaken. During UTIP implementation, the team will identify drivers and prevalence of GBV/SEA, SGBV, and subsequently will revise and implement the plan.

HIV/AIDS, Gender Sensitization, and Monitoring shall be designed to empower the target groups with skills to prevent and respond to HIV/AIDS and to enhance women's inclusion in the construction works. This is as an effort towards enhancing positive socio-economic impacts of the local population who were living in the areas as well the communities near the project site. The implementer of this subcomponent will be required to establish drivers for HIV/AIDS and sexually transmitted diseases with the project area along with available measures to address them.

7.0 Action Plan

This section details the specific measures for mitigating GBV, SEA/SH risks under the UTIP project in the lifetime of the project. These include the mitigation measures already in place as well as steps to be undertaken to further mitigate and respond to risks and allegations of GBV/SEA/SH in the project sites. This Action Plan is designed to inform the integration of Gender Based Violence (GBV) prevention and response within the TANESCO and UTIP project implementation.

The interventions are largely on awareness raising and advocacy to promote knowledge of rights, resources, and available services. The activities include the development of GBV knowledge and competencies, production of training awareness materials for PIU, project workers, community outreach, a GBV responsive GRM as well as signing of Codes of Conduct by construction workers. In terms of design for facilities such as worker's camps and/or offices at construction sites, there is need for gender friendly facilities to ensure safety for all as well as fair sharing of project benefits amongst women and men. It is anticipated that these broad interventions will infuse a gender responsive culture in the project as well as ensure protection from GBV for women, men, girls and boys. This plan will be reviewed and updated during implementation as needed, to respond to detailed design and adjustments that monitoring and evaluation may indicate are necessary.

Table 7.0.a
Activity to address GBV/SEA/SH

Activity to address GBV/SEA/SH	Step to be taken	Timelines	Responsible	Monitoring (who will monitor)	Quarterly Output Indicators	Estimated Budget (USD)
1. Awareness training of GBV/SEA/SH issues to the TANESCO PIU and Contractors on how to address GBV/SEA/SH issues						
<ul style="list-style-type: none"> - Building and strengthening capacity of TANESCO Management, staff and other key actors on GBV/SEA and SH issues. - Conducting awareness training to IU members on GBV/SEA/SH issues. 	<ul style="list-style-type: none"> - Hire and GBV Specialist. - Prepare training materials to be used during training. - Conducting training to TANESCO Management, PIU members and other staff. - Conducting training of trainers amongst contractors/subcontractors/workers <ul style="list-style-type: none"> - Include SEA/SH as an agenda item during weekly/quarterly meetings within TANESCO PIU and contractors/subcontractors. 	<ul style="list-style-type: none"> - Soon after contract signing and before starting construction works. - Throughout the implementation of the project 	<ul style="list-style-type: none"> - TANESCO Gender/GBV Specialists, Contractor and Supervising Engineer Gender Based Violence Specialist/ Focal Persons, and GBV Service Provider throughout the project implementation 	TANESCO & UTIP Project Consultant	<ul style="list-style-type: none"> - Number of trainings conducted - Number of trained PIU members, contractors - Knowledge and skills acquired by Management, PIU members, staff, contractors, and project workers on GBV/SEA/SH issues and being aware of it 	20,000.00
2. Stakeholder Consultation						
<ul style="list-style-type: none"> - Conduct consultations with a variety of stakeholders such as religious leaders, political and cultural leaders, health workers, police officers, local leaders, social workers, students at schools, women's groups etc. and inform them of GBV/SEA/SH risks, identify preferred channels for reporting and get their feedback. Data should not be collected as part of risk assessment (confidentiality must be observed and maintained) - Consultation during resettlement to minimize risks of intimate partner violence due to compensation or men adapting practices of child marriage because of having compensation monies 	<ul style="list-style-type: none"> - Prepare checklist to be used during community consultation. - Discuss GBV related issues during consultation meetings. - Conduct face to face interviews and FGD with vulnerable groups. - Discuss GBV prevention and response with local leaders and other influential persons. 	Before starting construction and throughout the implementation of the project.	<ul style="list-style-type: none"> - GBV Specialist (Safeguard Implementation Support Firm) and TANESCO Gender Focal Persons & Safeguard Experts. 	TANESCO & Project Consultant	<ul style="list-style-type: none"> - Number of stakeholders met. - Number of meetings, FGD conducted. 	15,000.00
3. Map out GBV prevention and response actors in communities adjoining the project						
<ul style="list-style-type: none"> - Delivery GBV/SEA/SH interventions by a qualified service provider 	<ul style="list-style-type: none"> - Identify and map service providers within the project area who can provide quality survivor-centred services and manage GBV cases. - Engage them in doing the risk assessment, developing referral pathway, training at community and project/workers levels. - Follow up after reporting. 	First quarter after signing contract	TANESCO Gender/GBV Specialist and PIU Coordinator	TANESCO & Project Consultant GBV Service Provider	Qualified service provider in place i.e. a specialized NGO or specialized consultants.	15,000.00
<ul style="list-style-type: none"> - Establish working relationship with the Women and Child Protection Committees (MTAKUWWA committees) at District and Ward levels (for referrals, monitoring and training) and also with other institutions dealing with GBV in line with the VAWC Preparing reporting Mechanism of GBV/SEA and SH incidences as well as process and procedures. 	<ul style="list-style-type: none"> - Develop a tool kit and brochure on referral mechanisms – what constitutes GBV/SEA/SH; how to report; where GBV/SEA/SH incidents are to be reported; steps of assuring a survivor centred approach including the rights of a survivor – confidentiality and ensuring their safety. - Train the Protection Committees (MTAKUWWA committees) on how to receive and manage information on GBV related grievances through a survivor centred approach as well as referral to appropriate service providers based on their needs. - Develop a directory of GBV service providers (health, police/security, psychological services, legal, shelter). 	Throughout the implementation of the project	TANESCO GBV Specialist, Gender Focal Person and GBV Service Provider.	TANESCO & Project Consultant	<ul style="list-style-type: none"> - Strong Referral pathways are established for locations where transmission line construction and substation will happen - Strengthened Partnerships for consultations, referrals and capacity building support with GBV service providers - Enhanced support service and quick response to GBV through an established GBV reporting, response and referral mechanism 	15,000.00

