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SOUTH SUDAN RESILIENT AGRICULTURAL LIVELIHOODS PROJECT (P169120)

Framework for Addressing Gender-Based and Child Violence, Sexual Exploitation and Harassment against Women and Children

*– Guidelines for Developing Action Plans
to Address Gender-Based and Child Violence,
Sexual Exploitation and Harassment against Women and Children –*

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Acronyms and Abbreviations

AAP	Accountability to Affected Populations
ACRWC	African Charter on the Rights and Welfare of the Child
ADG/CS	Assistant Director General/Corporate Services
CBCM	Community Based Complaints Mechanism
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRC	Convention on the Rights of the Child
FAO	Food and Agriculture Organization of the United Nations
FAO SS	Food and Agriculture Organization of the United Nations, South Sudan Country Office
FCM	Feedback and Complaints Mechanism
GBV	Gender Based Violence
GBV-IMS	Gender Based Violence Information Management System
GRM	Grievance Redress Mechanism
HDI	Human Development Index
HRBA	Human Rights Based Approach
IASC	Inter-Agency Standing Committee
IGO	Intergovernmental Organization
ILO	International Labour Organization
IPV	Intimate Partner Violence
LoA	Letter of Agreement
M&E	Monitoring and Evaluation
NGO	Non-Governmental Organization
NRM	Natural Resource Management
OHR	Office of Human Resource
OIG	Office of Inspector General
OSC	One Stop Centre
OSD	Office of Support to Decentralization
PCU	Project Coordination Unit
PEP	Post-Exposure Prophylaxis
PIU	Project Implementation Unit
PMU	Project Management Unit
PoC	Protection of Civilian
PSEA	Protection against Sexual Exploitation and Abuse
SA	Sexual Abuse
SBGV	Sexually Based Gender Violence
SEA	Sexual Exploitation and Abuse
SH	Sexual Harrassment
SOP	Standard Operating Procedure
SSD	South Sudan
SSNAP	South Sudan National Action Plan
SS RALP	South Sudan Resilient Agricultural Livelihoods Project
ST/SGB	Secretary-General's Bulletin
UN	United Nations
UNDP	United Nations Development Programme
UNDSS	United Nations Department for Safety and Security

UNFPA	United Nations Population Fund
UNICEF	United Nations Children’s Fund
UNSCR	United Nations Security Council Resolution
WBG	World Bank Group

Executive Summary

This document presents the **Framework for addressing gender-based and child violence, sexual exploitation and harassment against women and children and supporting the victims** of these acts under South Sudan Resilient Agricultural Livelihoods Project (SS-RALP). The scope of the Framework, and hence that of Action Plans, extends beyond gender-based violence, as gender-based and child violence, sexual exploitation and harassment have the same origin, namely, **power imbalance** between social groups. The consensus is emerging that, where gender-based violence is widespread, **violence against children is also commonplace**. It is also known that **children** with experiences of **sexual abuse** are more susceptible to be in **abusive relationships** as **adults**. Their chances of becoming **aggressors as adults** also tend to be higher than for persons without such experience. The observers of South Sudan have noted that the incidents of **gender-based violence** has increased recently to be one of the **major social concerns** and turned **self-perpetuating** from retaliatory violence and impunity. Due to armed conflicts, the number of **vulnerable children**, such as orphans, has also increased. Our experiences show that hardly any **agricultural intervention** is neutral in terms of **child labor**.

The country has **ratified** many of the **major international treaties** on human rights, including those on women and children, and its **Transitional Constitution** and **national laws** are to a great extent based on the principles of these treaties. The **customary laws** are not necessarily in line with them, but respected on the ground. The **expanded roles** of women **during and after conflict** represent opportunities for women to exert **stronger influence** on **peace- and state-building** and to **empower themselves**, but adequate assistance is necessary to make good use of the occasion.

This Framework describes the **minimum content** that an **Action Plan** of each SS-RALP subproject must contain and its background. The document includes the **activities, risk mitigation measures and formulation/implementation modalities** throughout the lifecycle of the project to address gender-based and child violence, sexual exploitation and harassment against women and children that are project related. The Framework also outlines the **response** measures to such incidents – including **grievance redress mechanisms** – that are **required** in an Action Plan. Activities include awareness raising and capacity development on gender-based and child violence, sexual exploitation and harassment against women and children, which engage **men as accountable partners** and target **project personnel, female and male beneficiaries, affected population, community gatekeepers and government stakeholders**.

The pillars of the Framework and Action Plans are to: **mainstream** socioeconomic empowerment of women and children in the project; **manage** and **coordinate** with other actors on the subject in the country; **engage** with **community populations** and **other stakeholders** in securing their support and trust; **prevent** and **respond** to gender-based and child violence, sexual exploitation and harassment through a **survivor centered approach**; be **evidence-based**; and engage in **monitoring and evaluation** for **adaptive management**. The overarching principle is to **leave no one behind** as well as to ensure **safety, dignity and agency** of **women** in the proposed project locations.

The Framework abides by the pertinent **World Bank** policies and guidelines (**Policy on Eradicating Harassment Guidelines for Implementation, Good Practice Note – Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, Gender Strategy 2016-2023 and Standard Procurement Document effective January 2021**), in addition to those of the United Nations, Food and Agriculture Organization of the United Nations (**FAO**) and United Nations Children’s Fund (**UNICEF**), among others. The Framework also adheres to the seven points under the **FAO Commitments on Accountability to Affected Population** and focuses on three important areas of actions identified by the

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Particular emphasis is on **prevention** of gender-based and child violence, sexual exploitation and harassment as well as **involvement** of **men** and **community gatekeepers**. The focus on **prevention** necessitates integration of the subject at the **earliest possible** time in the project cycle, strong **stakeholder engagement** and **participatory approach** as well as **funds allocation** sufficient to erase a social phenomenon that is **pervasive** and becoming **entrenched** day by day; **retaliation** and **impunity** are prevalent, and **child victims** tend to **perpetuate** the acts when they become adults.

The Framework requires **60-70%** of **beneficiaries** to be **women** and **female heads of households** to be given **priority**. A female quota of **40%** for members of various **community committees** is to be met as much as possible. The Framework includes various types of **dialogues** and **trainings** to initiate establishment of **power-sharing structure**, without which gender-based and child violence, sexual exploitation and harassment against women and children will endure.

An **Action Plan** to address gender-based and child violence, sexual exploitation and harassment will be **formulated simultaneously** with corresponding **subproject** so that both are well integrated with each other. The formulation will be led by **local women**, built on **their strength** with involvement of **men** and supported by **implementing partners**, the project management and implementation team and other stakeholders of the project. Instruments directly related to gender-based violence adopted by the Framework are **grievance redress mechanisms (GRMs)**, **referral pathways**, **response support protocol** and **gender-based violence safety audit**. Each GRM will make use of the **GRM on SEA/GBV (Sexual Exploitation and Abuse/Gender-based Violence)** developed by **FAO Country Office**, which integrates existing Community Based Complaints Mechanisms and takes into account the Standard Operating Procedure (**SOP**) for **GBV prevention, protection and response** developed by the Ministry of Gender, Child and Social Welfare. The goal is to have **operational GRMs** from the **outset**, which can be **expanded** as resources become available. The **implementing partners** will liaise with the **GBV sub-cluster** in the areas of the proposed project to ensure that the affected population is informed of the **latest referral pathways** and **response support protocol** as well as the **GRMs** associated with each subproject.

The first phase of the proposed project will mainly involve target counties where GBV sub-cluster and referral pathways exist. In case a target area has neither of these two resources or GBV service providers are not available, **FAO Country Office** will train **selected local officers and community members** with the collaboration of United Nations Population Fund (**UNFPA**) so that they can **cover the functionalities** of GBV sub-cluster, referral pathways and GBV service providers as much as possible. The project **budget** will cover the **cost** of the **services**, including the expenses for **supplementary services** where the **resources** of GBV service providers are **insufficient**, together with **monetary contributions** from the **implementing partner/contractor** (and **supplier**, if appropriate).

The affected population will be encouraged to report their observations on violence, exploitation and harassment in good faith through the GRMs so that they serve as **early warning** and allow **adaptive management** of the project. Monthly **GBV Safety Audit**, which includes **informal conversations** with the affected population, will also contribute to early warning. The **monitoring** system of the proposed project will aim to facilitate beneficiaries' **ownership** and actively engage with them throughout the **design, data collection** and **analysis** process.

Each subproject will **identify work** that would be **child labor** if taken up children of specific **age group** to **prevent and prohibit** children from taking up such work. Although the proposed project does **not target**

children as beneficiaries, the Framework recognizes the **economic necessity and desirability** to engage children in work that is **not child labor**; it identifies work for each age group work that would not be child labor and **communicates** to both **adults and children** what would be child labor and what would not be.

The Framework contains: **definitions** of gender-based and child violence, sexual exploitation and harassment against women and children; **risk context** for women and children; **objective, pillars and guiding principles** of the Framework and Action Plans; existing **risk management** mechanisms; **core activities, risk mitigating measures and formulation/implementation modalities; response measures; monitoring and reporting; roles and responsibilities** of project personnel; **awareness raising and capacity development**; FAO Commitments on Accountability to Affected Population – Standard Operation Procedures; and templates for FAO GBV/SEA reporting in the field and FAO Gender-Focused Resilience Good Practices.

1. Gender-Based and Child Violence, Sexual Exploitation and Harassment against Women and Children: Definitions

The Section “Gender-Based and Child Violence, Sexual Exploitation and Harassment against Women and Children: Definitions” gives the definitions of terms related to violence, exploitation and harassment and adopted by this Framework.

1.1 Harassment

The “Policy on the Prevention of Harassment, Sexual Harassment and Abuse of Authority,” Food and Agriculture Organization of the United Nations (**FAO**) Administrative Circular, No. 2015/13, defines **harassment** as:

Any improper and unwelcome conduct by an individual or group of individuals that is directed at, and offensive to, another person and that the individual(s) knew, or reasonably ought to have known, would cause offence or harm to that person. Harassment does not have to be intentional or deliberate. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive work environment.

It further characterizes harassment as normally repeated incidents. It sees harassment to include sexual harassment and abuse of authority, which are specific forms of harassment. FAO defines **sexual harassment** as:

Any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offence 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. While typically involving a pattern of behavior, it can take the form of a single incident. Sexual harassment may occur between persons of the opposite or same sex.

Abuse of authority, in the context of harassment, is:

Improper use of a position of influence, power or authority against another person. This is particularly serious when a person uses his or her influence, power or authority to improperly influence the career or employment conditions of another, including, but not limited to, appointment, assignment, contract renewal, performance evaluation or promotion. Abuse of authority may also include conduct that creates a hostile or offensive work environment which includes, but is not limited to, the use of intimidation, threats, blackmail or coercion. Discrimination and harassment, including sexual harassment, are particularly serious when accompanied by abuse of authority.

While these definitions were written with adults in mind, the content is **applicable** as is to **children**.

The **World Bank** Group Policy on Eradicating Harassment Guidelines for Implementation defines **harassment** by examples, which include:

- Public or private tirades by a supervisor or colleague;
- Severe or repeated insults related to a person's personal or professional competence;

- Threatening or insulting comments, whether oral or written, including those made through all types of electronic media;
- Deliberate desecration of religious and/or national symbols;
- Racial epithets, slurs, and malicious, negative stereotyping expressed toward an individual or a group directly or indirectly (e.g., circulated via e-mail, written on walls); and
- Malicious and false complaints of misconduct against other employees.

On **sexual harassment**, it lists as examples:

- Unsolicited requests for sexual favors;
- Requests for sexual favors linked to career prospects;
- Unwanted physical contact;
- Visual displays of degrading sexual images;
- Sexually suggestive conduct; and
- Offensive remarks of a sexual nature.

It notes that sexual harassment may occur between persons of the opposite sexes or of the same sex and that unwelcome sexual behavior may be obvious, or it may be subtle and persistent. While typically involving a pattern of behavior, it can take the form of a single incident. The definitions of the **two agencies** are **compatible** for the purpose of this Framework.

1.2 Violence

Violence against women, as defined by the **1993 UN Declaration on the Elimination of Violence against Women**, is any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

The World Bank and FAO employ the same definition of **gender-based violence** (GBV) proposed by the **Inter-Agency Standing Committee** and based on the **Declaration**: an umbrella term covering a wide range of abusive, exploitative and often sexualized actions that are perpetrated against a person's will and are based on socially ascribed gender differences between women and men. The definition contains characterization of GBV as "a **widespread** and **life-threatening** health, protection and human rights issue with serious **negative consequences** not only for survivors but also for the achievement of food security and the **social and economic development** of communities and states." The **majority** of victims and survivors are **women and girls**, who suffer a range of mental and physical health problems as well as stigma and discrimination, affecting their ability to fulfill their potential and undermining efforts to reduce poverty and promote peace, security and sustainable development.

FAO sees the following **six types** of GBV as relevant to its work:

- 1. Denial of resources, opportunities or services:** Denial of rightful access to or control over productive and financial resources, livelihood opportunities, information, education, health or other social services. Examples include preventing a widow from receiving an inheritance, land grabbing, earnings forcibly taken by an intimate partner or family member, and preventing a partner from achieving self-sufficiency and gaining financial independence.
- 2. Physical violence:** An act of physical violence that is not sexual in nature. Examples include hitting, slapping, choking, cutting, shoving, burning, shooting or use of any weapons, acid attacks or any other act that results in pain, discomfort or injury.

3. Sexual violence: Sexual violence takes many forms, including rape and marital rape, sexual slavery and/or trafficking, forced pregnancy, sexual harassment, sexual exploitation and/or abuse (e.g. forced prostitution), sexual slavery and transactional sex (i.e., sex for food/fish).

4. Emotional and psychological assault: Includes verbal abuse and humiliation, cruel and degrading treatment, compelling a person to engage in humiliating acts and placing restrictions on freedom of movement or behavior, thus causing increased dependency and fear.

5. Harmful practices: These include forced marriage, child marriage, honor or dowry killings, son preference (which may mean a female child is disadvantaged from birth in quality and quantity of parental care).

6. Sexual exploitation and abuse (SEA): Refers to acts of sexual exploitation and sexual abuse committed by United Nations, NGO, and Intergovernmental Organization (IGO) personnel against the affected population.

The **South Sudan GBV Information Management System** (GBV-IMS 2020) categorizes GBV slightly differently: rape; sexual assault; physical assault; forced marriage; denial of resources, opportunities or services; and psychological/emotional abuse. The Framework adopts the definition of GBV common to the World Bank and FAO and pay particular attention to the above types of GBV as the ones likely to be most relevant to the proposed project.

The World Bank and FAO consider violence against girls together with violence against women; when they refer to gender-based violence, girls are in their scope. Violence against boys or that against children in general have not yet gained attention. According to the United Nations Children’s Fund (UNICEF), the **Convention on the Rights of the Child** (CRC) defines **violence against children** as “all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse” and further defines each type of violence as follows:

Physical Violence against Children

That which results in actual or potential physical harm from an interaction or abuse lack of an interaction, which is reasonably within the control of a parent or person in a position of responsibility, power or trust. There may be single or repeated incidents.

Sexual Abuse against Children

Child sexual abuse is the involvement of a child in sexual activity that he or she does not fully comprehend, is unable to give informed consent to, or for which the child is not developmentally prepared and cannot give consent, or that violate the laws or social taboos of society. Child sexual abuse is evidenced by this activity between a child and an adult or another child who by age or development is in a relationship of responsibility, trust or power, the activity being intended to gratify or satisfy the needs of the other person.

Emotional Abuse against Children

Emotional abuse involves the failure to provide a developmentally abuse appropriate, supportive environment, including the availability of a primary attachment figure, so that the child can develop a stable and full range of emotional and social competencies commensurate with her or his personal potentials and in the context of the society in which the child dwells. There may also be acts towards the child that cause or have a high probability of causing harm to the child’s health or physical, mental, spiritual, moral or

social development. These acts must be reasonably within the control of the parent or person in a relationship of responsibility, trust or power. Acts include restriction of movement, patterns of belittling, denigrating, scapegoating, threatening, scaring, discriminating, ridiculing or other non-physical forms of hostile or rejecting treatment.

Neglect of Children

Neglect can be defined as the failure to provide for the development of the child in all spheres: health, education, emotional development, nutrition, shelter, and safe living conditions, in the context of resources reasonably available to the family or caretakers and causes or has a high probability of causing harm to the child's health or physical, mental, spiritual, moral or social development. This includes the failure to properly supervise and protect children from harm as much as is feasible.

Exploitation of Children

Commercial or other exploitation of a child refers to use of the child in work or other activities for the benefit of others. This includes, but is not limited to, child labor and child prostitution. These activities are to the detriment of the child's physical or mental health, education, or spiritual, moral or social-emotional development. Child exploitation also includes the recruitment and use of children in armed conflict, child trafficking and the sale of children.

The Framework adopts the above **definitions** of violence against children.

2. Risk Context for Women and Children in South Sudan

2.1 Women and Girls

Overview The society in South Sudan is highly **patriarchal**. Women and girls are expected to manage farming, collecting water and firewood, cooking, cleaning and taking care of children, whereas **men and boys** have responsibilities to herd cattle, hunt, fish and make charcoal. **Men** act as **decision makers** for the communities and their families, while women are as a rule barred from leadership roles and functions for the community and at home. According to one survey, 84% of men in South Sudan participated in civic and political activities, while 15% of women did. Although **women** comprise **80%** of the **labor force** in **agriculture** in a predominantly agricultural society, they have limited **income-generating** opportunities. When they do earn income, **male family members** often take **control** of the income. Among some tribes, a murder case is resolved by a compensation from the murderer's family to the victim's in the form of a girl or heads of cattle, although the former practice is said to be in decline.

A survey conducted by the International Organization for Migration in 2019 on GBV knowledge, attitudes and practices in **South Sudan** identified three **common gender norms** and **attitudes** held among women and girls who participated in the survey. Firstly, avoiding pregnancy is primarily a woman's responsibility, but a woman **cannot refuse sex** if her partner wants it. Secondly, **male dominance** in marital sexual relations is **justifiably enforceable** through **violence** if the woman refuses to have sex with her male partner, if she neglects the children, argues with him or leaves the house without first asking his permission. Finally, **worsening economic conditions** as result of conflict has intensified the **stresses** in the household, often resulting in **men's violent behavior** as a means to exert power and **express frustration** from their growing marginality.

As is the case with other countries around the world where polygyny is practiced, South Sudan suffers from: **unsatisfactory implementation of law** concerning women's equality; **high birth rate**; gender **inequality** in primary and secondary **education**; girls' **early marriage**; **high maternal mortality**; **sex trafficking**; **domestic violence**; **low life expectancy**; and **curtailed political rights** and **civil liberties**.

While the country exhibits significant disparity in health status depending on socio-demographic factors and geographical location, its overall maternal mortality rate is one of the highest in the world, driven by **child marriages**, low **education** level and extreme **poverty**. Family healthcare and hygiene practices in the country are considered inadequate, and only 10% of medical staff needs were met as of 2020.

Violent conflicts had not been unusual in South Sudan, but became increasingly more frequent before the years of the latest conflict that started in 2013. The conflicts are triggered by easy access to **arms** as well as by heightened competition for **natural resources**, **economic inequality**, waning **traditional authority**, weak **state institutions**, culture of **impunity**, climbing "**bride price**," and patriarchal concepts of **masculinity**. With the wider availability of arms, the degree of violence has escalated and destroyed livelihoods.

Overall, **two-thirds of families** live in poverty in South Sudan. The conflicts have turned women into **widows** often **without assets**, as the family property goes to the husband's family upon the death of the husband. The conflicts are also responsible for the **breakdown of law**, which in turn contributes to intensification of **GBV**, aided by the proliferation of **arms**. The hike in "bride price" has driven men to resort to **abduction** of women instead of paying the price to the woman's family. In some parts of South Sudan, men have turned to **cattle raiding** to meet the "bride price," causing the number of incidents to rise.

The instances of gender-based violence (GBV) had been considered very high in the country prior to the last conflict, but it is now "**nearing epidemic proportions**" and has become "endemic" following the violent past few years that turned 2 million people into refugees (as of January-February 2020) in a country of slightly over 11 million. **Retaliatory violence** and **impunity** have made **GBV self-perpetuating**, an aspect **reinforced by children** who **witness or experience** GBV, as they are likely to become perpetrators themselves as adults. South Sudan government's Human Rights Commission reported "gross violations of the right to life of not only combatants but also of innocent and defenseless civilians including children, women, and the vulnerable. It is considered one of the most critical concerns affecting South Sudan today, in particular women and children.

As dire as the situation may be, the **expanded roles** of women **during and after conflict** gives prominence to women's **networks** and **organizations** through which women exert **stronger influence** in **peace-building** and **state-building** processes. Improvement in women's influence is not guaranteed to happen, however. A review of 24 peace processes between 1992 and 2010 indicated that only 7% of negotiation parties and 2.5% of signatories to peace talks were women. South Sudan has a **rare opportunity** to empower women, which could slip away if not properly seized.