Table 7.0.a
Activity to address GBV/SEA/SH

Activity to address GBV/SEA/SH	Step to be taken	Timelines	Responsible	Monitoring (who will monitor)	Quarterly Output Indicators	Estimated Budget (USD)
	<ul style="list-style-type: none"> - Verify if a referral pathway has been identified among services' providers. If not, promote/help organize meetings where the referral pathway can be agreed. - Disseminate and popularize the referral pathway list to all project stakeholders. 					
4. Inform project affected communities about identified GBV/SEA/SH risks and GRM						
To empower the community on issues of gender-based violence and its effects on individual and how to address GBV related issues	<ul style="list-style-type: none"> - Sensitize community on GBV risks and impact, referral pathways and GBV GRM. - Develop a school outreach plan in consultation with school heads; conduct sensitization targeting teachers, parents and students; and develop relevant IEC materials in local languages. - Display visible signs around the project site as the signal to workers and the community that the project site is an area where GBV is prohibited. 	Before starting construction and throughout the implementation of the project	TANESCO Gender Specialist, Gender Focal Persons and GBV Service Provider - Contractor	TANESCO & Project Consultant	<ul style="list-style-type: none"> - Number of people reached with GBV related information - Availability of display signs 	15,000.00
Implement appropriate project related civil works for labour to reduce GBV risks	<ul style="list-style-type: none"> - Ensure availability of female construction workers including women workers from nearby communities and female service providers like food providers so that the project does not perpetuate negative gender stereotypes. - Implement appropriate project related civil works for labour to reduce GBV risks - Ensure contracts include clauses on GBV (for example all workers and staff sign codes of conduct). - Provide safe, secure, and separate living spaces for male and female construction workers. - Prepare latrines, showers and changing room which separate men and women. - Latrines and changing rooms should be located in separate areas, well-lit and include the ability to be locked from the inside. - Develop a GBV/SEA communication strategy - Multimedia campaign - Enhanced gender campaigns i.e. women's engagement in project activities and during resettlement processes for communities along the transmission routes - Outreach to schools on risks of GBV/SEA - Sensitization on children labour and their protection laws - Sensitizing all contractors and employees on the Codes of Conduct including in the worker camps as well as strengthened monitoring. - Integrating GBV/SEA/SH risk management in Contractor's ESMPs. - Ensuring that all procurement processes and contract define and reinforce GBV/SEA/SH requirements. - Incorporate GBV/SEA requirements and expectations in the contractors and consultant's contracts. - Allocation of funds for GBV/SEA/SH related costs in procurement documents. 	Throughout project implementation	Contractor	TANESCO & Project consultant	<ul style="list-style-type: none"> - Number of female workers employed - Use of gender-neutral language during meetings and on documents and signs - Signed code of conduct - Availability of latrines, showers toilets, separating men and women - Display signs on the facilities. - GBV/SEA/SH awareness enhanced along transmission lines and substation areas - Reduced incidences of GBV/SEA/SH 	To be covered by the contractor