[Development Index](#) In 2018, South Sudan was categorized as one of the "Low Development" countries – a group consisting of 38 countries among 189 worldwide – according to the United Nations Development Programme's **Human Development Index** (HDI), a summary measure for assessing long-term progress in a long and healthy life, access to knowledge and a decent standard of living. The HDI value of South Sudan has been **declining** in the past decade and ranks the country as the **third least developed** in the world.

Inequality is pronounced, and when taken into account, the HDI loses more than third of its value due to highly **uneven** degree of **human development** among the population. The inequality was said to be **increasing** and contributing to **insecurity** as early as in 2013.

The **Gender Development Index** of UNDP – which measures gender inequalities in health, education and command over economic resources – puts the country in Group 5, a group of countries with **least gender equality**. In a country where overall human development is low and far from uniform, it speaks of the critical situation for women, especially for those with scant socioeconomic means.

Literacy and Education The country has been mired in **violent conflicts** on and off since independence from Britain as part of Sudan in 1956 and also since separation from Sudan in the north in 2011, depriving the population of access to formal education. In terms of literacy, the gender difference was small albeit at very low levels for both groups in 2018; male aged 15-24 was 48% literate, compared to 47% for the female counterpart. The gross enrolment rates in primary education was over 100% for boys and 72% for girls in 2011, which dropped to 85% and 60% for boys and girls, respectively, in 2015. For secondary education, the gender gaps widen with 13% and 6.5% for males and females, respectively in 2011, which also decreased to 14% and 7.8%, respectively in 2015. As of 2020, **more than two million** children or **over 70%** are **out of school** in South Sudan.

Livelihood Nearly all people in South Sudan depend on farming, fishing or herding to meet their food and income needs. **Contribution of women** to agriculture is **significant**, but has **not been well documented or appreciated** by the society. Agricultural **tasks** are often **divided** along the **gender lines** with variations across localities and ethnic groups; in some places the whole family participates in farming, whereas in others agriculture is exclusively women's domain. If both women and men are engaged, it is women who are in charge of more tasks and devote more time in agriculture.

Crop agriculture is the main livelihood for **71%** of **female-headed households**. Women have **less access** than men to productive assets, such as land and livestock, inputs, services and information; their access is more **negatively impacted** than men's access **during and after crises**. In addition, crises often increase the **load of work** performed by women, such as fetching water. The relatively **low productivity** of farms of **female-headed households** has most likely plunged further due to the conflicts. A distant second income source of female-headed households is **wage labor** at 10%, but wages for women are lower than for men at all earning levels. **Low wages** for women in turn forces poor households, especially those headed by women, to resort to **child labor**.

Housing, Land and Property Rights The history of South Sudan has been shaped by the desire of various actors to access and control land, and the wish to **gain dominance over land** and **natural resources** was the motor behind the struggle to separate from Sudan. In South Sudan, **land defines** the community, sense of belonging and physical place and gives the means to subsist and obtain income.

Despite the **Transitional Constitution** and **national laws** on housing, land and property rights, which promote **women's rights**, practices are based on customary laws and traditions which confer **rights to housing, land and property** to the **husband** or a **male family member**. The most common situation that a woman faces upon the death of, or divorce from, her husband is **loss of land** and all other **properties** to the husband's male relatives. Bribery and corruption may also act as a barrier for women in obtaining documentation of land ownership and other rights, guaranteed by formal law. A widow may be cared for

by her husband's closest male relative by marrying him, a customary practice known around the world as levirate marriage.

Gender Based Violence, Sexual Exploitation and Harassment It was estimated as of 2014 that **roughly 65%** of women and girls in South Sudan had experienced **physical or sexual violence** in their **lifetime**, some **51%** had suffered **intimate partner violence (IPV)**, around **33%** of women had experienced **sexual violence** from a **non-partner**, mostly during attacks or raids. A 2017 study conducted in five settings – Juba City, Juba County, Rumbek Centre, Protection of Civilian (PoC) sites in Juba, and one PoC site in Bentiu – concluded that 65% of women and girls had experienced physical and/or sexual violence in their lifetime, indicating one of the **highest rates in the world** in terms of violence against women and girls. The same study indicated that up to 33% of women in these areas experienced sexual violence from a non-partner, and many of the incidents were directly related to a raid, displacement or abduction. While more recent and comprehensive data on lifetime experience are not readily available, the Annual Report 2019 of **South Sudan GBV Information Management System (GBV-IMS)** indicated that 7,931 new cases were reported to the information system in 2019. The number of cases submitted to the system by GBV-IMS data-gathering service providers has shown steady increase from 1,622 cases in 2015.

The majority of women in the country experience their first sexual violence before they reach the age of 18, and in recent years, girls as **young** as two and three years old have become victims. Although considered also widespread, accurate data on **sexual exploitation** during one's lifetime are not readily available. The Annual Report 2019 of GBV-IMS indicated that 1% of reported cases could be categorized as sexual exploitation in 2019. The incidents of sexual exploitation, which includes **transactional sex**, are **likely underreported**, since economic hardship has made it quite common. Where violence and exploitation are rampant, **harassment** must be also commonplace, but it has received little attention, as violence whose consequences are much graver has encroached into daily lives.

The **risk factors** are very high, since women travel on average more than 30 minutes to **fetch water**, and much more in food-insecure counties. Women also travel to collect fuelwood. Section 247 of the Penal Code Act 2008 excludes **coerced marital sex** from the definition of **rape**; while marriage does not guarantee protection against GBV, it may lower the odds. **Widows** and women **separated** from their husbands are considered at **greater risk** of **GBV**. Some families try to **protect** their daughters through **early marriage**.

The **flooding** in September 2020 that affected some 625,000 people, **ongoing armed conflicts** in pocket areas, **organized violence** on sub-national and local scales are thought to have escalated the risk of **GBV** and **harassment**, particularly intimate partner violence, conflict related sexual violence, sexual exploitation and abuse and sexual harassment. While **young armed men** of all sides are said to be setting the trend, the measures adopted to curb the spread of **COVID-19** has also contributed to a hike in **intimate partner violence** and other types of GBV as well as **teenage pregnancies**. Not all victims of GBV in South Sudan are women; the number of reported cases, where men are the victims, most likely vastly underestimates the true extent of the problem, hampered by stronger stigma related to GBV among men than among women. During the second quarter of 2020, the **South Sudan GBV-Information Management System** found **physical assault** (41%), **psychological/emotional abuse** (23%), and **sexual violence** (19%) to be the **most common** types of GBV.

Despite the pervasiveness of GBV in the country, availability and access to **services** for **GBV survivors** remain **limited**. The situation is not unrelated to **impunity** for **sexual violence** that has not been

condemned strongly by the society at large and further fueled by the **lawlessness** from the conflict. Women are often forced to marry their rapists, as it would prevent jail terms for the offenders and stigma for the victims. The society sees **marriage in general** as in the **best interests** of girls and their families. Even if a case reaches the court, the chances of conviction is low, because of the **weak capacity** of the police, difficulty of providing **evidence** and **court biases**. When the perpetrators are convicted, the **prison term** is short, sometimes around three months. Instead of a prison term, they may be forced to pay **compensation** to a women's family if she is unmarried or to her husband if she is married.

According to a survey carried out in 2014, **7%** of survey respondents who experienced GBV said they immediately reported the incident to the **police**, **37%** of respondents who said they reported GBV to hospitals or police received any **psychological support**, **43%** of GBV survivors said they decided to **keep quiet** out of fear, and **57%** did **nothing** because they felt there was no point in reporting cases of GBV.

2.2 Children

Overview Children constitute one of the major vulnerable groups and suffer along with women in South Sudan from the **insecurity** without respite and the **social sector** that has not yet managed to meet the basic needs of the people. The proportion of persons **aged 0-14** in South Sudan is extremely high at **42%** in 2019, and it is said that most of this large segment of the population are subject to **violence, abuse, exploitation** and **neglect** on a **daily basis**. Although accurate statistics do not exist, it is estimated that 570,000 children have been orphaned, leading to older siblings to assume the responsibility as heads of household and look after the younger ones.

Health The **under-5 mortality rate** per 1,000 births in the country was 96 in 2019, among some of the **highest** in the world. **Severe food insecurity** is estimated to affect 3 million children, and slightly less than a third of children suffer from **stunting**. Approximately three quarters of all child deaths are caused by **preventable diseases**, such as diarrhea, malaria and pneumonia, due to unsatisfactory healthcare practices at home, penury of medical personnel, difficult physical access to medical facilities and lack of access to safe drinking water. As many as 50% of the population do not have access to **safe drinking water** and are at risk of cholera and diarrhea, which are the major causes of death among children.

Children **witness and experience violence** quite frequently in South Sudan; they are likely to have emotional and behavioral problems and to perform poorly in school. Nearly 1 million children suffer from **psychosocial distress** as of 2020, of which less than one-third benefit from psychosocial support interventions. Children who witness and experience abuse and violence are also at a greater risk of **perpetrating** or **experiencing** abuse and violence later in life.

Education The number of children in primary schools has been decreasing every year since 2010, and **over 70%** of children are currently **out of school** in South Sudan. For children with **disabilities**, the rate of school attendance is estimated at **4%**. More than 866,000 school-aged children, or **37%** of children have been **displaced** by conflict. Some 65% of children are estimated to be **undocumented**, hampering their access to vital social services, such as healthcare and education. Estimated 1.3 million children are at the risk of completely giving up formal education.

Priority in education is given to **boys** in the family, whereas **girls** may leave school for **marriage** or be barred from attending schools for **security** concerns of the family. They fear that the girls may be kidnapped or become pregnant, which reduces their **bride price**. The Transitional Constitution and the Child Act provide for free primary education, but in practice, many families must pay **school fees** to cover

teachers' salaries and other related costs, which may be prohibitive for poor families. Other factors that discourage schooling are: chronic food insecurity; poor infrastructure; difficulty in social reintegration for demilitarized youth; ongoing insecurity; long distances to schools in rural areas; unpaid teacher salaries which leads to truancy by teaching staff; and a shortage of qualified teachers.

Violence, Abuse and Exploitation Many children in South Sudan are **separated from their parents** and hence vulnerable to violence, abuse and exploitation. One cause of separation is to become **child soldiers**, whose recruitment by various factions most likely reached 16,000 between December 2013 and October 2015. Their roles spanned from combatants, porters to cooks and wives. The recruitment of children for fighting continued at least until late 2019, even after the peace accord was reached and thousands of child soldiers were freed in 2018. Involvement in **armed** conflicts as **personnel** is one of the worst forms of child labor as is **sex work**. Sexual exploitation of children on a commercial basis is considered a problem in the country, but its extent is unknown. Many sex workers are believed to be in the age bracket of **13-16** and likely **abuse survivors** or have been **trafficked**. Although they are victims, they are subject to arrests and imprisonments by the police.

Another pathway is **child marriage**, which results in slightly more than half of all girls being married before turning 18 and 9% before 15, the seventh highest prevalence rate of early marriage in the world. The custom is practiced **across various education and wealth levels** as well as in both **rural and urban** settings, a marked difference from other countries where the same practice is found. Early marriage entails **health risks** in addition to deprivation of **development opportunities** as a full person.

Among the cases reported to GBV Information Monitoring System (GBV-IMS) in South Sudan in 2019, 22% of the survivors were children **below the age of 18**. Of the total reported incidents involving children, 15% were perpetrated against minors below the age of 11 and young adolescents constituted the rest of child survivors, with a trend of increase in violence against children. A study based on the data from visits to field sites (Juba, Mingkaman and Akobo) in 2015 indicated that not only armed groups, but also various authorities were responsible for rape and that the majority of victims were **adolescents** aged 12-18. The youngest victims were two and three years old.

In South Sudan, the prevalence of **female genital mutilation** among women aged 15-49 years is estimated **low** at 1%, significantly lower than in neighboring countries; the rates are 90%, 80% and 32% in Sudan, Ethiopia and Kenya, respectively. A practiced called "**girl compensation**" is still in place in some areas, whereby a murder case is resolved by handing a girl from the murderer's family to the victim's, although it is reported to be in decline. In such cases, girls are deprived of education and other development opportunities, sexually exploited, burdened with work, and bear the stigma of the murder for the rest of their lives.

2.3 Project Related Risks

The proposed project envisages increase in agricultural activities on and off the farm, such as purchase and sale of inputs and products, and hence **enhanced mobility** of both women and men. Higher mobility exposes women to more **risks of GBV**, including rape.

Women are responsible for household chores and caregiving, which require much time and energy. They will be adding another task to their already full plate by participating in the project. It cannot but result in

less time spent in household chores and caregiving, which may well cause **dissatisfaction** of male members of the household and lead to violence against the women.

While all project related personnel are engaged on the condition that they follow **various Codes of Conduct**, including those on sexual exploitation and abuse, we cannot rule out the possibility that female beneficiaries may be asked for **sex or related favors** in exchange for **participation** in the project or for **obtaining agricultural inputs**.

Women may also face **opposition** of their **husbands and other male family members** in their wish to participate in the project. In some households, the situation may escalate to violence; if their spouses are not involved in the project, the possibility of violence is higher. Women beneficiaries may be harassed or attacked by **men outside their households**, who are not involved in the project and take out their frustration on the women.

Conflicts over access to land between **pastoralists and agriculturalists** are common in some counties, e.g., Magwi and Wau. Such conflicts are a source of tension between women and men, since it is **women who farm the land** and **men** who let the **herds graze** in a certain area. Encounters may result in armed pastoralists' taking farm produce by force and inflicting sexual violence on women.

Increases in women's income may make **men** to feel **insecure** and turn violent against women. If women **refuse to give up their earnings** to their husbands and other male family members, it is likely to trigger violence against the women.

Although the project does **not target children** as **beneficiaries**, the **surge in economic activities** by the project may create opportunities for children to engage in age-inappropriate or hazardous work. Considering that many are heads of households, there is strong incentive for children to be involved in such activities. FAO experiences show that almost no **agricultural intervention** is neutral in terms of **child labor**. The children are affected by the changes in adults' responsibilities in the field and also by the changes in the adults' ability to carry out household chores, which are caused by the changes in the field. While the Framework recognizes the **economic necessity and desirability** to engage children in work that is **not child labor**, allowing children to work in a way that would not constitute child labor may be interpreted by the affected population as **condoning child labor**.

3. Objective, Pillars and Guiding Principles

The objective, pillars and guiding principles of this Framework, and hence those of Action Plans, are based on the international treaties and **United Nations** resolutions signed by South Sudan as well as relevant policies and guidelines of the **World Bank, FAO, UNICEF** and others.

3.1 Inclusion of Child Violence, Sexual Exploitation and Harassment

Overlapping Vulnerabilities: Women and Children **Women** and **children** constitute two of the main vulnerable groups in South Sudan and share **similar vulnerabilities** to violence as well as socioeconomic barriers to stable livelihood in a distinctly patriarchal society. **Widows** and **orphans** are particularly subject to violence and economic hardships, as they are **without male family members** who could act as a conduit to **resources and services** that are available only to grown men, provide **protection** in substance and deter exploitation by others. In terms of violence, where the rate of intimate partner violence (one type of gender-based violence) is high, that of child violence has also been found high and *vice versa* in Uganda,

especially when the rate of one is significantly high. As described above in Subsection 2.2, the majority of rape victims are adolescents (age 12-18) and many sex workers are likely to be in a similar age bracket (age 13-16). There is growing recognition among the violence researchers that **co-occurrence** of the two types of violence is the **norm**.

Sexual Exploitation and Harassment Gender-based violence has received the most attention with respect to gender in South Sudan, and sexual exploitation and harassment less attention, since violence is usually much more damaging. However, **harassment** is often a **gateway to violence**, and hence, is important from the perspective of violence prevention.

Child Labor and Other Exploitations Child labor according to the International Labour Organization (ILO) is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. Any work that interferes with proper schooling of the children is child labor. **FAO** further defines child labor in agriculture as agricultural work that is **inappropriate** for a child's **age**, affects children's **education**, or is likely to **harm their health, safety or morals**. Children aged **10-14** who work in South Sudan are mostly engaged in **agriculture** (60.2%): farming, including planting and harvesting, and cattle herding. In view of the condition that **child headed households** have in all likelihood significantly increased in number, they are in acute need of work, but should not engage in child labor which perpetuates poverty. When agricultural **interventions** demand **contribution of women**, it often leads to increase in child labor, as they deprive women of time to engage in cash-generating activities.

Drivers of Violence Gender-based violence is a manifestation of power disparity between women and men, an imbalance which feeds and is fed by unequal opportunities for education and livelihoods for women and men. In the study on intimate partner violence and child violence mentioned above, when both types were observed in a household, the family was often characterized by low level of women's education, low socioeconomic status, alcohol use, and lack of emotional attachment between intimate partners. **Poor education** and **low socioeconomic status** of **women** were associated with their being **victims** of **intimate partner violence** and **perpetrators** of **child violence** at the same time. **Male perpetrators** of **intimate partner violence** were likely to be also perpetrators of **child violence**.

In the current sociocultural settings of South Sudan, **widowhood** has increased the chances of **gender-based violence** as well as **child violence** through loss of protectors, which also entails loss of assets and livelihood. The low level of education among women is a likely contributor to this trend. According to one estimate, as many as a **quarter of households** were already **headed by women** in **2012**. Households headed by children, which are as destitute as female-headed households or more, are also thought to be quite high. The Framework, and hence Action Plans, will address the issue of child violence as well, since **women** and **children** constitute two of the main vulnerable groups with **similar vulnerabilities** to violence.

3.2 Objective

The objective of the Framework for Addressing Gender-Based and Child Violence, Sexual Exploitation and Harassment against Women and Children under the South Sudan Resilient Agricultural Livelihoods Project (SS-RALP) is to lay out the **pillars, guiding principles, core activities, risk mitigation measures, formulation and implementation modalities, response measures, responsibilities of project personnel, monitoring and reporting systems, and training and awareness raising activities** that must be incorporated in the **Action Plan** for Addressing Gender-Based and Child Violence, Sexual Exploitation and Harassment against Women and Children for each subproject under South Sudan Resilient Agricultural Livelihoods Project (SS-RALP). Action Plans are to be based on the ecological and socioeconomic conditions of each subproject.

Its formulation will be **led by local women to build on their strength**, and **men** will be **involved** in the process as **accountable partners** and for their acceptance and ownership.

3.3 Pillars

The Framework provides the **minimum elements** that all subprojects need to integrate through an **Action Plan** to Address Gender-Based and Child Violence, Sexual Exploitation and Harassment against Women and Children. The Framework rests on the six pillars below, which integrate the **World Bank's Good Practice Note – Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works**:

- **Mainstream** socioeconomic empowerment of women in the project, which will contribute to reduction in violence, exploitation and harassment toward them;
- **Manage** and **coordinate** gender-based and child violence, sexual exploitation and harassment against women and children with the project implementing partners and other actors, including governments, UN agencies and the GBV Sub Cluster in South Sudan (a group of GBV stakeholders in South Sudan, comprised of national and international NGOs, government ministries, UN agencies and Mission and donors);
- **Engage** with **community populations** and **other stakeholders** in **securing their support and trust** through their participation in community committees and sources of local knowledge, awareness raising activities and project planning and monitoring;
- **Emphasize prevention** and **respond** to gender-based and child violence, sexual exploitation and harassment against women and children through a **survivor centered approach**, i.e., placing the needs and priorities of survivors of violence at the forefront of any response;
- **Be evidence-based** and build on existing global research and knowledge on how to address GBV effectively; and
- Engage in **continuous monitoring and evaluation** and **manage adaptively**.

The Action Plans will also be formulated on these pillars; the formulation process must **led by local women, build on their strength** and **involve men**.

3.4 Guiding Principles

The **overarching principle** is to **leave no one behind**, a pledge contained in the 2030 Agenda for Sustainable Development, as well as to ensure **safety, dignity** and **agency** of **women** in the proposed project locations. The Framework is also based on the **human rights-based approach** to the right to adequate food, food security and nutrition and its seven principles: participation, accountability, non-discrimination, transparency, human dignity, empowerment and rule of law.

In practical terms, the Framework adheres to the seven points under the **FAO Commitments on Accountability to Affected Population (AAP)**:

- **Strengthening leadership** and **governance**; **greater** and **more routine transparency**, two-way communication, and information provision for affected communities;
- **Offer means** for **communities** to provide feedback on programmes and to submit complaints, and to ensure that they receive a timely response;
- **Enable fair** and **representative participation** of all sections of affected populations, including the most vulnerable and marginalized;
- **Mainstream accountability** to **affected populations** into **needs assessment**, design, monitoring, and evaluation activities, ensuring an appropriate focus on AAP, participation in processes and continuous learning and improvement;

- **Prevent sexual exploitation and abuse (SEA)** by FAO personnel and implementing partners and put in place adequate response mechanisms; and
- **Collaborate with peers and partners** to deliver on AAP commitments in a coordinated and coherent way.