Table 7.0.a
Activity to address GBV/SEA/SH

Activity to address GBV/SEA/SH	Step to be taken	Timelines	Responsible	Monitoring (who will monitor)	Quarterly Output Indicators	Estimated Budget (USD)
5. Monitoring and Evaluation						
Monitoring and evaluation of GBV issues	<ul style="list-style-type: none"> - Conduct M&E field visits. - Review quarterly the GBV action plan and progress against indicators listed - Provide quarterly report throughout project implementation 	Throughout the implementation of the project	GBV Specialist (Consultant), TANESCO Gender Specialist and Focal Person	TANESCO & Project Consultant	<ul style="list-style-type: none"> - Information obtained from the Quarterly report - Performance analysis lessons learnt and challenges to inform 2023 and long term GBV/SEA/SH plans 	15,000.00
6. Integration of GBV/SEA risks management in Contractors Environment and Social Implementation Plan (ESIP)						
<ul style="list-style-type: none"> - Incorporate GBV/SEA risk management in ESIP/ESMP - Develop and establish/review SEA/GBV response and accountability framework 	<ul style="list-style-type: none"> - Put in place procedures to report SEA/GBV incidents which should clearly lay out confidentiality requirements for dealing with these cases. - Ensure that GBV/SEA issues are incorporated in all contracts signed by contractors and consultants. - Clearly define SEA/SH requirements and expectations in the bid documents. - Informing employees and communities on how to report cases of SEA/SH, CoC breaches to the GRM committee and inform them how such cases are handled. - Develop mechanisms to hold accountable alleged perpetrators; disciplinary actions for violation of CoC by workers - Sign and enforce of worker CoCs 	Soon after engaging Supervision Consultant and Contractors and before construction start	<ul style="list-style-type: none"> - Supervision Consultant - Contractors 	TANESCO (GBV Specialist)	<ul style="list-style-type: none"> - Availability of ESIP/ESMP incorporating GBV/SEA risk management such as (procurement or the contract documents) - Number of communities reached/informed. - Availability of developed mechanisms - GBV/SEA standards in procurement/contract document 	15,000.00
Estimated Budget in US\$						110,000.00

8.0 Code of Conduct: Gender Based Violence and Child Abuse/Exploitation

The Contractor will elaborate a Code of Conduct for the workers, that will include a section on gender-based violence and violence against children. This Code of Conduct will be approved by TANESCO before the initiation of construction.

The Code of Conduct will be shared with all workers, including the contractor and subcontractors through the trainings the workers receive, initiating with the induction. The Code of Conduct will include clear guidelines regarding the behaviour that is expected and what is unacceptable. Also, clear sanctions will be established and communicated. The workers will receive a print Code of Conduct and will sign it. Monitoring will verify that workers have received the Code of Conduct, understand it and use it, have clarity regarding the situations in which they could be sanctioned and why.

The Code of Conduct will include the following content, regarding GBV and CAE:

Contractors' employees are obliged to create and maintain an environment which prevents gender-based violence (GBV) and child abuse/exploitation (CAE) issues, and where the unacceptability of GBV and actions against children are clearly communicated to all those engaged on the project. In order to prevent GBV and CAE, the following core principles and minimum standards of behaviour will apply to all employees without exception:

1. GBV or CAE constitutes acts of gross misconduct and are therefore grounds for sanctions, penalties and/or termination of employment. All forms of GBV and CAE including grooming are unacceptable be it on the work site, the work site surroundings, or at worker's camps. Prosecution of those who commit GBV, or CAE will be pursued.
2. Treat women and children (persons under the age of 18) with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
3. Do not use language or behaviour towards women or children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
4. Sexual activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child and consent from the child is not a defence.
5. Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited.
6. Sexual interactions between contractor's and consultant's employees at any level and member of the communities surrounding the workplaces that are not agreed to with full consent by all parties involved in the sexual act are 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.

7. Where an employee develops concerns or suspicions regarding acts of GBV or CAE by a fellow worker, whether in the same contracting firm or not, he or she must report such concerns in accordance with Standard Reporting Procedures.
8. All employees are required to attend an induction training course prior to commencing work on site to ensure they are familiar with the GBV and CAE Code of Conduct.
9. All employees must 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 institutional GBV and CAE Code of Conduct.
10. All employees will be required to sign an individual Code of Conduct confirming their agreement to support GBV and CAE activities.

A model of Code of Conduct for Workers is included in the Labour Management Plan.

9.0 Worker Trainings

Worker training on Gender-Based Violence (GBV), including Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), is an integral part of the project's risk mitigation strategy during both the construction and operation phases. During construction, these trainings will be conducted by the Contractors as part of the Construction Environmental Plan (CEP – P.01), and will be mandatory for all workers upon recruitment and periodically reinforced throughout the project. The content will cover the identification of GBV/SEA/SH risks, prohibited behaviors, consequences of misconduct, mechanisms for reporting incidents, and procedures for grievance redressal. Trainings will also emphasize the importance of respecting local cultural norms and appropriate interactions with host communities. In the operation phase, TANESCO will be responsible for continuing the training efforts under its operational management programs, ensuring that all personnel, including permanent staff and subcontractors, are sensitized to GBV/SEA/SH risks and adhere to the Workers' Code of Conduct. The training approach is aligned with international good practice, including the World Bank's Good Practice Note on GBV, and is part of a broader framework of preventive and corrective measures adopted by the project to safeguard community members and promote a safe working environment.

During these training events, workers will be informed of the channels available for reporting Code of Conduct violations, especially related to GBV, SEA/SH, and how they will be handled.

Employees will also be informed of the sanctions in case of violation of the Code of Conduct, as mentioned above.

- The trainings will be implemented under the following criteria: Workers will be sensitised and familiarised with the actions that constitute GBV in its different expressions, including SEA/SH, so that they can identify when it manifests itself.
- Awareness-raising for workers will include knowledge about the different risk practices of sexual exploitation and trafficking of children, adolescents and women from any type of offer that links the manipulation and transaction with the body of these populations, even when they come from family members or close persons. These activities are penalised severely by the law (see Section 3).
- Workers will be informed about the prohibition of any action that may constitute control and/or physical, emotional, sexual and/or power (financial) use against: workers, girls, adolescents (mothers and non-mothers), women, people with any condition of disability
- Each worker will be informed of the penalties for any action that constitutes sexual harassment, rape or any form of physical or verbal aggression against workers, women, adolescents and children
- Workers will be informed about the risks of contracting or transmitting sexually transmitted diseases in contact with the population of the communities surrounding the construction site.

- When hiring local workers, it will be prohibited to deny opportunities to women, to prevent them from competing for jobs recognised as male, to prevent them from participating in job training, among other opportunities. It is forbidden to pay and/or request informal services from children and adolescents, which is against the Tanzanian Employment and Labour Relations Act (revised edition 2019).
- All actions related to discrimination, GBV and SEA/SH will be dealt with in an appropriate manner, through mechanisms to ensure the safety of the victims and will be subject to the strictest sanctions (such as dismissal for serious reasons, among others), and to the penal consequences that such acts may generate.

10.0 Grievance Redress Mechanism

There are Grievance Redress Mechanisms (GRM) prepared for UTIP project. The Project may result in incidences of Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) affecting workers and the community. GBV cases are different from other complaints that are typically handled through the grievance redress mechanisms.

GBV mapping for service providers will be conducted to provide necessary support to victims and will be modified accordingly. At the ward level, Community Social Welfare Officer (the one dealing with Women, Children and GBV issues) will be trained on how to receive GBV related grievances through a survivor centred approach including matters of confidentiality, treating survivors with empathy and what non-identifiable data should be collected and how to refer the case to service providers. In addition, members of the Ward Development Committee (WDC) will also be trained in how to receive and manage this information. However, the ward committee will not be involved in resolving GBV related cases as this will be determined by the survivor with support from the appropriate service providers based on their needs.

Among the objectives of the GRMs is to prevent and address all forms of Gender Based Violence (GBV) including Sexual Harassment (SH) incidents that potentially happen at the workplace and Sexual Exploitation and Abuse (SEA) incidents that potentially happen at community. The GBV GRMs involves a formal separate process for receiving project-related grievances from affected communities and from workers and making swift referrals. The GBV Specialist that will be recruited under the Safeguard Implementation Support Firm shall manage this. During sensitization of the GRMs system, communities and other stakeholders shall be informed of the multiple channels to facilitate confidential logging of GBV/SEA/SH complaints, procedures for handling GBV and the confidentiality of the process in supporting survivors and resolving the issues. A complaint and/or suggestion box will be placed in strategic locations that are accessible to communities and others will be placed at the workplace for project workers to submit complaints.

The GRMs will also be responsive to issues and risks faced by the project including GBV/SEA, resettlement and compensation. Stakeholders have been informed about the existence of the GRMs, its procedures, communication channels, entry points and response times. The project will maintain records detailing all public consultation, disclosure of information and grievances collected and resolved in agreed timeframes.