[Socioeconomic Empowerment of Women](#) The **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**, which the country ratified in 2015, embodies the following obligations:

- Obligation to respect (equality in laws and policies);
- Obligation to protect (non-discrimination – direct and indirect); and,
- Obligation to fulfil (uphold equality and eliminate gender discrimination in the entire sphere of the social and economic life).

The **National Gender Policy** of South Sudan **2012** is in full accordance with the above as it aims to build a country free from all forms of discrimination and violence, where women, men and children enjoy human rights on the basis of equality and non-discrimination in all spheres of national life.

In view of the above obligations and the current situation of gender equality, the United Nations have identified three most important **areas of action**:

- Addressing stereotyping, stigma and **violence**;
- Redressing women's **socioeconomic disadvantage**; and
- Strengthening women's **agency, voice and participation**.

While focusing on the above areas, the Framework defines core activities and formulation/implementation modalities of the proposed project to contribute to fulfilling the four **strategic objectives** of the **World Bank's Gender Strategy 2016-2023**:

- Improving **human endowments** for women;
- Removing constraints for more and better **jobs** for women;
- Removing barriers to women's ownership and control of **assets**; and
- Enhancing women's **voice and agency** and **engaging men and boys**.

FAO Policy on Gender Equality has the goal to achieve equality between women and men in sustainable agricultural production and rural development for the elimination of hunger and poverty, which can be regarded as an agricultural version of the principles of CEDAW and the World Bank strategies.

[Gender-Based and Child Violence, Sexual Exploitation and Harassment against Women and Children: Prevention and Response](#) The **guiding principles** of this Framework with respect to harassment and violence against women and children are the **CEDAW** and the **CRC** (Convention on the Rights of the Child). As mentioned above, the United Nations identifies addressing stereotyping of, stigma and violence against women as one of the three areas that need significant improvement in connection with the CEDAW. **Protection** of children from violence, sexual abuse, human trafficking and other types of exploitation is also one of the core principle of the CRC. The Framework also emphasizes the aspects identified by the **World Bank's Gender Strategy 2016-2023**, which recommends a focus on the following five aspects of gender in a **fragile and conflict affected situation**, which is the case of South Sudan:

- **Gender-based violence**;
- **Masculinity, male identity**, and male youth at risk;
- **Economic opportunities** and access to labor markets;

- **Access** to assets and **services**; and
- **Voice** and **agency**.

The focus of the Framework on **prevention** means that the subject must be integrated at the **earliest possible** time in the project cycle and that **participatory approach** based on strong **stakeholder engagement** must be adopted. It also implies that the project will need to **make up for** the lack of **social investment** in women and children, which is a result of scant interest in them by the society and the reason for their **vulnerability**.

In recognition of the gravity of the situation on gender-based violence against women and girls, the country established the **South Sudan National Action Plan (SSNAP) 2015-2020 on United Nations Security Council Resolution (UNSCR) 1325 and Related Resolutions** as well as the **National Humanitarian Strategy for Prevention and Response to Gender-Based Violence 2019-2021**. The SSNAP provides a comprehensive and coherent approach to implementation of all provisions of UNSCR 1325 on women, peace and security and overall aims to reduce the impact of conflict on women and girls and increase women's representation and participation in decision-making. The **goals** of the SSNAP touch not only upon sexual and gender-based violence, but also upon respect of human rights, human dignity and women's participation in post-conflict peace building, affirming the importance of three focus areas under the CEDAW. The Strategy's **vision** is in line with the CEDAW and the CRC: to create a society where all persons, particularly women and girls, are protected from violence based on their gender, and survivors supported to recover and thrive. The Framework adopts an approach in line with that of the SSNAP.

With respect to survivors of gender-based and child violence, **survivor centered approach** will be adopted, which seeks to empower survivors by putting them at the **center** of the **healing** process. It recognizes that each **person is unique**, reacts differently to gender-based violence, has different strengths, resources and coping mechanisms, has the right to decide who should know about what has happened to them, and what should happen next. The main elements are:

- **Confidentiality**: Information will only be shared with those who will provide assistance or as requested and agreed by the survivor;
- **Respect**: Actions and response will be guided by respect for the wishes, the rights, and the dignity of the survivor, including treating the survivor in a non-judgmental way;
- **Security and Safety**: All services will be sensitive to the survivor's needs, while aiming to prevent further harm and/or distress; and
- **Non-discrimination**: All persons shall be provided in a non-discriminatory way.

4. Existing Risk Management Mechanisms

The existing formal risk management mechanisms encompass **major international treaties on human rights** ratified or acceded by South Sudan as well as the **Transitional Constitution** and **national laws** that largely **conform** to these treaties. The implementation of these mechanisms is hampered by the **attitudes, norms** and **behavior on the ground**.

4.1 Constitution, National Laws and Customary Laws

[Constitution](#) The Republic of South Sudan's **Transitional Constitution 2011 with Amendments through 2013**, Article 5, embodies the principles of **equality among all** and **human rights for all** by stating that "South Sudan is founded on justice, equality, respect for human dignity and advancement of human rights and fundamental freedoms." The Constitution reinforces the country's commitment to enhance gender

equality through Article 14 (“All persons are equal before the law and are entitled to the equal protection of the law without discrimination as to race, ethnic origin, colour, sex, language, religious creed, political opinion, birth, locality or social status”) and in particular Article 16 (“Women shall be accorded full and equal dignity of the person with men; therefore, women should be treated the same way as men and with respect.”). Notably, Article 16, Clause 5 states that “[w]omen shall have the right to own property and share in the estates of their deceased husbands together with any surviving legal heir of the deceased.” Clause 3 of the same Article guarantees equal rights to women and men to participate in public life, and Clause 4 actively promotes women’s participation.

Article 15 on the right to found a family states that “[e]very person of marriageable age shall have the right to marry a person of the opposite sex and to found a family according to their respective family laws, and **no marriage** shall be entered into without the **free and full consent** of the man and **woman** intending to marry,” effectively declaring **forced marriage unconstitutional**.

Article 17 of the Constitution states that “a child is any person under the age of eighteen years” and guarantees the **basic rights for children**, namely right: (a) to life, survival and development; (b) to a name and nationality; (c) to know and be cared for by his or her parents or legal guardian; (d) not to be subjected to exploitative practices or abuse, nor to be required to serve in the army nor permitted to perform work which may be hazardous or harmful to his or her education, health or well-being; (e) to be free from any form of discrimination; (f) to be free from corporal punishment and cruel and inhuman treatment by any person including parents, school administrations and other institutions; (g) not to be subjected to negative and harmful cultural practices which affect his or her health, welfare or dignity; and (h) to be protected from abduction and trafficking.”

[Penal Code Act 2008](#) South Sudan Penal Code Act 2008, Section 247 on rape states that: “(1) Whoever has sexual intercourse or carnal intercourse with another person, **against his or her will or without his or her consent**, commits the offence of **rape**, and upon conviction, shall be sentenced to imprisonment for a term not exceeding fourteen years and may also be liable to a fine. (2) A consent given by a man or a woman below the age of eighteen years shall not be deemed to be consent within the meaning of subsection (1), above.” However, it adds that: “(3) Sexual intercourse by a **married couple** is not rape, within the meaning of this section.”

According to Section 216 of the Code, “[w]henever, voluntarily causes or attempts to cause a pregnant woman to miscarry, if such **miscarriage** is **not caused in good faith** for the purpose of saving the life of the woman, commits an **offence**, and upon conviction shall be sentenced to imprison[.]”

Section 246 on **criminal intimidation** states that: “If the threat is to cause death or grievous hurt or to cause the destruction of any property by fire or to cause an offence punishable with death or with imprisonment for a term not exceeding seven years or to **impute unchastity [sic] to a woman**, the offender upon conviction, shall be sentenced to imprisonment for a term not exceeding seven years or with a fine or with both.”

Adultery by both women and men is considered offense by Section 266. Section 267 on “**enticing, taking away, or detaining a married woman**” assumes that the act is possible only by men and categorizes it as an offense. Section 273 deals with “kidnapping or abducting a woman to compel her marriage, etc.” and states: “Whoever, **kidnaps or abducts** any woman with intent that she may be compelled or knowing it to be likely that she will be compelled to marry any person against her will or in order that she may be

forced or seduced to illicit intercourse or knowing it to be likely that she will be forced or seduced to illicit intercourse, commits an offence and shall be addressed according to the customs and traditions of the aggrieved party, in lieu of that and upon conviction, shall be sentenced to imprisonment for a term not exceeding ten years or with a fine or with both.[,]" relegating the issue to customary laws.

Other offenses recognized by the Penal Code related to women include those in the following Sections: 223 "**Assault**"; 225 "Assault or **Criminal Force** Without Provocation"; 249 "Acts of **Gross Indecency**"; 250 "Word, Gesture or Act Intended to **Insult the Modesty** of a Woman"; 251 "**Public Indecency**"; 255 "**Coercing or Inducing** Persons for Purpose of Engaging in **Sexual Conduct**"; 256 "**Detaining** a Person for Purpose of Engaging in Unlawful Sexual Conduct"; 268 "**Incest**"; and 259 "**Female Genital Mutilation**."

Section 30 declares that children **under** the age of **twelve** are **not criminally liable** and Section 32 is entitled "No Presumption of Criminal Incapacity for Persons of and **over** the Age of **Fourteen**." For children between the age of 12 and 14 "at the time of the conduct constituting any offence which he or she is alleged to have committed, shall be presumed criminally liable, unless the contrary is proved beyond reasonable doubt—(a) to lack the capacity to form the intention necessary to commit the offence; or (b) where negligence is an element of the offence concerned, to lack the capacity to behave in the way that a reasonable adult would have behaved in the circumstances (Section 31)."

Section 243 touches upon "**cruelty to children**": "(1) Whoever having the charge or care of a child under eighteen years of age or being in a position of authority over him or her, willfully ill treats or neglects the child, in such a way as to cause him or her unnecessary suffering, commits an offence, and upon conviction, shall be sentenced to imprisonment[.]"

[Local Government Act 2009](#) Section 110, **Rights of Women**, reaffirms those in the Transitional Constitution, including promotion of women's **participation in public life** at the **local level** and the **right to own property and share** in the **estate** of their **deceased husbands**.

Section 109, Gender in the Community, guarantees equality between women and men:

- (1) The burden of family care within the community shall be a shared responsibility between both parents;
- (2) Men and Women shall work together in the development of their communities;
- (3) [not cited in this document]; and
- (4) All Local Government Councils shall ensure that men and women have access to justice and services in their families, communities and before the courts of law.

Section 108, Clause 5 states, without defining an age of consent, that: "**No marriage** shall be entered into without the **free will and consent** of the man and **woman** intending to marry with guidance of their respective parents."

Section 111, **Rights of Children**, also reiterates the rights of children enshrined in the Transitional Constitution.

[Child Act 2008](#) The Child Act 2008 is a comprehensive legal framework for realizing child rights in line with the **Convention on the Rights of the Child** (CRC). It sets out the rights and duties of all parties responsible for the care of children. Section 5 of the Act defines **child** as "a human being under the age of **eighteen** years."

Clause 2 of Section 26 of the Act indicates that every **female child** has: (a) the **right of equal participation** on a non-discriminatory basis as partners with a male child in social, economic and political activities; (b) **equal rights to succession and inheritance** to property and reasonable provision out of the estate of a deceased parent without discrimination; and (c) the **right** to develop their **full potential and skills** through equal access to education and training. Clause 3 of the same Section adds that: “No female child shall be expelled from school due to pregnancy or motherhood or hindered from continuing her education after one year of lactation.” Section 23, Clause 1 states that “[e]very female child has a right to be protected from **sexual abuse and exploitation** and **gender-based violence**, including rape, incest, **early and forced marriage**, female circumcision and female genital mutilation,” where child is “a human being under the age of eighteen years” (Section 5 of the same Act).

The Act does not condone **discrimination** against a child (Section 9) or **cruelty** to children (Section 57). Section 22 of the Act covers the **rights to protection from abuse**, which includes “(a) **all forms of physical or mental violence**, injury, abuse, negligent treatment, **maltreatment** or **exploitation**; (b) **abduction** and **trafficking**, for any purpose or form, by any person including parents or guardians; (c) **sexual abuse, exploitation** and **harassment** including, but not limited to rape, incest, inducement or coercion of a child to witness or engage in a sexual activity; the use of a child in prostitution or other sexual practices; and (d) the use of a child in pornographic performances and materials.”

While the Section does not refer to obligation of the witness or the victim to report the incident to the relevant authorities, its Clause 4 states that “[w]hoever commits such an offence shall on conviction, be sentenced to imprisonment for a term not exceeding fourteen years.” Section 39 is on **parents’ duties**, including **protection** of their children from neglect, discrimination, **violence, abuse, exploitation**, exposure to physical and moral **hazards** and **oppression**. Section 128 on **judicial orders** includes the orders of the Court if it judges that “a child is suffering or is likely to suffer **significant harm** and if the harm, or probability of harm, is **attributable to the care** given to the child, or likely to be given to the child if the order were not made[.]” One of them is “an ‘**exclusion order**’ requiring a person who has used **violence** or threatened to use violence against a child, to depart from the home in which the child is residing or to restrain the person from entering the home or from a specified area in which the home is included, or to restrain any other person from taking the child to the person against whom the child needs protection for such period as the Court may specify.” The Section does **not specify** how such incidents should be **reported** or how the **perpetrators** may enter the **justice system**.

Section 25 on right to **protection from child labor** lists examples of child labor according to the Act:

- (a) work and activities related to mining and quarrying;
- (b) portage of heavy loads and storage;
- (c) heavy agricultural labor;
- (d) construction work;
- (e) work in industrial undertakings;
- (f) work in places where heavy machines are used;
- (g) work in places such as bars, hotels and places of entertainment, where a person may be exposed to immoral behavior;
- (h) work in electricity, gas, sanitary and water works;
- (i) service with the police, prison or military forces;
- (j) night work which constitutes work between the hours of six o’clock in the evening to six o’clock in the morning;

- (k) driving or touting in vehicles;
- (l) herding which jeopardizes the interest of the child;
- (m) any type of sexual work; and
- (n) tobacco production and trafficking.

Clause 4 of the Section further states that “the **minimum age** for the admission of a child to a **paid employment** shall be **fourteen years**” and that “the minimum age for the engagement of a child in **light work** shall be **twelve** years which constitutes work that is not likely to be harmful to the health or development of the child and does not affect the child’s attendance at school or the capacity of the child to benefit from school.” Clause 5 adds that “[a] child engaged in a paid employment, has the right to be **paid fairly**, work **reasonable hours** in accordance with their **age and capabilities**, have at least **24 hours weekly mandatory leave, annual leave** and to take **regular recreational breaks**.” Clause 6 prohibits employers to “engage a child in employment without **satisfactory proof** of the child’s **age**.”

Section 30 deals with **neglect of children** and states that: “Notwithstanding penalties contained in any other law, anyone who willfully or as a result of culpable negligence infringes any right of a child commits an offence and shall, on conviction, be sentenced to imprisonment for a term not exceeding seven years or with a fine or with both, and may be liable to pay such compensation to the child as the Court deems fit and just.”

[Other Documents and Instruments on Women and Children](#) In 2015, the Ministry of Gender, Child Social Welfare developed the **South Sudan National Action Plan (SSNAP) 2015-2020 on United Nations Security Council Resolution (UNSCR) 1325 and Related Resolutions**. Under the objectives of UNSCR 1325 (protect women’s rights during armed conflicts; prevent impunity for gender-based crimes; mainstream gender aspects in peacekeeping operations; increase women’s participation in the various phases before, during and after armed conflict), the Action Plan set its overall goal to reduce the impact of conflict on woman and girls and increase women’s representation and participation in decision-making. A National Steering Committee – comprised of Ministry of Defense, Ministry of Justice, Ministry of Foreign Affairs and International Cooperation, and Ministry of Finance and Economic Planning – was established to coordinate and monitor the implementation of the Action Plan. The Plan is currently under implementation.

In 2017, the Ministry of Justice developed a **Manual on the Investigation and Prosecution of Sexual and Gender-Based Violence (SGBV) Cases** in South Sudan. The Manual aims to scale up the country’s gender legal framework and to enhance the protection of women and girls against discrimination, forced marriage and gender-based violence. In its efforts to achieve these goals, it describes actions for investigators and prosecutors to support a justice system that is responsive to victims and strives to act as a catalyst for implementation of SGBV related laws and response mechanisms as well as development of legal provisions relating to gender equality and SGBV.

The **National Gender Policy of South Sudan 2012** envisions a country that is free from all forms of discrimination and violence, and where women and whose men and children enjoy their human rights on the basis of equality and non-discrimination in all spheres of national life. Among the four guiding principles of the **National Development Strategy 2018**, rights of women appear under “Peace, Security, and Rule of Law” and empowerment of women under “Socio-economic Development.” The subject of gender is recognized as crosscutting.

The Ministry of Gender, Child and Social Welfare with the support of the GBV Sub Cluster of South Sudan developed the **National Humanitarian Strategy for Prevention and Response to Gender-Based Violence 2019-2021**, which provides a common understanding on the priorities, approaches and responsibility of all actors working on GBV issues. Its operational principles are: gender equality; centrality of protection; localization; and accountability.

In 2016, it was reported that the Government developed a new **Labor and Employment Bill**, which sets out the minimum age for employment, prohibition of the worst forms of child labor and the terms and conditions to which children **over the age of 14 years** may be exposed.

[Standard Operating Procedure of Ministry of Gender, Child and Social Welfare](#) In 2014, the Ministry of Gender, Child and Social Welfare developed a set of **Standard Operating Procedures (SOP)** for **GBV prevention, protection and response** to help stakeholders in their attempt to prevent, protect and respond to GBV. The SOP indicates as its guiding principles: survivor centered approach; encouragement of reporting and referral of survivors, which include confidentiality, respect, safety and security; non-discrimination; attention to child survivors; multi sectoral approach; community participation and accountability.

The prioritized response actions of the SOP are, in descending order of priority: **medical examination and treatment**; early **psychosocial counselling** to avoid or reduce trauma; **police investigation and protection intervention** for physical safety; **social reintegration** where deemed necessary; and access to **justice, place of safety/shelter, basic needs, and livelihood/economic support**.

The SOP includes the **pathways and timelines** for **reporting and referral** of sexual abuse and violence, adding that the survivors have the freedom and right to seek help from anyone, especially community leaders (e.g., *boma* leaders, chiefs, headmen, religious leaders, women's group leaders), but also NGOs and other partners supporting GBV interventions in the community, GBV Working Groups (groups of NGOs at the State level), health and community workers, NGO staff or anyone whom the survivor believes can be of great assistance to her/him (e.g., friend, relative, neighbor). **Referral** of survivors has to be through an **informed choice** by the survivors, and the **survivors** should be informed of the type of **services needed** as well as the **conditions and availability** of the services, e.g., a 72-hour time limit for Post-Exposure Prophylaxis (PEP) in the case of sexual assault.

If the survivor is a child, the consent of **parents or guardians** should be sought where it is in the **best interest** of the child. Where parents/guardians refuse to pursue the case in the court of law on the child's behalf with clear evidence, the **Directorate of Gender and Child Welfare** should take up the role and pursue the case to ensure that the child is protected. Parents/guardians should be counselled first, and thereafter a case may be filed against them for denying the child her/his rights. All services for child survivors must be undertaken by personnel trained in **child-friendly procedures** in treatment of GBV survivors. A child survivor should continue to go to **school** while procedures are ongoing and all efforts should be made by the GBV service providers to ensure her/his **protection**.

With regard to **child perpetrators** (girls or boys under 18 years of age who have allegedly committed an act of GBV against another person), juvenile justice procedures apply and child perpetrators should undergo rehabilitation and psychosocial counselling.

Customary Laws Each of **more than 50 tribes** in South Sudan has an independent set of **customary laws** and traditions, which are diverse in many ways, but uniform in their **patriarchal outlook**. Those in favor of the unequal role and status between women and men, prescribed by the customary laws and traditions, consider them necessary for **family cohesion**, one of the most **important values** in the South Sudanese culture. The formal laws ask **customary courts** to refer crimes as serious as **rapes** to the **statutory court** system, but the customary courts often take rape cases into their own hands.

In the background of the widespread GBV in South Sudan today are the customary laws that allow a man a certain level of **violence toward his wife** to “**discipline**” her. Women may appeal to the courts, if they consider the violence to exceed the **reasonable limit**, but where that limit lies varies considerably depending on the **location, court** and the **chief** in charge. As family cohesion is of great importance, the aim of the courts is to **save marriages** and hence to condone violence against a wife if she is judged to be “behaving badly or neglecting her duties,” for example, not cooking for her husband, insulting him or drinking. In many cases, women who appeal to the courts are judged alongside their husbands and may end up with a harsher punishment.