The reporting of a GBV/SEAH incident does not typically follow a uniform pattern due to the importance of maintaining confidentiality as well as the urgency for survivor to seek care and the preservation of evidence. As such, the complainant can use any avenue to report including text message, email, phone call, written note, in person to trusted colleague, member of the GRM committee, GBV Specialist, local NGO etc. Reported GBV incidents shall be referred to the GBV Specialist for accountability purposes according to the wishes of the survivor. The only information to be collected from the person reporting will be on:

- demographic data, such as age and gender.
- the nature of the complaint (what the complainant says in her/his own words);
- whether the complainant believes the perpetrator was related to the project; and whether they received or were offered referral to services

In assuring the *Respect of the survivor* efforts to ensure that: A survivor is informed and contacted about the resolution of the case and any decision made. This should be done with care, so as not to put them in further harm. In the event that the survivor may have initially stated that they wanted to pursue a case in the courts, but she/he has now changed their mind. If they no longer want to pursue his/her case further, their decision should be respected and access to other services (health care and / or psychosocial support) should continue in line with their wishes. The survivor knows that they are welcome to reach out should they need assistance in the future.

Safety: The survivor's physical and psychological safety as well as that of their family should always be considered the first priority. As such, quick and decisive action; safety planning support from service providers; confidential referrals; ongoing and careful communication should be explored and particularly to prevent retaliation.

Confidentiality: Confidentiality should cover all information in a complaint that may lead to the identification of a specific incident or those affected by the allegation. Confidentiality is a key to protecting survivor and witnesses' safety. Confidentiality requires that information gathered about the allegation not be shared with persons or entities unless there is explicit permission granted by the complainant. Even in such cases, information sharing should take place on a strict need-to-know basis, limited to essential information, and based on pre-established information sharing protocols that are in line with best practices for the handling of SEA/SH cases. Reports of grievances to the Bank and PIU shall only include an anonymized summary of allegations based on pre-established information sharing protocols.

Some of the survivor centred measures that will be applied include: Ensuring that all data on GBV is kept anonymous and a high level of confidentiality is maintained; Ensuring that all records of GBV cases are filed in a secure location with limited access to ensure confidentiality. GBV cases are addressed as per the WB GBV good practice note expectations. Those in the GRM handling GBV incidents are trained on how to handle the related grievances and handle the complaint based on the principles of confidentiality and a survivor-based approach.

Procedures of handling Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) Grievances are as follows:

- Submitting grievances
- logging the grievance
- providing the initial response and referral to the GBV Service Provider
- accountability procedures

For project, workers to avoid the risks of stigmatization and rejection workers will be allowed to seek services directly from the Consultant or TANESCO Supervisor Engineer and they will have access to the Gender Focal Person/GBV Specialist. Consultant and Supervisor Engineer will be trained on how to handle data on GBV incidents in a confidential and empathetic manner.

Supervising Engineers and other PIU, members who will be on the project site full time will link the complainant with project Gender Specialist, Gender Focal Persons or GBV Specialist (from Consulting Firm). TANESCO members will be trained in making sure that all information related to GBV is managed confidentially and maintained by the overall project GRM. The Gender Focal Person shall refer the survivor to the GBV Specialist for emergency support and care. The Community Welfare at ward level shall inform the GBV Specialist/project Gender Specialist/Gender Focal Persons of any case that is reported to them to notify the Bank within 48 hours. In addition, subsequently follow criminal procedures of reporting to the gender and child desks at the nearest police stations for further legal actions.

11.0 Gender Equality in the Compensation / Indemnification of Physical and/or Economic Displacement

In the measures foreseen in the Resettlement Policy Framework (RPF), TANESCO must take into account the need for non-discrimination in the compensation / indemnification process, and that the measures and benefits are applied equitably, i.e. any measures implemented must be distributed equally between women and men.

The participation of women, people with disabilities, teenage mothers, youth, migrants of different nationalities, elderly people, in the consultations and in any communication activities to be carried out for the Project, foreseen as part of the Stakeholder Engagement Plan (P.12), must also be guaranteed.

12.0 Monitoring Mitigation Measures

During implementation of the project, mitigation measures will be monitored in order to avoid or substantially reduce the GBV/SEA/SH risks and make sure that GBV risk is not increasing. TANESCO and Supervision Consultant will make sure that all activities proposed by the contractors have been undertaken and/or are on track. There will be frequent monitoring and reporting on the effectiveness of the implementation of the contractor GBV/SEA/SH action plans. TANESCO will ensure that all incidents of GBV/SEA/SH are reported through the project meetings and shall inform the World Bank within 24 hours of a project related GBV incident when it occurs and actions will be taken if the Contractor will not adhere to the agreed mitigation measures by following the clauses that are indicated in the contract.