Whether the case results in a divorce largely depends on the **husband’s view** of the marriage. If he does not desire divorce, apologizes to his wife and promises not to resort to excessive beating in the future, the court is likely to order the wife to stay with the husband. The husband may be asked to **compensate** for the **harm** that he caused by paying the hospital bills, paying a fine of cows or occasionally serving a term of a few months in prison.

Divorce procedures vary among the tribes, but the action that seals the decision and common to all tribes is returning the **bride price** to the husband’s family. The bride price is usually shared among the larger family of the bride, which renders the return **difficult** and favors **reconciliation** instead of divorce. Women are further disincentivized to take the option, as most customary laws confer **custody rights** of the children to the **father**, although **young children** are allowed to stay with their mothers until three to seven years of age. **Informal separation** is problematic for women, as a relationship with a man who is not her formal husband is considered **adultery**, which is a serious criminal offense in South Sudan. Men do not encounter such situations after informal separation, for **polygyny** is legal for men.

The Transitional Constitution guarantees women’s right to own property and to share in the estates of their deceased husbands. Customary laws’ primary objective, on the other hand, is to ensure that the **property** remains within the family, which in a patriarchal society means with the **family of the husband’s father**. Many of customary laws in South Sudan does not allow women to **own property** in their **own capacity** or to **keep their own income**. Divorce means that the wife loses all her belongings and assets to the husband and his family, creating an outsized barrier against divorce for the wife. Many customary laws do not regard death of the husband as termination of marriage and distributes the deceased’s property among his male relatives. The violent conflicts resulted in a large number of widows, who became dependent on the charity of their husbands’ families; many of them were evicted from their homes, leaving everything behind. Another possible outcome is “wife inheritance” by the deceased’s closest male relative, or levirate marriage, which has been the traditional custom to guarantee support for the widows.

4.2 International Treaties

With the Comprehensive Peace Agreement signed in 2005, South Sudan could function as an autonomous region and initiate state-building. Many of the **international treaties** that the Republic of Sudan **ratified** after independence had already been **incorporated** in its **national laws** by then. Such treaties include the **Geneva Conventions** and **Convention on the Rights of the Child** (the table below shows the treaties ratified as of 2020).

Treaty Name	Aim
Geneva Conventions and Additional Protocols	Limit the effects of armed conflict by protecting civilians, health workers and aid workers, wounded or sick soldiers, prisoners of war and other persons deprived of their liberty in hostile situations.
Convention on the Elimination of all Forms of Discrimination against Women	Eliminate discrimination against women in political and public life and to promote equal rights for women and men.
Convention on the Rights of the Child	Guarantee the civil, political, economic, social, health and cultural rights that should be enjoyed by any human being under the age of eighteen, unless the age of majority is attained earlier under national legislation.
Minimum Age Convention (with the specification that the minimum age is 14 for the country)	Set the general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions), with the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed.
African Charter on the Rights and Welfare of the Child	Highlight the issues of greater importance to the African continent, such as child marriage and child soldiers, while building on the same basic principles as the Convention on the Rights of the Child.
Convention Governing the Specific Aspects of Refugee Problems in Africa	Broaden the definition of refugee and recognize the individual's refugee status on the basis of a presumption of inclusion within the relevant refugee definition.
Convention for Safeguarding the Intangible Cultural Heritage	Safeguard the intangible cultural heritage; ensure respect for the intangible cultural heritage of the communities, groups and individuals concerned; raise awareness at the local, national and international levels of the importance of the intangible cultural heritage, and of ensuring mutual appreciation thereof; and provide for international cooperation and assistance

The **Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)** provided the foundation for realizing equality between the South Sudanese women and men through ensuring **women's equal access** to, and **equal opportunities** in, **political and public life**. Its ratification provided a legal framework for the review of **family laws** including, but not limited to, age of marriage and eliminating sexual and GBV in South Sudan, and showed the commitment of the Government of South Sudan to the issue. It has also given legal legitimacy to criticizing the Government that women should be accorded full dignity of the person, equal with men.

Regarding children's rights, the South Sudan Legislative Assembly has passed the **African Charter on the Rights and Welfare of the Child (ACRWC)** and the **Convention on the Rights of the Child (CRC)**, which the Charter is based on. The CRC provisions were incorporated into the national legal framework through the **Child Act 2008** and **Transitional Constitution** of the Republic of South Sudan 2011. It also encouraged the development of the **Policy for Children without Caregivers 2007**.

The list of treaties that South Sudan has **acceded**, whose legal effects are the same as those ratified, are given below:

Treaty Name	Aim
Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment	End torture and to criminalize all acts of torture, where torture is infliction of severe physical and/or mental suffering under color of law, and allows no circumstances or emergencies where torture could be permitted.
Optional Protocol of the Convention against Torture	Prevent mistreatment of people in detention by assisting implementation of and building on the United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment.
Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict	Protect children from recruitment and use in hostilities.
Optional Protocol to the Convention on the Rights of the Child on the sale of children child prostitution and child pornography	Strengthen implementation of the Convention and increase the protection of children from involvement in armed conflicts and from sale, prostitution and pornography.
International Covenant on Economic, Social and Cultural Rights	Ensure the equal right of women and men to the enjoyment of all economic, social and cultural rights. Together with the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights, they make up the International Bill of Human Rights.
International Covenant on Civil and Political Rights	Guarantee human rights related to civil and political life.
African Charter on Human and Peoples' Rights	Promote and protect human rights and basic freedoms in the African continent.

5. Overview of Action Plan

This Framework outlines the **requirements** on the **content** and **elaboration/implementation process** of an Action Plan to address gender-based and child violence, sexual exploitation and harassment against women and children under South Sudan Resilient Agricultural Livelihoods Project (RALP). **Prevention** is **less costly** in the long term than **response alone**, but requires integration of the subject at the **earliest possible** in the project cycle as well as a **participatory approach** based on **thorough stakeholder engagement**. The society has **neglected** women and children and **not invested** in them, leading to their **vulnerability**. If we are to protect them, it will require **shouldering** some of the **social investment** that should have taken place but did not. The Action Plans must address the **risks** that the project may engender (**Section 2**), be based on the **pillars** and **guiding principles** for the Framework (**Section 3**), **supplement** the **existing risk management** systems (**Section 4**) and contain the elements outlined in the Sections to follow (**Sections 6-10**).

All Plans need to be based on **pre-formulation assessment** of **agricultural livelihood** of each subproject location with a focus on gender (including **GBV service gaps**, as part of Social Assessment for the

subproject) and **risk assessments** on GBV,¹ child violence, sexual exploitation and harassment of the same location (to be carried out three times – **before formulation** of the subproject, **mid-term** and **upon completion** of the subproject). The assessments will identify **modifications and additions** necessary in view of the ecological and socioeconomic conditions of the subproject location to the **core activities, risk mitigation measures** and **formulation/implementation modalities** (detailed in **Section 6**) of an Action Plan. The information on risks and measures to address them will be also reflected in the **Environmental and Social Management Plans** of the subprojects.² The proposed project will ensure that **safe workspaces** for women are available during implementation and that **“GBV and Child Violence Free Zone” signage** is prominently displayed³ from the beginning of each subproject.

A Plan must include **response measures** to instances of GBV, child violence, sexual exploitation and harassment, consisting of a subproject specific **provisional Grievance Redress Mechanism (GRM), referral pathways, response support protocol** (detailed in **Section 7**) and a **provisional monitoring mechanism** (detailed in **Section 8**).⁴ The assessments will inform not only the establishment of these elements, but also contribute to adaptive management throughout the lifecycle of the project, together with **GBV Safety Audit**. Both the **provisional GRM** and **monitoring system** must be **functional** as the subproject activities begin and **finalized** immediately after the launch of a subproject.

The Framework requires every subproject to have an **operational response mechanism** from its **onset**: GRM, referral pathways and response support protocol. FAO Country Office in South Sudan has been implementing **Standard Operating Procedures (SOP) on Prevention of Sexual Exploitation and Abuse** in addition to **Programme and Accountability Feedback** mechanisms, all of which constitute an effective GRM with **multiple channels** to initiate a complaint and serve as a foundation for GRMs for subprojects.⁵ A **provisional GRM** for gender-based and child violence, sexual exploitation and harassment (GBV-GRM) will be based on the **existing GRM on SEA/GBV** of the **FAO Country Office** and **pre-formulation assessment** to be **operational** at the time of subproject launch. Afterward, the implementing partner (or contractor) is responsible for **fine-tuning** and finalizing it with the **community members** and the **Accountability to Affected Populations (AAP) Assistants** (FAO employees in charge of AAP matters in the field).

The **AAP Assistants** are required to **act as an entry point** for **GRMs** and follow through the procedure in collaboration with **AAP Committees** (comprised of community members and set up by AAP Assistants for each subproject) and the **implementing partners/contractors** (detailed in **Section 9**). Each implementing partner/contractor will be required to designate a **Gender and Social Inclusion Focal Point** before any subproject activity commences, preferably a person with substantial experience on the matter.⁶ Each **AAP Committee** will also have a Gender and Social Inclusion Focal Point before the beginning of each subproject.⁷

In locations where **referral pathways** are **unavailable** or **partners** on the issue are **absent**, the project will work with **UNFPA** through the **AAP Assistants** and the **AAP Committees** to cover the functionalities of

¹ World Bank’s GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3.

² World Bank’s GBV Mitigation Measure for projects with low to high GBV risks. Includes mapping GBV prevention and response services in the area of project influence. Details in Subsection 6.3.

³ World Bank’s GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3.

⁴ World Bank’s GBV Mitigation Measure for project with moderate to high GBV risks. Details for response in Section 7.

⁵ World Bank’s GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 7.1.

⁶ World Bank’s GBV Mitigation Measure for projects with moderate/substantial to high GBV risks. Details in Subsection 9.1.

⁷ World Bank’s GBV Mitigation Measure for projects with moderate/substantial to high GBV risks. Details in Subsection 9.3.

missing elements and actors **as much as possible**. The AAP Assistants and AAP Committee members in such target areas will be **trained** for this purpose. The **additional resources** that **GBV service providers** (AAP Focal Points and Committees, in case GBV service providers are absent) require for facilitating access to timely, safe and confidential services for survivors will be identified and **budgeted** based on the assessments to be carried out.⁸

The monitoring system on aspects related to women and children (detailed in **Section 8**) will aim to cultivate **ownership** of the beneficiaries by actively engaging them throughout the design, data collection and analysis. United Nations Population Fund (**UNFPA**) and FAO in South Sudan have an agreement for collaboration, and UNFPA will identify an entity to carry out an independent Third-Party Monitoring.⁹

Formulation of an Action Plan is to be participatory and **led by local women to build on their strength**. It will **involve men** to obtain their acceptance and generate their sense of ownership of the process. The **implementing partners/contractors** will collaborate closely with the **AAP Assistants, AAP Committee members** and affected population and be responsible for formulation, implementation and monitoring on the ground. Each Action Plan must be **elaborated in concert with the subproject** itself so that the concerns related to gender and children are fully integrated and the Plan is **complete** when the **subproject is launched**. The **implementing partners/contractors** will be responsible for the **formulation, implementation, adaptive management and monitoring** of each **Action Plan** with the participation of **AAP Assistants and Committee Focal Points** and under the supervision of the **Gender Officer** of the Project Support Unit (PSU) with oversight from the MAFS PCU Gender Specialist.

Any project personnel or supplier to the project who hears of a **GBV or related incident** (i.e., all types of harassment and violence touched upon in Section 1) in the project area must report the incident through a project GRM, which informs the **Gender and Social Inclusion Specialist** of the incident. The **Specialist** will collect relevant information with the help of Project Implementation Unit (**PIU**), **implementing partner/contractor** (and suppliers, where applicable) and submit to **UNFPA** in order to determine whether the project and further whether a supplier was responsible for the incident. In case the project, but not any of the suppliers, is found responsible, the implementing partner/contractor and FAO South Sudan will equally **share the related costs** (fees/funds for transportation, documentation, lodging, etc.).¹⁰ In case any **supplier** under the project is found responsible, the supplier/s in question will pay half of the related costs and the other half will be borne equally between the implementing partner/contractor and FAO.¹¹ The **LoAs** must include the **responsibilities** of implementing partner/contractor and suppliers to quickly **inform the GRM** of possible GBV or related incidents (i.e., all types of harassment and violence touched upon in Section 1) and to **shoulder the costs** on GBV or related incidents.

The roles and responsibilities of the **project personnel and suppliers** (detailed in **Section 9**) include signing a declaration that they will adhere to relevant **policies and Codes of Conduct** established by UN agencies.¹²

⁸ World Bank's GBV Mitigation Measure for projects with substantial/high GBV risks. Details in Subsections 6.3 and 9.2.

⁹ World Bank's GBV Mitigation Measure for projects with moderate/substantial to high GBV risks. Details in Subsections 6.3, 9.2 and 9.5.

¹⁰ World Bank's GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3.

¹¹ World Bank's GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3.

¹² World Bank's GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3. Relevant Codes of conduct include: Inter-Agency Standing Committee's (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse 2019; FAO South Sudan Staff Code of Conduct; UNICEF's Policy on Conduct Policy on Conduct – Promoting the Protection and Safeguarding of Children; United Nations Supplier Code of Conduct 2017; and clauses on conduct in the Letters of Agreement

For **suppliers to the project**, the bidding documents must include the **minimum Code of Conduct**, specified by the World Bank and covers sexual harassment (SH), SEA and GBV.¹³ The **Letters of Agreement (LoA)** of FAO South Sudan (FAO SS) with implementing partners/contractors have **PSEA measures** integrated as per FAO SS Standard Operating Procedure (Annex I).¹⁴ This obligation in addition to the content of the policies and Codes of Conduct will be shared with the affected population¹⁵ during formulation of subprojects. A **contract** will not be awarded if the implementing partner/contractor is judged **incapable** of fulfilling the obligations set forth by the **Framework**, especially **GBV responses**¹⁶ and **prevention**.

A **Gender Officer**, with **strong GBV expertise**, will be employed for the project¹⁷ to **represent** the Project Support Unit (**PSU**) on aspects related to **gender and children** and to provide **supervisory** role in designing, implementing and monitoring the **Action Plan**. The **evaluation** to determine the **capacity of implementing partner/contractor vis-à-vis Action Plan**, with a focus on **response** and **prevention** measures, will be carried out by the Officer.¹⁸ The Officer, accompanied by the PCU Gender Specialist, will also engage in **monitoring visits** to subproject locations at least twice a year, which will be combined as much as possible with other project events on gender and children. The Officer will conduct **bi-annual review** of the Action Plan with AAP Assistants and AAP Committees, focusing on implementation of work plans, closure of reported cases in the database, and possible negative effects of the subproject. The Officer will also organize **quarterly review meeting** on gender-based and child violence, sexual exploitation and harassment against women and children (whose participants include PCU Gender Specialist, implementing partners/contractors, FAO staff involved in the project and AAP Committee members) to review overall support given to survivors, effectiveness of GRMs, functionality of referral pathways and availability of survivor support services.

Activities for awareness raising and capacity development on gender-based and child violence, sexual exploitation and harassment against women and children (**Section 10**), engage **men as accountable partners** and target **project personnel**,¹⁹ **female and male beneficiaries, affected population**,²⁰ **community gatekeepers** and **government stakeholders**. The main sessions are to be carried out at the **beginning** of subprojects with a **refresher session every six months** thereafter. The table below shows the activities specific to addressing gender-based and child violence, sexual exploitation and harassment against women and children and their timings in the life cycle of subprojects.

with implementing partners/contractors and suppliers (Annex I).

¹³ World Bank's GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3.

¹⁴ World Bank's GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3 and Annex I.

¹⁵ World Bank's GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.2 and Section 10.

¹⁶ World Bank's GBV Mitigation Measure for projects with moderate to high GBV risks. The evaluation will be the responsibility of the Gender and Social Inclusion Specialist as described in the following paragraph. Details in Subsection 9.1.

¹⁷ World Bank's GBV Mitigation Measure for projects with moderate/substantial to high GBV risks. Details in Subsection 6.3.

¹⁸ World Bank's GBV Mitigation Measure for projects with moderate to high GBV risks. Details in Subsection 9.2.

¹⁹ World Bank's GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsections 6.2, 6.3, 7.3 and Section 10.

²⁰ World Bank's GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.2 and Section 10.

Task	Timing	Responsible Parties
Pre-formulation assessment with a focus on gender (as part of Social Assessment for the subproject)	Before subproject formulation	FAO South Sudan (SS) Project Support Unit (PSU) with assistance of Accountability to Affected Population (AAP) Assistants
Establishment of provisional GBV-GRM based on pre-formulation assessment	After pre-formulation assessment and before subproject launch	FAO SS PSU with assistance of AAP Assistants
Establishment of provisional monitoring system based on pre-formulation assessment	After pre-formulation assessment and before subproject launch	FAO SS PSU with assistance of AAP Assistants
Establishment of response support protocol based on pre-formulation assessment	After pre-formulation assessment and before subproject launch	FAO SS PSU with assistance of AAP Assistants
Risk assessments on GBV, child violence, sexual exploitation and harassment	(i) Before subproject formulation; (ii) Mid-term of subproject; and (iii) Completion of subproject	FAO SS PSU for the first and Implementing partner/contractor for the other two
Sharing of information on obligations of FAO and implementing partners/contractors and suppliers with affected population	During subproject formulation	Implementing partner/contractor with assistance of AAP Assistants
Examination of capacities of potential implementing partner/contractor in view of Framework	During implementing partner/contractor selection	FAO SS PSU
Integration of PSEA measures and GBV-related incident cost-sharing and other related responsibilities in Letters of Agreement with chosen implementing partners/contractors	After implementing partner/contractor selection and before contract effective date	FAO SS PSU
Signing of declaration on policies and Codes of Conduct established by UN agencies by implementing partners/contractors	After implementing partner/contractor selection and before contract effective date	FAO SS PSU
Examination of bidding documents by suppliers with respect to GBV and related issues	During bidder selection	FAO SS PSU
Designation of Gender and Social Inclusion Focal Points	During subproject formulation	FAO SS PSU – Focal Point of Implementing partner/contractor;

		AAP Assistants – Focal Point of AAP Committee
Inclusion of relevant information from Framework and Action Plan (e.g., core activities, risk mitigation measures, formulation/implementation modalities and response support protocol) in main text of subproject document	During subproject formulation	FAO SS PSU
Formulation of Action Plan (including provisional GBV-GRM, referral pathways, response mechanism and monitoring system)	After pre-formulation assessment and before subproject launch	Implementing partner/contractor
Installation of “GBV and Child Violence Free Zone” signage	Before subproject launch	Implementing partner/contractor
Training of AAP Assistants and Committee members to cover lack of referral pathways and absence of relevant partners	Before subproject launch	FAO SS PSU with assistance of UNFPA
Establishment of subproject specific GBV-GRM based on provisional one	Immediately after subproject launch	Implementing partner/contractor with assistance of AAP Assistants
Establishment of subproject specific monitoring system based on provisional one	Immediately after subproject launch	Implementing partner/contractor with assistance of AAP Assistants
Awareness raising and training sessions on gender and children	(i) The mains session immediately after subproject launch; and (ii) Refresher session every six months	Implementing partner/contractor and PIU
Implementation of Action Plan	In concert with subproject implementation	Implementing partner/contractor with AAP Assistants
Radio broadcasting of messages to raise awareness on gender and children related issues	Together with other messages on subproject to be broadcast, preferably monthly	Implementing partner/contractor and AAP Assistants
Reporting of GBV and related incidents to GRM	Immediately after reporting of possible incident in the subproject area to project personnel or suppliers	Project personnel and suppliers

Reporting of GBV and related incidents to Gender Officer	Immediately after reporting of possible incident to GBV-GRM	FAO Helpline Operator
Reporting of GBV incidents or incident similar in nature and gravity to the MAFS PCU for escalation to the World Bank	Within 12 hours after the Specialist learns of a possible incident	FAO SS PSU
Collection of information on GBV and related incident in subproject area	Immediately after the FAO SS PMU learns of a possible incident	FAO SS PSU and PIU
Establishment of responsibility of GBV and related incidents	In due course after collected information is shared with UNFPA	FAO SS PSU with assistance of UNFPA
GBV Safety Audit	Every month	Implementing partner/contractor
Third-Party monitoring	Every four months	MAFS PCU in collaboration with FAO SS PSU assisted by UNFPA
Monitoring visit to subproject location	At least every six months	FAO SS PSU and MAFS PCU
Bi-annual review of the Action Plan	Every six months	FAO SS PSU with the assistance of AAP Assistants
Quarterly review meeting	Every four months	FAO SS PSU, MAFS PCU, implementing partners/contractors, and other FAO staff involved in the project (e.g., AAP Assistants)

6. Core Activities, Risk Mitigation Measures and Formulation/Implementation Modalities

The **core activities, risk mitigation measures** and **formulation/implementation modalities** of an Action Plan are described in this section. The Plan will be built on the information to be obtained from various **assessments: pre-formulation** assessment of on **agricultural livelihood** with focus on gender (including **GBV service gaps**, as part of Social Assessment for the subproject); and a **risk assessment** of each subproject location to be conducted before the formulation of subproject.