12.1 Accountability and Response Framework

Accountability and response mechanism describe how GBV/SEA complaints are handled, processes of reporting internally, the referral pathway to transfer survivors to suitable assistance providers and procedures for dealing with cases confidentially including the investigation processes. This will help TANESCO to address all possible cases of GBV, sexual exploitation and abuse respond to and prevent further sexual misconduct or other inappropriate activities.

There will be staff (GBV Specialist) who will be receiving complaints and monitoring the implementation of GBV response actions. Communities will be sensitized and made aware of where to report all GBV concerns starting from ward level and they will be working in close coordination with the TANESCO GBV Specialist. Community and Survivor feedback and grievance redress mechanisms shall be linked to the project's periodic reviews and monitoring processes. This should be a continuous process undertaken throughout the project cycle.

During the project implementation, the TANESCO GBV Specialist in coordination with other will handle all GBV cases PIU members. Once a complaint/report is received, arrangements for any required emergency support and care is arranged with the

designated GBV Service provider for effective and speedy referral. The report of a complaint is notified to the Bank within 48 hours. The GBV GRM principles will be applied. The complaint will be reviewed and collective agreement on the appropriate action to be taken and sanctions. Disciplinary action for all violation of the Code of Conduct will be taken. TANESCO has its disciplinary actions and all Supervision Consultant and Contractors will be required to have disciplinary action in place which should also be communicated to all workers and make sure that they have set good structure for handling workers complaints including GBV complaints. When handling all GBV/SEA/SH issues procedures that clearly lay out confidentiality requirements should be followed and be known to survivors. The referral pathway should be communicated to Survivor.

12.2 Performance Indicators

The indicators of the GBV Plan should manage/monitor the following key aspects, presented in **Table 12.2.a**.

Table 12.2.a
Gender Based Violence Plan - Indicators

Measure	Indicators
Workers' Code of Conduct	<ul style="list-style-type: none"> Evidence of inclusion of rules related to GBV, SEA/SH and violence against children in the Workers' Code of Conduct
Worker Training	<ul style="list-style-type: none"> Evidence of the inclusion of a specific module on GBV, SEA/SH and violence against children in the training of workers
Grievance Redress Mechanisms	<ul style="list-style-type: none"> Evidence of the creation of a specific channel for complaints related to GBV, SEA/SH and violence against children in the Grievance Redress Mechanisms Evidence of training for those responsible for managing the Grievance Redress Mechanisms on how to deal with these types of complaints Number of complaints related to GBV, SEA/SH and violence against children registered through the Grievance Redress Mechanisms Number of complaints addressed/resolved
Response and Victim Care Measures	<ul style="list-style-type: none"> Creation of a database with contact information for victim care and support services Number of victims referred to care and support services in relation to the total number of complaints
Labor-Related Procedures	<ul style="list-style-type: none"> Detailed and approved Human Resources Policy, including procedures for recruitment, training, retrenchment of the workforce and other labour-related procedures
Gender equality in the Compensation / Indemnisation of Physical and/or Economic Displacement	<ul style="list-style-type: none"> Evidence of compliance with non-discriminatory rules in the compensation / indemnisation process
Contractual Requirements	<ul style="list-style-type: none"> Evidence of inclusion of the obligation to comply with the measures in this Plan and the Workers' Code of Conduct in contracts

Source: United Nations Human Rights Office of the High Commissioner
<https://www.ohchr.org/EN/Issues/Women/WRGS/Pages/VAW.aspx> accessed December 2019.

13.0 Proposed Institutional Arrangements

The Contractors, under the supervision of TANESCO, are responsible for ensuring a work environment free of discrimination, harassment at work and sexual harassment, risks of trafficking and sexual exploitation, violence against children in the project area and also for ensuring respectful treatment of community members by workers, taking the necessary measures to prevent workers from committing acts of GBV, SEA/SH against members of the community and sanctioning them when they occur.

TANESCO is responsible for supervising the contractor and subcontractors and orientate them. As responsible for the RPF, TANESCO will also take measures to ensure that any compensation / indemnification measures implemented shall be distributed equally between women and men.

Contractors will be required to prepare a Labour Influx Plan as part of the ESMP that has to be cleared by the World Bank, to foster positive impact on employment generation in the communities and mitigate potential social risks. TANESCO will ensure that Contractors' ESMPs incorporate GBV/SEA/SH risk management. The supervision consultant will oversee the contractors' compliance with the ESHS Management Plan, SEA-SH Action Plan as well as the code of conduct.