6.1 Core Activities

The activities of subprojects of RALP will include the following on socioeconomic empowerment of women:

- **Tailored** technical offerings to **women's needs** and **constraints**;
 - Provision of **safe workspace** for women
 - Provision of a wide **range of possible work** for women to choose from
 - Provision of **trainings** and **inputs** suited to women
- **Capacity** building on **social dialogue** for women; and
- Engagement of women in **strategic and other planning** related to subprojects.

Each subproject will pay due attention to **child labor** by:

- **Identifying work** under the subproject that would be **child labor** according to the **international treaties ratified/acceded**, the **Child Act 2008** and **relevant policies of the World Bank and FAO** to **prevent and prohibit children from engaging** in such work;
- **Identifying work** under the subproject that is **suited** to **children** of **each age group**, mainly on their **family farms** (work that would not pose danger to their physical and mental development, i.e., age appropriate, safe, does not interfere with education or negatively affect morals); and
- **Monitoring** of effects of **women's involvement** in the project on child labor.

All **trainings** on farming will ensure that **inputs and products** suited to the **local environment** and **economy** are provided and that **climate change** is taken into account. The goal will be for the beneficiaries to be able to have both subsistence and cash commodities all year around from their own farms to guarantee **food security** and **cash income**.

6.2 Risk Mitigation Measures

As the project aims to prevent and reduce gender-based and child violence, sexual exploitation and harassment, their root causes need to be tackled at **various levels: individual, family, community** and **institutional**. Taking into account the **project related risks** described above and the advantages of **participatory approaches** in rendering interventions effective and sustainable, the subprojects of RALP will include:

- Provision of opportunities to **men** to reflect on **masculinity** and its **consequences** at **community level**;
- Provision of opportunities to **women and men** to engage in **dialogues** about their **household** and **community goals, women's contribution** in farming, household and community as well as **GBV** in each community;²¹

²¹ Priority will be given to female beneficiaries, their male partners and male household members.

- **Dialogues** between the Project Support Unit (PSU), Project Implementation Unit (PIU) members and community/religious leaders and other **gatekeepers** on violence, exploitation and harassment against women and children;
- **Training of women** on construction of **energy efficient stoves using local material to decrease** the chances of violence, exploitation and harassment while traveling for and collecting **fuel**;
- **Awareness raising** among **affected population** on GBV, child violence, sexual exploitation and abuse, grievance redress mechanisms/referral pathways/response support protocol for such incidents, and Codes of Conduct that the FAO employees, including implementing partners/contractors and suppliers are obliged to abide by;²²
- Support to participation of **female beneficiaries** in bi-annual pre- and post-**migration conferences**, during which farmers and livestock keepers make agreements on issues such as compensation for rape, forced marriage and other conflict related issues;
- **Awareness raising** on conflicts, GBV, etc. in **radio programmes** of the project;
- **Training of PSU and PIU members, implementation partners, contractors, AAP Assistants** (FAO employees in charge of AAP matters) and **AAP Committee** (comprised of community members and set up by AAP Assistants for each subproject) **member** in charge of GBV related issues;²³
- **Training of AAP Assistants and AAP Committees** in collaboration with **UNFPA** to cover the functionalities of GBV sub-cluster, referral pathways and service providers in target areas where they are not present or available;
- Establishment of an **Action Plan** to address gender-based and child violence, sexual exploitation and harassment with **community participation**, including a **grievance redress mechanism** that allows **early warning** and establishes **accountability**, complete **referral pathways**, **response support protocol**, and **monitoring** system.
- **Awareness raising** on gender-based and child violence, sexual exploitation and harassment against women and children among relevant **state officials** (e.g., officials from State Ministry of Gender, Child and Social Welfare, State Ministry of Health, State Ministry of Agriculture, State Ministry of Livestock, and State Ministry of Education).

6.3 Formulation/Implementation Modalities

The formulation/implementation modalities include various **arrangements** for the beneficiaries under each subproject as well as **supporting activities** which will allow effective mainstreaming of women and children:

- **Pre-formulation assessment of agricultural livelihood** with **community participation** and focus on **gender**, including **GBV service gaps**;
- In-depth **risk assessments** on GBV, child violence, sexual exploitation and harassment against women and children with **community participation** throughout the life-cycle of subprojects, including **stakeholder mapping** and **pro-active mitigation** measures;

²² Relevant Codes of conduct include: Inter-Agency Standing Committee's (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse 2019; FAO South Sudan Staff Code of Conduct; UNICEF's Policy on Conduct Policy on Conduct – Promoting the Protection and Safeguarding of Children; United Nations Supplier Code of Conduct 2017; Codes of Conduct for procurement contractors based on the World Bank's new Standard Procurement Documents to be introduced in January 2021; and clauses on conduct in the Letters of Agreement with implementing partners/contractors and suppliers (Annex I).

²³ The topics covered will include, but not limited to: general information on GBV, child violence, and sexual exploitation/abuse/harassment; redress mechanisms and referral pathways for such incidents; survivor centered approach; child-friendly procedures; GBV sub-cluster and GBV service providers in the area; and code of conduct signed by FAO employees, including implementing partners/contractors and suppliers.

- Periodical **GBV Safety Audit**;
- Obtaining **consent** of **community gatekeepers and men** on activities involving women;
- Prioritization of **women** as project **beneficiaries** and **community decision makers**;
- Provision of **work and workspace** that are **safe for women**;
- Identification of **male champions** against violence, exploitation and harassment inflicted on women and children and their active involvement in project activities;
- **Arrangements** to facilitate **women's participation** in trainings, such as provision of childcare for women and choice of location close to their residences;
- **Tailored communication** to women and children;
- Employment of a **Gender Officer** with **strong GBV expertise**, as a PSU member to **represent the PSU** on gender and children related project matters; and
- Obligating **project personnel** and **project suppliers** to adhere to relevant **policies** and **Codes of Conduct** established by UN agencies, including the World Bank;²⁴ and
- Periodical **Third-Party Monitoring**.

Elaboration of an Action Plan must be carried out in an **integrated manner** with that of the **subproject** and must be **ready for implementation** together with the **subproject**.

[Assessment of Agricultural Livelihood with Focus on Gender](#) The **assessment of women and children** in relation to **agricultural livelihood** under each subproject will be conducted in a **participatory** mode to include:

- **Division of labor**
 - Who undertakes which task on the farm (land preparation, purchase of inputs, acquisition of credit, sowing, pest and weed management, harvesting, storing, transportation of inputs and products, marketing, seed saving, etc.) for how many hours per day/month/year.
 - Who undertakes which household chore (cooking, cleaning, taking care of children/elderly/others with special needs, shopping for food and clothes, constructing/repairing house, participation in community activities, etc.) for how many hours per day/month/year.
- **Decision making power**
 - Who makes the final decision on large/small expenses, education, marriage/divorce, livelihood strategies, etc.
 - Who are involved in the discussion of the subjects above.
 - What is the power balance at home and in the community.
- **Access to agricultural inputs**
 - Whether women have access to productive assets (land, cattle, etc.) and other inputs (instruments, knowledge, skills, financial assistance, etc.).
- **Risks associated with women's and children's engagement in agriculture**
 - What may be the risks from women's undertaking agricultural activities and children's undertaking work that is not child labor.
 - How the risks may be prevented and mitigated.
 - What is safe workspace for women and children.

²⁴ Relevant Codes of conduct include: Inter-Agency Standing Committee's (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse 2019; FAO South Sudan Staff Code of Conduct; UNICEF's Policy on Conduct Policy on Conduct – Promoting the Protection and Safeguarding of Children; United Nations Supplier Code of Conduct 2017; Codes of Conduct for procurement contractors based on the World Bank's new Standard Procurement Documents to be introduced in January 2021; and clauses on conduct in the Letters of Agreement with implementing partners/contractors and suppliers (Annex I).

- **Communication**
 - What are the modes of communication most preferred by women and children.
 - What are the times of the day/week/month/year when women and children have the time for listening to or reading information.
 - How they can communicate monitoring data on gender-based and child violence, sexual exploitation and harassment against women and children to the parties involved (i.e., Accountability to Affected Populations (AAP) Committees, AAP Assistants, Gender and Social Inclusion Specialist of the project and Gender and Social Inclusion Focal Points of implementing partners/contractors).
- **Attitudes and Norms**
 - What women believe is the typical and appropriate behavior for themselves, men and children.
 - What men believe is the typical and appropriate behavior for themselves, women and children.
 - What children believe is the typical and appropriate behavior for themselves, women and men.
 - The same for their place at home and in the community.
- **Stakeholder mapping**
 - Who are interested in the socioeconomic status and welfare of women and children (e.g., NGOs, community chiefs, local governments).
 - How they rank according to the strength of interest.
 - How much resources each actor has to make an influence.
 - How much moral influence each actor may exert.
 - How frequently they interact with each other and how strong are the interactions, including payments.
 - Who should the project team “keep informed,” “work with,” “monitor” or “consult.”

The assessment will include **focus discussion groups** segregated by **gender**. For women’s discussions, all personnel involved must be women. **No male participant** or **observer** will be allowed, except for functions considered necessary for the discussions (e.g., interpretation), *only if* no local female personnel are capable of delivering the functions.

[In-Depth Risk Assessments](#) Violence, exploitation and harassment risk assessments will be undertaken **three times** during the course of a subproject. Given that the proposed project’s main focus is not violence, exploitation or harassment, the **emphasis** will be on gender-based and child violence, sexual exploitation and harassment against women and children that may:

- Act as a **barrier** to achieving **project goals**;
- Take place as an **unintended project effect**; and
- Threaten the **safety and health** of the beneficiaries or project personnel.

The **initial assessment before the formulation of a subproject** will focus on:

- Overall safety and security situation for women and children;
- Common types of violence in the areas of implementation (e.g., child/forced marriage, domestic violence, sexual exploitation, physical/mental abuse, threats to reproductive health, lack of autonomy in making health care decisions);

- Instances of stigmatization, isolation or discrimination within the household or in the community, which deprive them of capacities to cope with risks of gender-based and child violence, sexual exploitation and harassment;
- Mobility needs which expose women, girls, men and boys to gender-based and child violence, sexual exploitation and harassment (e.g., going to farm or market, attending workshops or school, fetching water or fuelwood);
- Survival needs which expose women, girls, men and boys to gender-based and child violence, sexual exploitation and harassment (e.g., transactional sex or marriage for food or assets);
- Reporting and help seeking behavior of survivors of GBV, child violence, sexual exploitation and harassment against women and children;
- Perception of men regarding the social status of women, youth and children;
- Perception of women regarding the social status of men, youth and children;
- Perception of community gatekeepers regarding the social status of women, men, youth and children;
- Confirmation of existence of an operational referral pathway, and in case there is none, GBV service (for both prevention and response) and stakeholder mapping in the area of project influence;
- Examination of existing Community Based Complaints Mechanisms for integration in the GRM; and
- Recommendation on additional core activities and implementation modalities based on the identified risks.

The **second** assessment will be conducted mid-term of the subproject, primarily to assess:

- Participation of women in the project and community committees (extent, barriers, means to overcome barriers);
- Presence of other risk groups (e.g., ethnic minority, displaced population, disabled);
- Exclusion of people at risk (who, why, means to overcome exclusion);
- Negative impacts that the subproject may have inflicted (i.e., intensified household tensions, travel through risky areas to access project services, exposure of beneficiaries/project personnel to physical/mental harassment or violence by participating in the subproject) as well as cause, extent and means to overcome negative impacts;
- Effectiveness of the grievance redress mechanisms in reporting cases of gender-based and child violence, sexual exploitation and harassment;
- Effects of gender-based and child violence, sexual exploitation and harassment on nutrition and food security outcomes of the subproject; and
- Empowerment of women under subprojects (how, extent and means to enhance empowerment).

The **third** assessment at the end of the subproject will identify:

- Changes in the status of women from participating in the project;
- Effectiveness of engaging men in reducing gender-based and child violence, sexual exploitation and harassment; and
- Effectiveness of engaging community gatekeepers in reducing gender-based and child violence, sexual exploitation and harassment through sharing of information on project activities before implementation, consent sought on activities, and dialogues with the PSU and PIU.

Given the sensitivity of the subject matter, utmost caution is required **not to harm** the **survivors** of violence, exploitation and harassment. **References** on GBV assessment, monitoring and evaluation include: “Guidance for Gender Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming” (Bloom, S., *et al.*, 2014);²⁵ and “Gender-Based Violence Research, Monitoring, and Evaluation with Refugee and Conflict-Affected Populations: A Manual and Toolkit for Researchers and Practitioners” (Global Women’s Institute, 2017).²⁶

GBV Safety Audit The **implementing partners** will be required to conduct **GBV Safety Audit** by qualified personnel on a **monthly** basis to monitor the effectiveness of mitigation measures and identify new risks that need to be addressed. The information is to be submitted to the PSU and relevant PIU to **adapt** the subproject activities, implementation modalities, monitoring and grievance redress mechanisms to the reported situation and recommendations so that GBV and SEA are prevented and their survivors assisted more effectively.

Safety audit is defined as an **observation tool**, and if deemed safe, it can be completed while walking around. It should focus on collecting information about:

- **Overall layout** (residences, water sources, energy sources, farms, grazing areas, markets, schools, lighting, health clinic, etc.);
- **Unsafe locations** in and around the space used for everyday life;
- **Risks** associated with
 - Community layout;
 - Water and sanitation facilities including distance from residence/school building, physical segregation, locks, privacy, etc.;
 - Access to and use of facilities and services including schools, markets, safe spaces, health clinics;
 - Access to other basic resources, such as food and fuel;
 - Presence of armed actors (state military or others, checkpoints);
 - Relationships among various social groups in the community; and
 - Other risk factors
- **Potential solutions** for reducing risks and improving safety.

Under “Other risk factors,” the Gender and Social Inclusion Focal Point of the implementing partner, who will be conducting the audit, will be encouraged to have **informal conversations**, not interviews, with the affected population to obtain **inferential information** on gender-based and child violence, sexual exploitation and harassment against women and children, which would serve as **early warning** and allows **adaptive management** of the project.

If **armed actors** are present or for some other reasons, collecting information may put staff or community members at risk. In such cases, it is advisable to **take mental notes** of questions and observations and complete **safety audit forms** after leaving the community. The implementing partner should submit a **report** with the above information to the relevant PIU within ten working days. Further practical

²⁵ Bloom, S. *et al.*, 2014. “Guidance for Gender Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming” CARE.

https://care.org/wp-content/uploads/2020/05/CARE20GBV20M26E20Guidance_0.pdf

²⁶ Global Women’s Institute, 2017. “Gender-Based Violence Research, Monitoring, and Evaluation with Refugee and Conflict-Affected Populations: A Manual and Toolkit for Researchers and Practitioners”

<https://globalwomensinstitute.gwu.edu/sites/g/files/zaxdzs1356/f/downloads/Manual%20and%20Toolkit%20-%20Website.pdf>

information can be found in “ACTED: Standard Operation Procedures GBV Safety Audit” (https://gbvguidelines.org/wp/wp-content/uploads/2019/07/SOP_Safety-Audit-Somalia.pdf).

[Consent of Community Leaders, Gatekeepers and Men](#) Information on all **activities targeting women** will be **shared beforehand** with the **community leaders, gatekeepers and men** for their acknowledgement and consent.

[Women as Beneficiaries and Decision Makers](#) The proposed project will ensure that: **60-70%** of **beneficiaries** are **women**; and the **priority** is given to **interested female heads of households**. Through dialogues with community leaders and gatekeepers, the Project Management and Project Implementation Units will ensure as much as possible that 40% of members of various community committees are female, including AAP Committee (a community-based committee to be established for each subproject), as per the FAO’s Gender Marker G-2a. The location and timing of project sessions will accommodate the needs of female heads of households.

[Safe Work and Workplace for Women and Children](#) As women’s responsibilities at home alone are full-time work, agricultural activities and technologies that are **time and labor saving** will be proposed for them. The time spent on every activity will be **monitored by women** themselves to inform the project.

What constitutes **safe work** and **workspace** for women will be first discussed among them with the assistance of the **PSU and PIUs**, and then shared with **community gatekeepers** and **men** for their information and acknowledgement. “**GBV and Child Violence Free Zone**” **signage** will be prominently displayed in the workspace created for women by the project. The traditional **gender division** of work will not be strictly followed if women are willing to undertake the task. The PSU and PIU will involve the **community gatekeepers** to create an environment that is conducive to **women’s changing roles**.

Each Action Plan will be based on the **FAO Guidance Note on Child Labour in Agriculture in Protracted Crises, Fragile and Humanitarian Contexts**, which lists “Principles in Engagement in Action” as follows, noting that integrated food security and livelihoods interventions lead to better outcomes for children:

- **Do no harm**
 - Avoid exposing people to harm or exacerbating potentially harmful situations.
- **Do not discriminate**
 - Be vigilant of discrimination that is often at the origin of child labor, and of the discrimination that children suffer during or because of the work they do.
Gender-based discrimination is often linked to other forms of discrimination around ethnicity, race, age, socioeconomic conditions and disability, which increase the risks faced by working children.
 - Ensure support and services reach the at-risk groups in rural areas which are likely to resort to child labor in agriculture, especially older girls and boys, excluded minority groups and families with disability.
- **Build on local strength and capacity**
 - Children should be able to participate in age-appropriate ways in agricultural response and recovery programmes. Programmes must take measures to ensure their health and safety are protected.
 - Provide safe and decent work for caregivers, which can benefit children and support their withdrawal from harmful work.
- **Cultivate partnerships and coordinate**

- Work with others actors (government agencies, civil society, UN agencies) and across sectors to tackle child labor in agriculture.
- Build partnerships based on strengths and determine clear roles, responsibilities and pathways between partners.

We note that **not all work** carried out by children in agriculture is **child labor**. While the proposed project will not engage children as beneficiaries, the Framework recognizes the **economic necessity and desirability** of children to be involved in work that is not child labor, especially **light work on family farms**. It will work towards the safety of children by ensuring that the project activities do not cause children to participate in activities that are **not age appropriate, hazardous** or interfere with their **education** and by identifying work that may be taken up by children of **each age group** and does **not constitute child labor**.

Male Champions **Male champions** against violence, exploitation and harassment inflicted on women and children will be identified in **each locality** of subprojects by the implementing partners (or contractors) and the relevant PIU. They will be involved in the project activities as **role models** who would challenge harmful gender norms and foster changes, in addition to acting as **sources of local information** on the subject for the PMU and relevant PIU. The proposed project will support and strengthen **their ideas and initiatives** in raising awareness.

Organization of Trainings for Women Training sessions on farming, including capacity building for social dialogue, will be delivered in **proximity to the community at times** when women heads of household will be able to attend. They will be in a **format** that does not require literacy in addition to **childcare** will be provided to further facilitate their attendance.

Organization of Awareness Raising and Training Sessions on Gender and Children Various **awareness raising and training** sessions on gender and children will be conducted at a **very early stage** of each subproject for maximum benefits. A **refresher** meeting will be organized **every six months** and throughout the life of the subproject by the **PIU**.

Tailoring of Communication to Women and Children All communications related to the proposed project will be carried out using the **methods** and **timing** preferred by each group of **women** and **children**. The communication to children will be conducted in the language that is **age appropriate**.

Employment of Gender Officer In order to oversee all aspects related to addressing gender-based and child violence, sexual exploitation and harassment against women and children under the proposed project, a **Gender Officer** will be engaged on a **full-time** basis for the entire period of the project as part of the **PSU**. The officer will be responsible for planning and execution of:

- Four **assessments** on women and children;
- **Identification** of **additional GBV response resources** that are required based on the first in-depth assessment;
- **Budget allocation** to meet the above needs in collaboration with other members of the **PSU**;
- **Training** for women's capacity building on **social dialogue**;
- **Dialogue** sessions for men on **masculinity** and its consequences;
- **Dialogues** between **women and men** on household and community goals, women's contribution and GBV;
- **Dialogues** between PSU, PIU and **community gate keepers**;

- **Training of PSU and PIU members, implementation partners, contractors, AAP Assistants** (FAO employees in charge of AAP matters) and **Gender and Social Inclusion Focal Point of the AAP Committee** (comprised of community members to be set up by AAP Assistants for each subproject); and
- Supervision of designing, implementing and monitoring of an **Action Plan**.
- Liaising with the MAFS PCU Gender Specialist to facilitate joint monitoring and reporting.

The Officer will provide recommendations and suggestions to the PMU and PIU on:

- **Tailored technical offerings** to women's needs and constraints;
 - Provision of safe workspace for women;
 - Provision of a wide range of possible work for women to choose from;
 - Provision of training and inputs suited for women;
- **Identification of child labor and non-child labor**;
 - Identification of child labor for each age group;
 - Identification of non-child labor for each age group;
 - Prevention and prohibition of children engaging in child labor; and
- **Engagement of women in strategic and other planning** related to subprojects.