TANESCO GBV Specialist will collaborate with existing NGOs and the Local Government Gender desk under the District Social Welfare – Gender Desk (MTAKUWWA) guideline dealing with GBV issues as GBV Service provider. District Gender Desks have been established in each District and they are reporting directly and supervised by the respective Social Welfare and Gender Desk. This will enable strengthened capacity of the gender desk in their prevention and response measures and particularly in dealing with issues raised concerning the project. It will be of particular interest to identify if a GBV Referral Pathway is functioning, if it needs adjustments and collaborate in this process.

TANESCO does not have a dedicated social team but adopts the Resettlement and Compensation Management Unit (RCMU), whose main function is the implementation of the Resettlement Action Plan and other plans, such as the Stakeholder Engagement Plan. The RCMU has a social specialist, who will be the GBV Specialist in the PIU. As this is insufficient, TANESCO will work with a Gender-based Violence service provider, which could be a NGO, or a team of specialists.

The Institution arrangement will include:

GBV Specialist in the PIU (TANESCO staff, member of the RCMU)

- Is in charge of ensuring the implementation of the SEA-SH Action Plan. To do so she will coordinate with the GBV service provider, overseeing its work; with the other members of the RCMU to verify that GBV is being incorporated; with the area in charge of overseeing the contractor's and subcontractors' human resources, to verify that GBV approach is being implemented; and with the specialists in charge of

monitoring and evaluation to identify any adjustments that the design and implementation of the SEA-SH Action Plan requires.

- In coordination with the GBV service provider, update the SEA-SH Action Plan.
- When necessary, she will represent the PIU vis-à-vis other stakeholders that deal with GBV and violence against children, especially with those who intervene on the GBV Referral Pathway, and will coordinate with the service provider to oversee this area of work.

GBV Service Provider (contractor):

It will be responsible for the implementation of the SEA-SH Action Plan in support of UTIP Project. This will include:

- Mapping service providers and stakeholders related to GBV and violence against children. Analyse the GBV Referral Pathway, propose how to strengthen it in the different areas of the project. Periodically update this information. Coordinate with the institutions that are part of the GBV Referral Pathway.
- Design and implementation of training awareness activities, for members of the communities, workers and TANESCO staff if deemed necessary.
- Provide support to survivors, in coordination with other institutions.
- Support the Grievance Redress Mechanism for the community, participating in the grievance resolution process.

Contractor GBV/SEA/SH specialist /focal point

The contractor shall designate a person as the focal point for the implementation of the plan. This person can be the social specialist of the contractor's team. This specialist will be in charge of:

- Ensuring the Code of Conduct for workers includes GBV/SEA/SH content.
- Prepare and implement trainings for workers on these issues, in coordination with human resources and health and safety teams.
- Participate, together with human resources, in the resolution of any grievance (internal or external) related to GBV and violence against children.
- Inform the community, particularly women, about the Code of Conduct that workers must follow and how they can file complaints if necessary.
- Support and coordinate with the service provider and with TANESCO's GBV/SEA/SH specialist.

14.0 Contractual Requirements

The contracts to be signed with Contractors and subcontractors and with suppliers must include clauses to inhibit and penalise acts of GBV, SEA/SH and violence against children. The obligation to comply with the measures in this Plan and the rules set out in the Project's Workers' Code of Conduct must be included, specifically reinforcing the block of rules relating to GBV, SEA/SH and violence against children.

The contract with the Contractors must require that they have a Human Resources Policy (see P.14) and that it is effective in preventing GBV, SEA/SH and violence against children. It must also establish that the Contractors undertake to implement and reinforce this Policy during the term of the contract, guaranteeing a safe and discrimination-free working environment for all the workers involved.

The contract must also include clauses relating to training and awareness-raising in relation to the themes of this Plan and the Workers' Code of Conduct; in relation to the Mechanism's channels and forms of reporting; and the sanctions to be applied in the event of a breach of contract, including those specific to cases of GBV, SEA/SH and violence against children described in **Sections 8 and 9** of this Plan.

15.0 Reports and Documentation

The Contractors shall submit data on the hiring of women and men. in the monthly reports to be produced, in addition to other evidence of gender-related measures, such as trainings of workers on the Code of Conduct, statistics of complaints related to discrimination, GBV, SEA/SH and violence against children received through the channels of the workers' Grievance Redress Mechanism, etc.