The Officer will **oversee periodical GBV Safety Audit** to be conducted by implementing partners and discuss with the PMU and PIUs for adaptive management on the topic of gender-based and child violence, sexual exploitation and harassment against women and children. The Officer will also facilitate arrangements for **periodical Third-party Monitoring**.

[Project Personnel](#) FAO as the lead technical partner to MAFS for implementation of the RALP-SS with require every FAO **project personnel** to **sign a declaration** that she/he will fully respect the various **UN policies** on GBV and related matters detailed below: United Nations Secretary-General's Bulletin on "Special measures for protection from sexual exploitation and sexual abuse"; FAO Director-General's Bulletin No.2012/70 on zero tolerance of SEA; FAO Administrative Circular No.2013/27 on protection from sexual exploitation and abuse; FAO Administrative Circular No. 2015/03 on prevention of harassment, sexual harassment and abuse of authority; Inter-Agency Standing Committee's Six Core Principles Relating to Sexual Exploitation and Abuse 2019 adjusted for this Framework; FAO Standards of Conduct for the International Civil Service (where appropriate); UNICEF's Policy on Conduct – Promoting the Protection and Safeguarding of Children adjusted for this Framework; FAO Administrative Circular No. 2019/06 on whistleblower protection policy; and PSEA clauses in the Letters of Agreement (where appropriate).

Project measures to prevent gender-based and child violence, sexual exploitation and harassment against women and children will abide by the **United Nations Secretary-General's Bulletin on "Special measures for protection from sexual exploitation and sexual abuse"** (ST/SGB/2003/13), which is the foundation of the **FAO Director-General's Bulletin No.2012/70**, **FAO Administrative Circular No.2013/27**, and **Inter-Agency Standing Committee's (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse 2019**. In case any of these are updated during the lifetime of the project, the latest versions will be respected.

FAO Director-General's **Bulletin No.2012/70** states that: "FAO will apply a zero-tolerance policy to established acts of SEA [Sexual Exploitation and Abuse] that are committed by its employees, or any other personnel associated with the work of FAO, against beneficiaries of assistance and any person related to such beneficiaries. Such acts are unacceptable and constitute serious misconduct, which is grounds for disciplinary action, including summary dismissal."

FAO Administrative **Circular No. 2013/27** on protection from sexual exploitation and abuse adopts the definition in the 2003 United Nations Secretary-General's Bulletin on the subject; **sexual exploitation** means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another, while *sexual abuse* means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

FAO Administrative **Circular No. 2015/03** provides its policy on the prevention of harassment, sexual harassment and abuse of authority, which is applicable to any type of personnel recruited for services in the Organization. It states that it “does not tolerate any harassment in any of its forms and is committed to ensuring a work environment that is free of harassment.” Violation of the policy may lead to administrative proceedings, which include those of disciplinary type.

The IASC **Six Core Principles** Relating to Sexual Exploitation and Abuse 2019 adjusted for this Framework are:

- Sexual exploitation and abuse by humanitarian workers [“project personnel regardless of contract type” for this Framework] constitute acts of gross misconduct and are therefore grounds for termination of employment.
- Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
- Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.
- Any sexual relationship between those providing humanitarian assistance and protection [“project intervention goods and service” for this Framework] and a person benefitting from such humanitarian assistance and protection [“project intervention goods and service” for this Framework] that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work [“project interventions” for this Framework].
- Where a humanitarian worker [“project personnel regardless of contract type” for this Framework] develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
- Humanitarian workers [“Project personnel regardless of contract type” for this Framework] are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

FAO Standards of Conduct for the International Civil Service promotes gender equality and do not permit harassment or abuse of authority.

The proposed project will respect all of the above as well as the following, which is based on UNICEF's Policy on Conduct – **Promoting the Protection and Safeguarding of Children**:

- Conduct that undermines the protection of children is prohibited;
- Reasonable suspicion of prohibited conduct by beneficiaries and project personnel must be reported through the grievance redress mechanism of the subproject for gender-based and child violence, sexual exploitation and harassment against women and children; and

- Allegations will be handled by the above grievance redress mechanism, including the issues of reporting and whistleblower protection.

FAO Administrative **Circular No. 2019/06** on whistleblower protection policy applies to all FAO personnel, regardless of contract type. The policy regards “retaliation against individuals who have reported wrongdoing or who have cooperated with any duly authorized oversight activity” as violation of “the fundamental obligation of all FAO personnel to uphold the highest standards of efficiency, competence and integrity and to discharge their functions and regulate their conduct in a manner that is in the best interests of the Organization” and specifies the mechanisms of adoption of preventive measures, reporting, appeal, determination of retaliation, among others. This policy is applicable to all FAO personnel related to the proposed project.

FAO South Sudan has designated two **PSEA (Protection against Sexual Exploitation and Abuse) Focal Points** – Primary and Secondary – in the Country Office and one Focal Point at each Field Office to ensure continuous creation of awareness and training of staff and implementing partners on PSEA. All FAO personnel are made aware of their **obligation to report SEA misconduct** in good faith to the designated Focal Point or directly to the Senior Focal Point for PSEA, whether it is by colleagues, staff of other UN agencies, implementing partners or contractors. It includes any entity financed by FAO or involved in the execution of FAO activities, including suppliers and service providers bidding for or contracted in commercial relationships with FAO, or partner organizations receiving, under Letters of Agreement, financial or other resources from FAO in respect of its programs and operations. The prevention efforts are monitored by Ethics Officer and PSEA Focal Points in the country.

All **Letters of Agreements** of **FAO South Sudan** with implementing partners and contractors contain a specific clause on **protection against SEA** (e.g., monitoring and termination of arrangements where applicable). The Letters also include clauses on inclusion of members of vulnerable groups (e.g., disabled) in their work with FAO. All project personnel must report a GBV or related incident to subproject GBV-GRM as soon as she/he learns of the incident. In case a **GBV or related incident** (i.e., all types of harassment and violence touched upon in Section 1) occurs in the subproject area, the **Gender Officer** will collect relevant information with the help of Project Implementation Unit (**PIU**), **implementing partner/contractor** (and supplier, if applicable) and submit to **UNFPA**, which will determine whether the project and further whether a supplier was responsible for the incident. In case the project, but not any of the suppliers, is found responsible, the implementing partner/contractor and FAO South Sudan will equally **share the related costs** (fees/funds for transportation, documentation, lodging, etc.).²⁷ Any project personnel or supplier to the project who hears of a **GBV or related incident** in the project area must report the incident through a project GRM, which informs the **Gender Officer** of the incident. The **LoAs** must include the **responsibilities** with respect to GBV incidents, including swift reporting to a GRM and sharing of related costs.

[Project Suppliers](#) The **suppliers** to the project will be required to sign the same **declaration** as the project personnel above in addition to two **Codes of Conduct concerning suppliers**: United Nations Supplier Code of Conduct 2017 and their own Code of Conduct, which contain the minimum content specified by the World Bank. All suppliers must report a GBV or related incident to subproject GBV-GRM as soon as she/he learns of the incident. In case a **GBV or related incident** occurs due to the conduct of a supplier to the proposed project, the **cost** will be **shared**²⁸ by the **supplier, implementing partner and FAO** in the ratio of

²⁷ World Bank’s GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3.

²⁸ World Bank’s GBV Mitigation Measure for projects with low to high GBV risks. Details in Subsection 6.3.

2 to 1 to 1, which must be clearly stated in the **LoA** together with their responsibility to **inform a GRM** of an incident as soon as possible.

United Nations Supplier Code of Conduct 2017, formulated by the High Level Committee on Management of the United Nations, sets forth the minimum standards expected of suppliers to the UN. It covers harassment, harsh or inhumane treatment as well as child labor, in addition to other subjects such as, freedom of association and collective bargaining, health and safety, and wastewater and solid waste. Any supplier to the proposed project will have the responsibility to conform to the latest version of the Code in its entirety.

The **World Bank's Contract Accountability and Disqualification** on GBV introduced in January 2021 constitute stricter assessment of procurement bidders' responsiveness and competence to comply with specific SEA/SH-related obligations during the bid evaluation process. They stipulate the contractors' obligations to manage GBV/SEA/SH risks that are within their control. The new **Standard Procurement Document** includes a **minimum content of Code of Conduct** that each contractor must submit. Contractors will be **disqualified** if they fail to comply with GBV related obligations and will not be eligible for Bank-financed contracts anywhere in the world for **two years**. After this period, the contractors will have to demonstrate their capacity to meet the Bank's requirements for preventing GBV before receiving a Bank-financed contract.

[Insufficient GBV Resources](#) The initial phase of the proposed project mainly target counties where GBV sub-cluster and referral pathways exist. In case a target area does not have either of these resources or GBV service providers are absent, **FAO Country Office** will train **selected local officers and community members** with the collaboration of **UNFPA** so that they can **cover the functionalities** of GBV sub-cluster, referral pathways and GBV service providers as much as possible. The project **budget** will include the **cost** of the **services** under such circumstances, in addition to covering the expenses for **supplementary services** where the **resources** of existing GBV service providers are **insufficient**. The Gender and Social Inclusion Specialist will ensure that the **additional resources** that **GBV service providers** (AAP Focal Points and Committees in case GBV service providers are absent) require for facilitating access to timely, safe and confidential services for survivors – including possible fees/funds for transportation, documentation, and lodging – are identified and **budgeted**.

[Third-Party Monitoring](#) United Nations Population Fund (**UNFPA**) in South Sudan, with which FAO SS has an agreement for collaboration, will be available to provide support in **identifying an entity** to carry out an independent **Third-Party Monitoring every quarter** throughout the life of the project in consultation with the Gender Officer and the MAFS PCU Gender Specialist.

7. Response Measures

The response measures of Action Plans to be formulated under this Framework must contain a Grievance Redress Mechanism (**GRM**), **referral pathway** for Gender-Based Violence (GBV) survivors, and **response support protocol**. FAO Country Office in South Sudan has been implementing **Standard Operating Procedures (SOP) on Prevention of Sexual Exploitation and Abuse** as well as **Programme and Accountability Feedback** mechanisms, which can be used as the foundation for subproject response measures. **AAP Assistants** will **act as an entry point** for **GRMs** and follow through the procedure in collaboration with **AAP Committees** (in particular, AAP Gender and Social Inclusion Focal Point), and the implementing partners/contractors. The goal is to have an **operational response mechanism** from the **very beginning of the subproject**.

In locations where **referral pathways** are not available, the project will work with **UNFPA** through **AAP Assistants** and **AAP Committee members** to cover the functionalities of referral pathways, and also, if necessary, those of **GBV sub-cluster** and **GBV service providers** as much as possible. The AAP Assistants and AAP Committee members in such target areas will be **trained** for this purpose. The project **budget** will include the **service costs** under such circumstances, which may include fees/funds for transportation, documentation and lodging, in addition to covering the expenses for **supplementary services** where the **resources** of existing GBV service providers are **insufficient**.

7.1 Grievance Redress Mechanisms

Three Grievance Redress Mechanisms The proposed project contains three mechanisms of grievance redress (GRM). One is for **gender-based and child violence, sexual exploitation and harassment against women and children** (GBV-GRM for short), discussed in this framework, another is for **workers** hired by the project on occupational issues, included in the Labor Management Procedures, and the other is for **all other issues** related to the project. If grievances on gender-based and child violence, sexual exploitation and harassment against women and children are reported to either of the other two channels, the cases will be **transferred to the GBV-GRM** as soon as possible by the first person who is associated with the GRMs and recognizes the nature of the grievance. The person who reported the grievance will be informed of this administrative action and be given the contact information of the **AAP Assistant** (a FAO professional in the Field Office) and **Gender Focal Points** of the **AAP Committee** and **implementing partner** (or contractor) in the nearest locality for further assistance. The GBV-GRM will **inform** the **Gender Officer** as soon as possible so that information collection regarding the incident may begin with the aid of PIU, Committee, implementing partner/contractor (and suppliers where appropriate). All project personnel will be trained on the importance of **speediness**, as some actions, such as sexual assault, will require Post-Exposure Prophylaxis (PEP) within 72 hours of the incidence.

Early Warning For establishing a grievance redress mechanism that allows **early warning**, the affected population will be encouraged to report their observations in **good faith** on the issue of gender-based and child violence, sexual exploitation and harassment against women and children through the **GRMs** established in South Sudan (see below) and for subprojects, even when they may not be the victims and do not intend to press charges. The affected population will be **informed** of this setup in communications of the project throughout its life cycle. As described above under **GBV Safety Audit**, the implementing partner (or contractor) in the capacity of the auditor will be encouraged to have **informal conversations**, not interviews, with the affected population to obtain inferential information on gender-based and child violence, sexual exploitation and harassment against women and children, which would serve as early warning and allows adaptive management of the project.

Existing FAO Mechanisms

Global Mechanism for FAO Personnel FAO has a **global GRM** for their **personnel** to report and seek redress on the matter of **sexual misconduct**: harassment, exploitation and abuse. This mechanism is for FAO personnel, who may contact the Ethics Office or Ombudsman through the Helpline number +39 06 57053800, by skype (Ethics.office-fao) or two confidential email addresses – Ombudsman@fao.org or Ethics-office@fao.org.

Two FAO Country Mechanisms for Affected Population in **South Sudan**, affected population can report SEA and GBV related feedback and complaints through the **SEA/GBV** (sexual exploitation and abuse/gender based violence) **hotline** (882) in English and Juba Arabic, **AAP Committees**, **suggestion**

boxes or **AAP Assistants** affiliated with the FAO Field Offices in the country. Other feedback channels include **feedback desks** and **program hotline** (515) used for reporting grievances in general. These two mechanisms are discussed below.

FAO Country Mechanism for Affected Population Concerning FAO Personnel on SEA/GBV Based on FAO's Seven Commitments on Accountability to Affected Population (AAP),²⁹ FAO South Sudan has formulated **Standard Operating Procedures (SOP) on Prevention of Sexual Exploitation and Abuse** (see Annex I), which include a grievance redress mechanism through which affected population can report any SEA related cases to the FAO Country Office. It monitors the conduct of **FAO personnel, implementing partners and contractors** on their accountability and adherence to FAO's policies and standards: in particular, FAO Director-General's Bulletin No.2012/70, FAO Administrative Circular No.2013/27, FAO Administrative Circular No. 2015/03 and FAO Standards of Conduct for the International Civil Service.

The proposed project will also monitor adherence to the Inter-Agency Standing Committee's (IASC) **Six Core Principles Relating to Sexual Exploitation and Abuse 2019**, the **United Nations Supplier Code of Conduct 2017**, formulated by the High Level Committee on Management of the United Nations, and the Code of Conduct submitted by procurement contractor according to the **World Bank's Contract Accountability and Disqualification** on GBV introduced in January 2021. FAO Administrative Circular No. 2019/06 on whistleblower protection policy applies to all FAO personnel, regardless of contract type.

The SOP include a formal **grievance redress mechanism** (GRM) to support beneficiaries and people affected in reporting SEA related complaints. The GRM under the SOP is based on the following principles:

- **Safety:** to avoid any additional harm, the safety of SEA victims shall be ensured at all times, and the safety of all parties involved in PSEA must be fully considered;
- **Confidentiality:** the confidentiality of complainants, victims and other relevant parties must be respected at all times;
- **Transparency:** the functioning of reporting mechanisms shall remain transparent;
- **Accessibility:** SEA reporting mechanisms are available to anyone who may have reason to allege a SEA incident, including local populations and staff and non-beneficiaries; and
- **Accountability:** FAO South Sudan is held accountable for their PSEA actions through regular reporting to the FAO Ethics office.

The **reporting** process of incidents (or **grievance redress mechanism**) regarding SEA related misconducts or prohibited practices involves the in-country Focal Point on the matter, the Head of Office, the Senior PSEA Focal Point (Ethics Officer) based at the Headquarters and the Office of the Inspector General (OIG). This procedure is intended for **all SEA related** matters involving **FAO personnel**, including implementing partners, contractors and other persons mentioned above in connection to prevention. As part of requirements for World Bank projects, **FAO must report to the MAFS PCU for escalation to the World Bank within 12 hours** after it becomes aware of a GBV or incident similar in nature and gravity.

The Country Office also has set up a **feedback mechanism** for **broader issues**, which may **not necessarily** involve **FAO personnel**, under the SOP. It specifies the steps of collecting complaints, recording, referring,

²⁹ 1) Leadership and governance and staff competencies. 2) Transparency, two-way communication, and information provision for affected communities. 3) Feedback and Complaints – offer means for communities to provide feedback. 4) Representation and participation. 5) Design, monitoring, and evaluation of activities. 6) Prevent sexual exploitation and abuse (SEA) by FAO personnel and implementing partners. 7) Collaborate with peers and partners to deliver on AAP commitments in a coordinated and coherent way.

responding and closing the feedback loop. The Office has established suggestion boxes at the Field Offices and Accountability to Affected Population (AAP) Community Committees. Feedback from **suggestion boxes** (weekly), **complaint desks** (daily) and **AAP Committees** (local population) are collected by the **AAP Assistants** (FAO personnel) using a **standard reporting template** (Annex II) and forwarded to the **Helpline operator**. Feedbacks may be directly given to the operator, if the complainant has access to a phone.

The Helpline **operator** receives complaints from the toll-free hotline and email address at the call center and registers all complaints into the **database** according to category (programmatic or accountability). If the **operator** judges that the complaint may concern **GBV or related matters**, she/he must **inform** the Gender Officer immediately. **Programmatic feedback** is analyzed by a team comprising of: Monitoring and Evaluation officers, Technical officers, Gender/AAP officer and project manager. All complaints that do not relate to FAO are referred directly to the concerned entity/organization. **Accountability complaints** (complaints on fraud and corruption, staff and partners abusive behavior and sexual exploitation and abuse) are referred by Head of office or the PSEA Secondary Focal Point to the Office of Inspector General (OIG).

FAO South Sudan has produced a **Note on Standard PSEA Communication to Communities**, which is used by FAO staff, implementing partners/contractors and media, while broadcasting FAO Public Service Announcements. The Country Office has also formulated key **PSEA awareness messages** to be passed to beneficiaries during activity implementation, including information on FAO’s zero tolerance to SEA as well as reporting mechanisms comprising of the PSEA Focal Points.

The above grievance mechanism is implemented in coordination with the existing **Community Based Complaints Mechanism** (CBCMs) established by the **PSEA (Protection against SEA) Task Force** (comprised of UN agencies and NGOs), and all referrals will be directed to the **UNFPA One-Stop Centres** for GBV survivors. The exact locations of the Centres as of December 2019 are as in the table below.

State	Location of OSC
Juba	Juba Teaching Hospital
Rumbek	Rumbek State Hospital
Malualkon	Malualkon Hospital
Wau	Wau Teaching Hospital
Bor	Bor State Hospital
Malakal	Asosa PHCC
Torit	Torit Hospital
Kapoeta	Kapoeta Civil Hospital
Yambio	Yambio State Hospital
Aweil	Aweil Civil Hospital

7.2 Referral Pathways for Gender-Based Violence Survivors

A **GBV referral pathway** is an established system to ensure survivors of GBV to freely and safely navigate and benefit from coordinated services. It includes contact information of the service providers, who must be local as much as possible.

Referral consists of **immediate response** (providing safe space, medical care, etc.), **possible** pursuit of **police/legal action** and **follow-up** actions (obtaining medical/health care, psychosocial services, protection, security and justice, and goods and services to fulfill basic needs). Referral cannot take place

until the incident is disclosed. If the survivor discloses by telling her/his family, friend, community member, general service provider, etc., the contacted person may **accompany** the survivor to a relevant service provider. Alternatively, the survivor may **self-report** to a service provider.

The immediate response required consists of:

- Provide a safe, caring **environment** and respect the **confidentiality** and **wishes** of survivor;
- Provide reliable and comprehensive **information** on the available **services** and **support** to survivor;
- If agreed and requested by survivor, obtain **informed consent** and make **referrals**;
- When family/guardians make a decision **on behalf of a child**, ensure the **best interest** of the child is given priority (preferably, the accompanying adult should be selected by the child);
- **Accompany survivor** to assist her/him in accessing services;
- For survivors of **sexual violence** ensure immediate (**within 72 hours**) access to **medical care**.

In both cases, a **referral pathway** must include the **contact information** and **working hours** of **GBV related service** providers, and for the proposed project, the **Gender and Social Inclusion Focal Point** of the **implementing partner/contractor** and **AAP Committee's Gender and Social Inclusion Focal Point**. If the incident is **not yet reported** to a GRM, any of the **project related personnel** must do so **on behalf of the survivor** and **in anonymity if desired** by the survivor. The **Gender Officer** must also be informed so that, in case of a GBV or incident similar in nature and gravity. The MAFS PCU will in turn be informed in order to escalate to the World Bank within 12 hours after the project personnel learns of the incident through **the PSU** and the **FAO South Sudan Representative**. The list of medical care providers must be such that services are available 24 hours and any day of the year.