Measures implemented to prevent discrimination on the basis of basis of gender, gender identity, sexual orientation, disabilities, teenage mothers, elderly people, marital status or nationality in the process of compensation /indenisation for the impact on land, housing and improvements caused by the establishment of the wayleave easement should be included in the Quarterly Reports to be produced by TANESCO as part of the Resettlement Policy Framework (RPF).

If any serious incident occurs, either internal or external, this will be reported by the subcontractor to the contractor, which will report it to TANESCO. To do so, the instance that identifies the incident will fill a form (see **Annex 1**) and will update it as it evolves.

The incident will be reported within 48 hours of its occurrence, even if the information is incomplete. Serious incidents include rape, claims for unwanted pregnancies involving girls, verifiable cases of sexual and work harassment or others. In cases of harassment that cannot be verified, they will be included in the reports presented to theses instances (TANESCO and the World Bank). Updates will be provided on a monthly basis or sooner if feasible and necessary.

16.0 Schedule

The Plan shall be implemented even in the planning stage of the Project, with the activity of preparing the procedures of the Human Resources Policy, the Workers' Code of Conduct and with the activities of recruitment and hiring of workers. It will continue throughout the construction phase and also in the operation, for the entire life of the Project, as measures to avoid discrimination and GBV, SEA/SH and violence against children in the recruitment and work environment must also be reflected in TANESCO's Human Resources Policy.

Table 16.0.a
Proposed Schedule Activities

	Project Phase		
	Preparation	Construction	Implementation
Identify GBV service providers and establish a referral pathway to manage these cases (beyond the standard grievance mechanism) that is survivor-centred, abiding by principles of confidentiality, safety and informed consent and train staff for capacity building on GBV/SEA/SH issues			
Building awareness to the community on GBV risk, GBV prevention, GBV reporting and response mechanisms in all project areas			
Consultation will continue in all wards in the project areas to inform the community about the GBV risk and redress mechanisms as per the Stakeholder Engagement Plan (SEP)			
Establish close collaboration between GBV service providers such as Police GBV desk, GBV District Committees and local NGOs in attaining an appropriate and safe resolution to any disputes involving a survivor.			
Put in place a grievance reporting mechanism (GRM) that is sensitive to GBV issues before the start of the resettlement process with a plan to mediate resettlement disputes resulting in or exacerbating GBV.			
Develop a Code of Conduct that specifically addresses GBV/SEA/SH issues. Include a module with specific content in the workers' training			
Building and strengthening capacity of TANESCO Management, staff and other key actors on GBV/SEA and SH issues			
Conduct consultations with a variety of stakeholders such as religious leaders, political and cultural leaders, health workers, police officers, local leaders, social workers, students at schools, women's groups etc. and inform them of GBV/SEA/SH risks, identify preferred channels for reporting and get their feedback. Data should not be collected as part of risk assessment (confidentiality must be observed and maintained).			
Consultation during resettlement to minimize risks of intimate partner violence due to compensation or			

Table 16.0.a
Proposed Schedule Activities

	Project Phase		
	Preparation	Construction	Implementation
men adapting practices of child marriage because of having compensation monies			
Map out GBV prevention and response actors in communities adjoining the project			
HIV/AIDS, Gender Sensitization, and Monitoring shall be designed to empower the target groups with skills to prevent and respond to HIV/AIDS and as well, as enhance women's inclusion in the construction works for infrastructure development			
Empower the community on issues of gender based violence and its effects on individual and how to address GBV related issues			
Incorporate GBV/SEA risk management in ESIP/ESMP - Develop and establish/review SEA/GBV response and accountability framework			
Conducting awareness training to IU members on GBV/SEA/SH issues			
Establish working relationship with the Protection Committees at District and Ward levels (for referrals, monitoring and training) and also with other institutions dealing with GBV in line with the VAWC			
Preparing reporting Mechanism of GBV/SEA and SH incidences as well as process and procedures.			
Implement appropriate project related civil works for labour to reduce GBV risks			
Monitoring and evaluation of GBV issues			



Annex 1 – Gender-based Violence Incident Notification Form



Notification form– violence incidents

Date:

Location:

Project component:

Person who presents the incident:

Position and company of the person who presents the report:

1.- Please describe the incident (what happened, to whom, who is responsible and when).

2.- Please describe the current situation (consequences that the incident has carried out).

3.- Describe how this information was attained (if the affected person presented it, witnesses did so or otherwise)

4.- Describe the actions taken so far to provide support to the victim.

5.- Describe the actions taken so far to investigate and sanction the person(s) responsible.

5.- Describe the next steps that will be taken.