After the immediate response, the possible situations include: adult survivor or child survivor (or the child's caregiver) wishes to pursue **legal action**; legal action is (not) deemed in the **best interest of the child**; or there are **immediate** safety and security **risks** to others. In either situation, the survivor or the person accompanying the survivor needs to refer the case to the **police**, or alternatively, to **legal assistance/protection officers** for information and assistance with referral to the police. At this stage, the contact information and working hours of police and security personnel and legal assistance counsellors are required.

The follow-up stage will require the same information on service providers of: **medical/health care**; **psychosocial services** (both for adult and children); **protection, security and justice**; and **goods and services** to fulfill basic needs (such as food, shelter/safe house, cash, non-food items and education).

The **One Stop Centres** established by **United Nations Population Fund (UNFPA)** provide GBV survivors' access to **integrated and survivor centered** health, psychosocial, police and legal services to GBV survivors under one roof at a designated health facility. Such centres have been established one each in the following States: Juba, Rumbek, Malualkon, Wau, Bor, Malakal, Torit, Kapoeta, Yambio and Aweil. The target sites of the proposed project may not have **referral pathways** or a **One Stop Centre** (see 7.4 below for remedy measures).

7.3 Response Support Protocol

The subprojects will establish a **response support protocol** to **raise awareness** among key stakeholders about GBV and its intersections with violence against children as well as about GRMs and referral pathways to ensure that:

- Survivors of violence against women and children receive **prompt and coordinated response** from service providers;
- **Referral pathways** are established and **operational**;
- **Comprehensive support services** (medical/health care, psychosocial support, legal services and goods/services to meet basic needs) are provided to survivors of violence against women and children;
- Existing **policies** and agreed **procedures** are fully respected;
- **FAO policies, IASC principles** and other relevant **Codes of Conduct** on harassment and violence against women and children are respected by all involved in the implementation of the proposed project;³⁰ and
- **Stakeholder institutions** coordinate for the project at the state level.

The stakeholders to be involved and their **precise roles and responsibilities** will be determined for each **subproject** based on: pre-formulation assessment of on agricultural livelihood with focus on gender (including **GBV service gaps**, as part of Social Assessment for the subproject); and risk assessments of each subproject location.

The Framework defines the role of the **implementing partners and contractors** as main partners on the ground to ensure involvement and engagement of the communities in project implementation and their responsibilities (detailed in Subsection 9.1).

The role of the **Gender Officer** under this Framework is to oversee the aspects on **women and children**, with a focus on gender-based and child violence, sexual exploitation and harassment, under the subproject. On these subjects, the Officer represents the **PSU** and **liaises** with the FAO Field Offices, implementing partners/contractors, AAP Assistants, AAP Committees and other key stakeholders (detailed in Subsection 9.2).

The role of the **AAP** (Accountability to Affected Population) **Assistants** under this Framework is to ensure that FAO's commitments on AAP are adequately fulfilled, with a focus on harassment and violence against women and children (detailed in Subsection 9.3). The **suppliers** to the project are obliged as much as the implementing partners and contractors to prevent GBV and SEA (detailed in Subsection 9.4).

The **Ministry of Agriculture and Food Security** (MAFS) as the implementing agency for the project, will appoint a **Gender Officer** in the **Project Coordination Unit (PCU)** to be responsible for **oversight** for the implementation of the Framework, including coordination with other government ministries, monitoring and dissemination of related knowledge and related communication.

³⁰ Relevant Codes of conduct include: Inter-Agency Standing Committee's (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse 2019; FAO South Sudan Staff Code of Conduct; UNICEF's Policy on Conduct Policy on Conduct – Promoting the Protection and Safeguarding of Children; United Nations Supplier Code of Conduct 2017; Codes of Conduct for procurement contractors based on the World Bank's new Standard Procurement Documents to be introduced in January 2021; and clauses on conduct in the Letters of Agreement with implementing partners/contractors and suppliers (Annex I).

The **Ministry of Gender, Child and Social Welfare (MGCSW)** takes the lead in GBV prevention, protection and response at the national level, while at the state level, the mandate lies with the **State Ministry of Gender and Social Welfare**. These Ministries collaborate with the **Gender Focal Points** from various **line Ministries** – Ministry of Health, Ministry of Justice, Ministry of Interior, Ministry of Education, Ministry of Agriculture and Forestry, Ministry of Livestock, and Ministry of Natural Resources – and from **UN agencies, development partners** and **civil society organizations** on addressing GBV. The MGCSW chairs the **Gender Coordination Forum** at the national level where all agencies, NGOs and line Ministries convene to present their work on gender and their perceptions of gaps and opportunities as a way of monitoring gender activities and emerging gaps in the country.

Under this project, the **national and State MGCSWs' role** is to provide support at the national level for effective implementation of this Framework and will be responsible for:

- Providing technical guidance on matters of **institutional, policy and legislation framework**;
- Advocating for **respect of formal law** in relation to women and children at the national level;
- **Raising awareness** on the overlaps of violence against **women** and that against **children**;
- Taking initiatives in **development of referral pathways**;
- **Morally supporting** the Framework;
- **Coordinating** with other actors at the national level necessary for implementation of this Framework and Action Plans;
- **Liaising** with relevant departments at national and state levels for effective **support of survivors**, including matters on transportation, justice, security and medical and health care.

The role of the **national and State Ministries of Health** is to **assist** the efforts of the **MGCSW** under this project and will be responsible for:

- Facilitating the availability of **Post Exposure Prophylaxis kits, other medical items and psychological support** needed by **survivors** of violence against women and children;
- Assisting the **forwarding of medical reports** on harassment and violence against women and children to the police and judiciary, if deemed necessary according to the GRMs under this project;
- Making other **referrals** to appropriate partners;
- **Raising awareness** among its staff and stakeholders on the survivors' need of service within 72 hours of the incident;
- Coordinating at the State and other levels for **smooth operation of referral pathways**;
- Providing practicing **medical staff** under its official health care system with **advice** on the identification of signs and symptoms of mental health disorders for survivors and perpetrators; and
- Explore ways to **involve men in women's health issues**, such as allowing interested husbands to attend pre-natal classes along with wives.

Each Action Plan under this Framework may include **other local actors** in the Response Support Protocol.

7.4 Grievance Redress Mechanism for Affected Population under Proposed Project on Gender-Based and Child Violence, Sexual Exploitation and Harassment

The subproject Action Plan on gender-based and child violence, sexual exploitation and harassment against women and children must include a **provisional** grievance redress mechanism **on gender-based and child violence and sexual exploitation and harassment (GBV-GRM)** with complete referral pathways, built on the information from various assessments: pre-formulation assessment of on agricultural

livelihood with focus on gender (including GBV service gaps, as part of Social Assessment for the subproject); and risk assessments of each subproject location. The GBV-GRM will be **fine-tuned and finalized** by the implementing partner/contractor with the assistance of Accountability to Affected Population (AAP) Assistants immediately **after the launch** of the subproject.

The **GRM** on SEA/GBV developed by **FAO Country Office** integrates existing Community Based Complaints Mechanisms and takes into account the **SOP** for **GBV prevention, protection and response** developed by the Ministry of Gender, Child and Social Welfare. Together with the **Programme and Accountability Feedback** mechanisms of FAO SS (detailed in Subsection 7.5), they constitute an effective GRM with **multiple channels** to initiate a complaint and serve as a foundation for GRMs for subprojects.

A **provisional GRM** for gender-based and child violence, sexual exploitation and harassment (**GBV-GRM**) will be based on the **existing GRM on SEA/GBV** developed by **FAO Country Office**, the results of the **pre-formulation** and the first **risk assessments**. It must be **operational** at the time of subproject launch to be **fine-tuned** immediately after by the implementing partner/contractor with the participation of **community members** and the **AAP Assistants**. It can be **expanded** as resources become available. The project will adopt FAO's **AAP Template for Field Level GBV Reporting and Sexual Exploitation and Abuse** for reporting such incidents (Annex II). An **entry point** for the **GBV-GRM** will be the **AAP Assistants** who are to **act as an entry point** for all **GRMs** and follow through the procedure in collaboration with AAP Committees and the Committee's Gender and Social Inclusion Focal Point, a member in charge of GBV related issues.

In the States where One Stop Centres are not available, the PSU and PIUs will work with UNFPA (as per **FAO-UNFPA Agreement for the country**) to ensure all types of **services** described above in connection with **referral pathways** are available for survivors, especially provision of PEP kits as required by the South Sudan PSEA SOP. The **implementing partners** will liaise with the **GBV sub-cluster** in the areas of the proposed project to ensure that the affected population is informed of the **latest referral pathways**.

The project will start its implementation in six target locations (Renk, Bor South, Magwi, Torit, Aweil East, Aweil South), all of which have referral pathways except Renk and Magwi. In the locations where referral pathways are not available, the project will work with **UNFPA** through **AAP Assistants** and **AAP Committee** members to cover the functionalities of referral pathways, and if necessary, those of GBV sub-cluster (made up of CBOs, UN agencies and international NGOs who are GBV partners) and GBV service providers as much as possible. The AAP Assistants and AAP Committee members in such target areas will be **trained** for this purpose. The **project budget** will provide for **GBV response resources** if **inadequate** in target areas.

7.5 FAO Country Mechanism for Affected Population on Other Issues

The Country Office has in addition set up a feedback mechanism for **broader issues**, which may **not necessarily** involve **FAO personnel**, under the SOP. It specifies the steps of collecting complaints, recording, referring, responding and closing the feedback loop. Feedback from suggestion boxes (weekly), complaint desks (daily) and AAP Committees is collected by AAP Assistants using a standard reporting template and forwarded to the Helpline operator. The Helpline operator receives complaints from the toll-free hotline and email address at the call center and registers all complaints into the **database** according to category (programmatic or accountability). All complaints that do not relate to FAO are referred directly to the concerned entity/organization.

Programmatic feedback consists of complaints of operational and strategic nature, such as quality, effectiveness and efficiency, type of assistance, changes in project entitlements and services, targeting criteria, among others. Such complaints are analyzed by a team comprising of: Monitoring and Evaluation officers, technical officers, Gender/AAP Officer and project manager. **Accountability feedback** consists of complaints related to: corruption, misuse and diversion of project funds or materials; fraud and misconduct; harassment, abuse and exploitation (including sexual exploitation and abuse of beneficiaries by FAO/partner/contractor staff); discrimination of beneficiaries on the basis of sex, gender, age, disability, race, color, national origin, religion, race, political beliefs or some other personal attribute; and safety or harm of children or other beneficiaries arising from the project. Accountability complaints are referred by Head of office or the PSEA Secondary Focal Point to the Office of Inspector General (OIG). The details are contained in the FAO document mentioned above (Annex I).

Any complaint related to gender-based and child violence, sexual exploitation and harassment against women and children addressed using this mechanism will be transferred to **FAO SEA/GBV GRM** in case it involves FAO personnel and to **GBV-GRM of the relevant subproject** if the complaint is related to the subproject.

8. Monitoring and Reporting

8.1 Monitoring System

The monitoring of the aspects related to women and children of the proposed project will be carried out by the project's **Gender Officer**, Gender **Focal Points** of the **implementing partners** (or contractors), the Accountability to Affected Populations (**AAP Assistants** (FAO employees) and the community through the **AAP Committees** (set up by AAP Assistants), with oversight from the MAFS PCU Gender Officer. The **provisional** monitoring system of each subproject must be in place when the subproject is launched.

The monitoring system will aim to facilitate beneficiaries' **ownership** and actively engage with them throughout the design, data collection and analysis process, namely the **beneficiaries** will:

- Determine the exact **division of responsibilities** among the Gender Officer, Gender Focal Points of the implementing partners, AAP Assistants, AAP Committees (including the member in charge of GBV related issues) and the community;
- **Modify** the **suggested indicators** without changing the overall objective of the set to fit the community's strengths, needs, concerns and constraints;
- Assume **day-to-day** responsibilities of **monitoring**;
- Participate in determining the exact **communication pathways** of **monitoring** results; and
- **Analyze the monitoring data** with the AAP Committees (led by the Gender Focal Point of each Committee), AAP Assistants, Gender Officer, Gender Focal Points of the implementing partners and the MAFS PCU Gender Officer.

The **suggested indicators** to monitor the risks of gender-based and child violence, sexual exploitation and harassment against women and children that are **directly related to activities** are:

- Number of assessments conducted (on agricultural livelihood with focus on gender and on risk of gender-based and child violence, sexual exploitation and harassment against women and children) and shared with stakeholders;
- Number of women trained on capacity building for social dialogue;
- Percentage of female heads of household among beneficiaries who participate in the capacity building for social dialogue;

- Number of dialogue sessions conducted for men on masculinity and its consequences;
- Percentage of participants in the above dialogues that report **improved knowledge** on violence against women and children;
- Number of dialogues conducted between women and men on household and community goals, women's contribution and GBV;
- Percentage of **male participants** in the above dialogues that report **improved knowledge** on violence against women and children;
- Number of dialogue between the PMU, PIUs and community/religious leaders and other gatekeepers on harassment and violence against women and children;
- Number of PSU and PIU members, implementing partners, AAP Assistants and AAP Committee member in charge of GBV related issues trained on gender-based and child violence, sexual exploitation and harassment against women and children, disaggregated by sex;
- Percentage of **male participants** in the above trainings that report **improved knowledge** on violence against women;
- Number of **referral pathways** established/updated on GBV services and made operational;
- Number of subproject specific grievance redress mechanism (GRM) established that allows early warning and specifies accountability with complete referral pathways;
- Number of **cases** on gender-based and child violence, sexual exploitation and harassment against women and children reported through the project's **grievance redress mechanisms**;
- Percentage of **cases** on gender-based and child violence, sexual exploitation and harassment against women and children **resolved** among those reported through the project's **grievance redress mechanisms**;
- Percentage of cases on gender-based and child violence, sexual exploitation and harassment against women and children among the cases reported through the project's **grievance redress mechanisms**;
- Percentage of cases on gender-based and child violence, sexual exploitation and harassment against women and children from the **same locality** reported through the project's grievance redress mechanism;
- Percentage of GBV survivors who **reach counselling** among the cases reported through the project's grievance redress mechanism;
- Number of **cases** reported through the project's grievance redress mechanism and **integrated** in **South Sudan's GBV-IMS** statistics;³¹
- Percentage of **communication** on **child violence** related to the project tailored to children;
- Percentage of target community members sensitized on gender-based and child violence, sexual exploitation and harassment against women and children, disaggregated by gender and age group (women, men, female youth, male youth); and
- Percentage among **implementing partners** who do **not conform** with the clauses on gender-based and child violence, sexual exploitation and harassment against women and children in the Environmental and Social Commitment Plan of the contract.

Other **suggested indicators** on **women** which concern the **entire project** are:

- Percentage of female participants in **inclusive consultation** for the project;
- Number of affected **households headed by female consulted**;
- Percentage of affected households headed by female consulted;

³¹ While the project intends to work with GBV partners where they are present, their presence is not guaranteed in all target counties.

- Number of **occupational health and safety** incidents by type and actors, disaggregated by gender and age group (women, men, female youth, male youth, female children and male children);
- Number of security issues (injuries, death) by type and actors, disaggregated by sex and age group (women, men, female youth, male youth, female children and male children);
- Percentage of total **communication** on the project tailored to women;
- Percentage of persons affected by **land donation** among those affected by the project, disaggregated by types of households (female-headed, child-headed, other); and
- Percentage of grievances reported by female-headed households among all **grievances**.

A **suggested indicator** on **child labor** is:

- Percentage of children engaged in **child labor** in the target area.

8.2 Third-Party Monitoring

UNFPA South Sudan and **FAO South Sudan** have signed an agreement for collaboration. Based on this arrangement, the organization will be able to assist the **MAFS PCU** in identifying a suitable party for Third-Party Monitoring on GBV issues to be carried out on a quarterly basis throughout the project.

8.3 Reporting on Project Management

Success stories and lesson learnt will be documented on a continuous basis by the implementing partners using the **FAO Gender-Focused Resilience Best Practice** template (see Annex III) in consultation with the **MAFS PCU**. In addition to emergency reporting, quarterly reviews, any insights on gender-based and child violence, sexual exploitation and harassment against women and children will be integrated into the general **bi-annual project report** to be submitted to the **MAFS PCU** for onward transmission to the World Bank.

9. Roles and Responsibilities of Project Personnel: Action Plans

GBV and related incidents in this section designate all types of harassment and violence touched upon in Section 1.

9.1 Implementing Partners and Contractors

The Framework defines the role of the **implementing partners and contractors** as main partners on the ground to ensure involvement and engagement of the communities in project implementation. Their responsibilities include the following:

- Abide by the latest **FAO policies, IASC Six Core Principles** Relating to Sexual Exploitation and Abuse that are applicable to all personnel associated with **FAO** and **PSEA** clauses in the Letter of Agreement (sign a declaration to this effect);
- Abide by the **FAO's** seven commitments on **Accountability to Affected Populations**;
- Shoulder **half the cost** of any **GBV or related incident** caused by the project, but not by project suppliers (which must be included in **LoA**);³²
- Train its own personnel for this purpose, including **FAO mandatory training** on:
 - Protection from Sexual Exploitation and Abuse;
 - Prevention of Harassment, Sexual Harassment and Abuse of Authority;
 - Achieving Gender Equality on **FAO's** Work;

³² **FAO South Sudan** will be responsible for the other half. See 9.5 below for cases in which project suppliers are responsible for GBV or related incident under the project.

- FAO's Whistleblowing Protection Policy;
- Ethics and Integrity at the United Nations; and
- Prevention of Fraud and Other Corrupt Practices.
- Nominate **two focal points** per entity (implementing partner or contractor) on gender-based and child violence, sexual exploitation and harassment against women and children, one at the senior level (Gender and Social Inclusion Focal Point) and another (Gender and Social Inclusion Focal Point Alternate) from its management team of the project, preferably persons with substantial experience on GBV related issues;
- Collaborate with the PSU and relevant PIU, in particular with the Gender Officer, the relevant FAO Field Office, AAP Assistants, AAP Committees, MAFS PCU Gender Specialist and other key stakeholders to plan, implement, monitor and evaluate the activities related to gender-based and child violence, sexual exploitation and harassment against women and children;
 - Conduct two **risk assessments** (mid-term and end of project) and monthly **GBV Safety Audit** and submit **reports** on the assessments and audit to the Gender and Social Inclusion Specialist of the project;
 - Work with AAP Assistants, AAP Committees and affected population under the supervision of the Gender Officer to **formulate an Action Plan** for each subproject according to this Framework, ensuring that the process is **led by local women, builds on their strength and involves men** (in case the **response measures** proposed are judged **beyond the capacity** of the implementing partner/contractor by the Gender and Social Inclusion Specialist, a contract will **not be finalized**);
 - Work with AAP Assistants, AAP Committees and affected population under the supervision of the Gender Officer to **establish GBV-GRM and monitoring system** based on the provisional ones;
 - Assist AAP Assistants and Committees in realizing gender quota of **40%** for members of various **community committees**;
 - Liaise with **GBV-sub cluster** to obtain the **latest referral pathways**;
 - Formulate a **work plan**, including implementation of an Action Plan elaborated under this Framework;
 - **Implement the Action Plan** for the subproject on gender-based and child violence, sexual exploitation and harassment against women and children in collaboration with the AAP Assistants, AAP Committee, the PSU and relevant PIU, in particular Gender Officer, and in accordance with the work plan approved by the PSU and relevant PIU;
 - **Communicate in local languages** spoken in the subproject location, ensuring presentation through different channels (radio, community meetings), gender sensitivity and in line with the recommendation from the latest GBV Safety Audit;
 - Include elements of **awareness raising** on gender-based and child violence, sexual exploitation and harassment against women and children as well as **GRMs** for the subproject and referral pathways in **every communication** to the beneficiaries (preferably monthly), including **radio messages** of the **subproject**, in collaboration with AAP assistants and Committee;
 - Ensure that **suppliers** to the project are sufficiently **aware** of issues on **gender and children** and are **aware** of their **responsibilities** in case GBV or related incident takes place;
 - **Report any GBV and related incidents** in the subproject area through one of the grievance redress mechanisms established for the subproject or FAO South Sudan Country Office (which must be included in **LoA**);

- **Act as an entry point** for **GRMs** and follow through the procedure through in collaboration with AAP Assistants;
- Uphold the highest level of **confidentiality** regarding incidents reported to the GRMs;
- **Stay alert** to evolving **gender dynamics** and **local needs**, which should be communicated to the AAP Assistant and Gender Officer and in order to adjust implementation accordingly; and
- Document good practices under the project, using **FAO Gender-Focused Resilience Best Practice**, and submit to the AAP Assistant and the Gender Officer at least once a year.

9.2 Gender Officer and Project Management Unit

The role of the **Gender Officer** under this Framework is to oversee the aspects on **women and children**, with a focus on gender-based and child violence, sexual exploitation and harassment, under the subproject. On these subjects, the **Officer represents** the **PSU** and **liaises** with the FAO Field Offices, implementing partners/contractors, AAP Assistants, AAP Committees, MAFS PCU Gender Specialist and other key stakeholders. Her/His responsibilities include:

- Abide by the latest **FAO policies** and **IASC Core Principles** that are applicable to all personnel associated with FAO;
- Abide by the FAO's seven commitments on **Accountability to Affected Populations**;
- Assist in conducting Social Assessment of the subproject, which includes **pre-formulation assessment** with a focus on gender;
- Conduct a **risk assessment** prior to subproject formulation (first of the three risk assessments) with the aid of AAP Assistants;
- Ensure that relevant **information** from the **Framework and Action Plan** is **integrated** in the main text of the **subproject document**, including activities tailored to women and prevention and prohibition of child labor;
- **Evaluate** the **capacity** of the **implementing partner/contractor** in GBV prevention and response, and in case the capacity is judged **insufficient**, **communicate** to the PMU **not to finalize the contract** of the implementing partner/contractor;
- Ensure that the **Letters of Agreement** with implementing partners/contractors and suppliers include **PSEA** measures, GBV and related incident **cost sharing** and other related responsibilities;
- Examine the **qualification** and approve the **Gender Focal Point** of the **implementing partner/contractor**;
- Ensure, together with the rest of the PSU and PIUs, that **AAP Committees** are operational in all subproject sites and that **one member** is capable of handling complaints on gender-based and child violence, sexual exploitation and harassment against women and children;
- Collaborate with the rest of the PSU, PIUs, FAO Field Offices, implementing partners/contractors, AAP Assistants, AAP Committees, MAFS PCU Gender Specialist and other key stakeholders to plan, implement, monitor and evaluate the activities related to gender-based and child violence, sexual exploitation and harassment against women and children;
 - Provide a supervisory role in working with implementing partners, AAP Assistants, AAP Committees and affected population to **formulate** an **Action Plan** for each subproject according to this Framework, ensuring that the process is **led by local women, builds on their strength, involves men, completed** in coordination with the **subproject formulation team** by the time of **subproject launch**, and the **additional resources** that **GBV service providers** (AAP Focal Points and Committees in case GBV service providers are absent) need are identified and **budgeted**;
 - Establish **provisional GBV-GRM** for each subproject with the aid of **AAP Assistants**;
 - Establish **provisional monitoring system** for each subproject with the aid of **AAP Assistants**;

- Establish **response support protocol** for each subproject with the aid of **AAP Assistants and Committee**;
- Assist AAP Assistants and Committees and implementing partners in realizing the quota of **40%** female members in various **community committees**;
- Assist AAP Assistants and Committees and implementing partners in **fine-tuning** the **provisional GBV-GRM** with community members;
- Assist AAP Assistants and Committees and implementing partners in **fine-tuning** the **provisional monitoring system** with community members;
- Ensure that the **content** quality, execution **timing**, appropriateness of **participants** of **awareness raising and training** sessions on gender and children are satisfactory to meet the needs of each subproject;
- Ensure that the elements of **awareness raising** on gender-based and child violence, sexual exploitation and harassment against women and children as well as the information on **GBV-GRMs** for the subproject and referral pathways are contained in **every communication** to the beneficiaries, including **radio messages** of the **subproject**, and that the **frequency** of communication is effective in terms of prevention;
- Ensure that the **GBV services** are based on the **survivor-based approach** and the **Standard Operating Procedures** for **GBV prevention, protection** and **response** of the Ministry of Gender, Child and Social Welfare and that their **costs** are covered by the project budget, including **supplementary services** where the **resources** of GBV service providers are **insufficient**;
- **Liaise with other actors** in the **GBV Sub-Cluster** for effective planning (including updating referral pathways and incorporating new/revised policies), implementation, monitoring, evaluation and adaptive management of the Action Plan mentioned above;
- **Approve and monitor** the implementation of **work plans** submitted by implementing partners and contractors on aspects related to women and children;
- Provide a supervisory role in **monitoring** (including arranging for **Third-Party Monitoring** and analyzing **GRM feedback**, monthly **GBV Safety Audit** and **Third-Party Monitoring results**), **evaluating and adaptively managing** all activities under the Action Plans for addressing gender-based and child violence, sexual exploitation and harassment against women and children and **visit** the subproject sites for this purpose **at least twice per year**;
- Assist **continuous monitoring** on gender-based and child violence, sexual exploitation and harassment against women and children in the subproject area by AAP Assistants and beneficiaries;
- Remain in **regular contact** with the **project personnel**, including the **Helpline operator**, so as to learn any GBV and related incident in the project area as soon as possible;
- **Report** to the subproject **GBV-GRM** of a GBV and related incident, if not yet done, and under anonymity of the survivor if so desired by the survivor;
- **Report** to the MAFS PCU through the Gender Specialist for escalation to the **World Bank** of any GBV and incidents of similar nature and gravity in the project area as soon as possible and **within in 12 hours** of learning of the incident through the **PSU** and **FAO South Sudan Representative**;
- Collect all **relevant information** of a **GBV or related incident** in the project area with the aid of implementing partner/contractor (and suppliers, where appropriate), AAP Assistants and Committee and share the information with **UNFPA** in a timely fashion so that the **responsibility** can be determined for cost sharing purposes;

- Ensure that the **cost incurred on GBV or related incidents** are paid in a **timely** fashion to the service providers by the responsible parties according to the **judgement of UNFPA**;
- **Review FAO Gender-Focused Resilience Best Practice** submitted by implementing partners, discuss with AAP Assistant and ensure incorporation into the general **bi-annual project report** to be submitted to the MAFS PCU for onward transmission to the World Bank;
- Conduct **bi-annual review** of the Action Plan above with AAP Assistants and AAP Committees, focusing on implementation of work plans by implementing partners/contractors, closure of reported cases in the database, and possible negative effects of the project; and
- Organize **quarterly review meeting** on gender-based and child violence, sexual exploitation and harassment against women and children, whose participants include implementing partners, contractors, FAO staff involved in the project, AAP Committee members **and MAFS PCU Gender Officer** to review overall support given to survivors, effectiveness of GRMs, functionality of referral pathways and availability of survivor support services.

9.3 Assistants on Accountability to Affected Population

The role of the **AAP Assistants** under this Framework is to ensure that FAO's commitments on AAP are adequately fulfilled, with a focus on gender-based and child violence, sexual exploitation and harassment against women and children. Their responsibilities will include:

- Abide by the latest **FAO policies** and **IASC Core Principles** that are applicable to all personnel associated with FAO;
- Abide by the FAO's seven commitments on **Accountability to Affected Populations**;
- Collaborate with the PMU, the rest of PIU and FAO Field Office, implementing partners/contractors, AAP Committees and other key stakeholders to plan, implement, monitor and evaluate the activities related to gender-based and child violence, sexual exploitation and harassment against women and children;
 - Work with AAP Committees, affected population, implementing partners and Gender and Social Inclusion Specialist to **formulate** an **Action Plan** for each subproject according to this Framework, ensuring that the process is **led by local women, builds on their strength** and **involves men**;
 - **Consult** the AAP Committee members and **designate** a **Gender Focal Point** of the AAP Committee;
 - **Assist** the **Gender Officer** in conducting **pre-formulation assessments** (including GBV gaps, as part of Social Assessment);
 - Assist the **Gender Officer** in conducting a **risk assessment** prior to subproject formulation (first of the three risk assessments) with the aid of AAP Assistants;
 - **Assist** the **Gender Officer** in establishing **provisional GBV-GRM** for each subproject;
 - **Assist** the **Gender Officer** in establishing **provisional monitoring system** for each subproject;
 - **Assist** the **Gender Officer** in establishing **response support protocol** for each subproject together with **AAP Committee**;
 - **Guide** the **affected population** and **beneficiaries** together with implementing partners/contractors and under the supervision of the Gender Officer to **finalize the GBV-GRM and monitoring system** based on the provisional ones;
 - **Act as an entry point** for **GRMs** and follow through the procedure in collaboration with AAP Committees and the Committee's Gender Focal Point;
 - Uphold the highest level of **confidentiality** regarding incidents reported to the GRMs;

- Engage in **continuous monitoring** on gender-based and child violence, sexual exploitation and harassment against women and children in the subproject area in collaboration with the Gender and Social Inclusion Specialist for the project;
- **Guide the community and beneficiaries** during the selection of AAP Committee members and a member in charge of GBV related issues, their training and participatory monitoring;
- **Guide the community and beneficiaries** together with implementing partners and with the assistance of Gender Officer in realizing gender quota of **40%** for members of various **community committees**;
- **Assist the implementing partner/contractor** so that elements of **awareness raising** on gender-based and child violence, sexual exploitation and harassment against women and children as well as **GRMs** for the subproject and referral pathways are contained in **every communication** to the beneficiaries, including **radio messages** of the **subproject**, and the **frequency** of communication is effective in terms of prevention;
- **Support the implementing partner's** Gender Officer to ensure correct information on gender-based and child violence, sexual exploitation and harassment is passed to the community, including referral pathways;
- **Assist** the Gender Officer in collecting all **relevant information** on GBV or related incident in the subproject area together with AAP Committee;
- **Review FAO Gender-Focused Resilience Best Practice** submitted by implementing partners, discuss with AAP Committee and Gender Officer;
- Participate in **bi-annual review** of the Action Plan above with Gender Officer and AAP Committees, focusing on implementation of work plans by implementing partners/contractors, closure of reported cases in the database, and possible negative effects of the project; and
- Participate in **bi-monthly review** meeting on gender-based and child violence, sexual exploitation and harassment against women and children, whose participants include implementing partners, contractors, FAO staff involved in the project, AAP Committee members to review overall support given to survivors, effectiveness of GRMs, functionality of referral pathways and availability of survivor support services.

9.4 Project Implementing Unit and Helpline Operator

- Abide by the latest **FAO policies** and **IASC Core Principles** that are applicable to all personnel associated with FAO;
- Abide by the FAO's seven commitments on **Accountability to Affected Populations**;
- **Project Implementing Unit** (including AAP Assistants) – Collaborate with the PSU, FAO Field Offices, implementing partners/contractors, AAP Committees and other key stakeholders to plan, implement, monitor and evaluate the activities related to gender-based and child violence, sexual exploitation and harassment against women and children;
 - Organize refresher sessions for each awareness raising and training on gender and children;
- **Helpline Operator** – Collaborate with the PSU, PIU, FAO Field Offices, implementing partners/contractors, AAP Committees and other key stakeholders to implement the activities related to gender-based and child violence, sexual exploitation and harassment against women and children;
 - Relay any information on GBV and related incidents to the Gender Officer as soon as possible.

9.5 Suppliers

- Abide by the latest **FAO policies, IASC Six Core Principles** Relating to Sexual Exploitation and Abuse that are applicable to all personnel associated with FAO and PSEA clauses in the Letter of Agreement, **UN and World Bank policies for suppliers** (sign a declaration to this effect);
- Use the World Bank's new **Standard Procurement Document** to become effective in January 2021;
- Abide by the FAO's seven commitments on **Accountability to Affected Populations**;
- **Report any GBV or related incident** in subproject area to **GBV-GRM** (which must be included in **LoA**); and
- Shoulder **half the cost** of any **GBV or related incident** caused by the supplier in relation to the project (which must be included in **LoA**).³³

9.6 United Nations Population Fund

Based on the agreement between United Nations Population Fund (**UNFPA**) and FAO in South Sudan, UNFPA will **assist FAO in training AAP Assistants and AAP Committee members** as well as support the MAFS PCU in identifying a party for quarterly **Third-Party Monitoring of GBV issues**.

UNFPA will decide whether the **project** and further project **supplier/s** is/are responsible for a **GBV or related incident** occurred in the project area, based on the information provided by the Gender Officer.

10. Awareness Raising and Capacity Development

Awareness raising and capacity development on gender-based and child violence, sexual exploitation and harassment against women and children will involve **men as accountable partners** in the efforts to eliminate these types of violence and harassment.

Specifically, the project will:

- Create opportunities for **women and men to discuss** household and community issues, including problems and goals, on a household basis, where possible;
- Identify **male champions** against violence, exploitation and harassment inflicted on women and children in each locality of subprojects as role models, leaders in awareness raising activities and information source;
- Create opportunities for **men** to reflect on their idea of **masculinity** and its consequences; and
- Create opportunities for **dialogues** between the PMU and PIU members and community/religious leaders and other **gatekeepers** on violence and harassment against women and children.

Other activities on awareness raising and capacity development on the subject are:

- Capacity building on **social dialogue for women**;
- **Engagement of women in strategic and other planning** related to subprojects;
- Support to participation of **female beneficiaries** in bi-annual pre- and post-**migration conferences**, during which farmers and livestock keepers make agreements on issues such as compensation for rape, forced marriage and other conflict related issues;
- **Awareness raising** on conflicts, GBV, etc. in **radio programmes** of the project;

³³ The implementing partner/contractor and FAO South Sudan will be equally responsible for the other half.

- **Awareness raising** among affected population on GBV, child violence, sexual exploitation and abuse, grievance redress mechanisms/referral pathways/response support protocol for such incidents, and relevant Codes of Conduct;³⁴
- Training of **PSU and PIU** members, MAFS PCU members, **implementing partners, contractors and AAP Assistants** on gender-based and child violence, sexual exploitation and harassment against women and children;³⁵
- **Training of AAP Assistants and AAP Committees** in collaboration with **UNFPA** to cover the functionalities of GBV sub-cluster, referral pathways and service providers in target areas where they are not present or available; and
- **Awareness raising** on gender-based and child violence, sexual exploitation and harassment against women and children among **relevant state officials** (e.g., officials from State Ministry of Gender, Child and Social Welfare, State Ministry of Health, State Ministry of Agriculture, State Ministry of Livestock, and State Ministry of Education).

The **PSU and PIU** members (including **AAP Assistants**), MAFS PCU members, **implementing partners, and contractors** will be trained on the following topics among others:³⁶

- **Concepts** of gender-based and child violence, sexual exploitation and harassment against women and children (GBV and SEA against women and children, sexual harassment, power harassment, child abuse, etc.);
- United Nations **Secretary-General's Bulletin** on "Special measures for protection from sexual exploitation and sexual abuse" (ST/SGB/2003/13);
- **Latest FAO policies** on gender-based and child violence, sexual exploitation and harassment against women and children, IASC's Six Principles Relating to Sexual Exploitation and Abuse, FAO policy on whistleblowing and other Codes of Conduct;³⁷
- **Risks** of gender-based and child violence, sexual exploitation and harassment against women and children under the project and **mitigation measures**;
- Grievance redress mechanisms (**GRMs**) applicable to the project;
- Roles of **affected population** and **gatekeepers** in GRMs;
- Roles and structure of **referral pathways**;
- **Services** available for **survivors** of violence against women and children; and

³⁴ Relevant Codes of conduct include: Inter-Agency Standing Committee's (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse 2019; FAO South Sudan Staff Code of Conduct; UNICEF's Policy on Conduct Policy on Conduct – Promoting the Protection and Safeguarding of Children; United Nations Supplier Code of Conduct 2017; Codes of Conduct for procurement contractors based on the World Bank's new Standard Procurement Documents to be introduced in January 2021; and clauses on conduct in the Letters of Agreement with implementing partners/contractors and suppliers (Annex I).

³⁵ The topics covered will include, but not limited to: general information on GBV, child violence, and sexual exploitation/abuse/harassment; redress mechanisms and referral pathways for such incidents; survivor centered approach; child-friendly procedures; GBV sub-cluster and GBV service providers in the area; and codes of conduct signed by FAO employees, including implementing partners and contractors.

³⁶ All Letters of Agreements of FAO South Sudan with implementing partners contain a specific clause on protection against SEA (e.g., monitoring and termination of arrangements where applicable).

³⁷ Relevant Codes of conduct include: Inter-Agency Standing Committee's (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse 2019; FAO South Sudan Staff Code of Conduct; UNICEF's Policy on Conduct Policy on Conduct – Promoting the Protection and Safeguarding of Children; United Nations Supplier Code of Conduct 2017; Codes of Conduct for procurement contractors based on the World Bank's new Standard Procurement Documents to be introduced in January 2021; and clauses on conduct in the Letters of Agreement with implementing partners/contractors and suppliers (Annex I).

- **Roles and responsibilities** of PSU and PIU members, implementing partners, contractors and relevant institutional stakeholders as specified in the section above.

Awareness raising on gender-based and child violence, sexual exploitation and harassment against women and children among relevant **state officials**, including officials from State Ministry of Gender, Child and Social Welfare, State Ministry of Health, State Ministry of Agriculture, State Ministry of Livestock, and State Ministry of Education will cover, among others:

- Relationships between **gender and power** and their implications for gender-based violence;
- **Co-occurrence** of violence against women and those against children;
- **Implications** of society's **condonation** of gender-based and child violence, sexual exploitation and harassment against women and children, especially for future generations;
- **Definition** of **gender-based violence** and identification of **types** of GBV, **sexual exploitation** and **harassment** observed in target counties, causes and perpetuating factors;
- **Definition** of **child violence**, **sexual exploitation** and **harassment** against children and identification of types of these actions observed in target counties, causes and perpetuating factors;
- **Role** of each Ministry in **prevention** of gender-based and child violence, sexual exploitation and harassment against women and children;
- **Role** of each Ministry in **effective operation** of **GRMs** under the project and **referral pathways**; and
- **Strengths, gaps, and needs** of each State Ministry in prevention and reduction of gender-based and child violence, sexual exploitation and harassment against women and children.

ANNEX I

Standard Operating Procedure for Accountability to Affected Population and Prevention of Sexual Exploitation and Abuse³⁸

Accountability to Affected Population and Prevention of Sexual Exploitation and Abuse

Food and Agriculture Organization of United Nations – South Sudan

Standard Operating Procedure

1. Introduction

Background

Accountability to Affected population (AAP) is complementary to the FAO HRBA on the ‘right to food’ which is “an [active commitment](#) by humanitarian actors and organizations to use power responsibly by taking account of, giving account to and being held to account by the people they seek to assist. FAO is accountable to the women, men, boys and girls whose lives it aims to improve and places this responsibility at the core of its humanitarian policy. As a matter of human rights and meaningful programming, by being more accountable to affected populations, increasing their participation and feedback in programme identification, design, delivery and lesson learning. FAO achieves programmes of higher quality, with greater and more sustainable impact. By increasing the space for communities to shape their own recovery and for FAO to better deliver against its commitments to stakeholders, including the people FAO assists and the resource partners who make assistance possible. FAO has also made Seven concrete commitments regarding accountability to affected populations (AAP) and the Organization implements these commitments through its participatory approaches to rural development, that gives women and men an opportunity to feedback widely on initiatives introduced by FAO and partners, and hotlines and different other channels established for beneficiaries to contact FAO to ask questions or report any concerns are examples of accountability.

Sexual Exploitation and Abuse (SEA) by FAO staff directly contradicts the core values of the UN and UN Secretary-General's Bulletin, *Special measures for protection from sexual exploitation and sexual abuse* (ST/SGB/2003/13), as well as the efforts made by the FAO Director- General (José Graziano da Silva) On 31 December 2012 to endorse the secretary generals Bulletin. SEA inflicts harm on those whom we seek to protect, as well as jeopardizes the credibility and reputation of individuals. FAO strictly abides by its commitment to prevent sexual exploitation and abuse (SEA) by FAO personnel and implementing partners through adhering to the set principles as referenced within this note, putting in place adequate PSEA response mechanisms and ensuring concerns of sexual exploitation by FAO are reported and investigated, in full respect of the confidentiality rights of persons involved. Any gross misconduct results in disciplinary actions including immediate termination of employment and summary dismissal among others.

As part of the measures to protect staff and beneficiaries of assistance and the populations of South Sudan, FAO adheres to the **IASC Accountability to Affected Population Commitments** which aim to translate aspirations into action and results among humanitarian and development actors: **leadership; participation and partnership; information, Prevention of Sexual Exploitation and Abuse, feedback and action; and results**. FAO is already taking action on PSEA and pursues a “zero

³⁸ AAP Focal Points in this document have been renamed AAP Assistants in 2019/20.

tolerance” policy towards sexual exploitation and abuse (SEA). Subsequent administrative circulars present the guiding principles, responsibilities, scope and processes for handling cases of SEA. As the policy stipulates, FAO South Sudan has designated Secondary and Primary PSEA focal points in the office including field focal points in the field various field offices, continues awareness creation and training of staff and its partners. At the cooperate level partners, have stipulated PSEA in all Letters of Agreements for project implementation and new staff briefing on AAP/ PSEA and staff code of conduct.

Objectives: the SOP sets out the principles and actions to be undertaken by the Food and Agriculture Organization of the United Nations (FAO) on Accountability to affected population and Prevention of Sexual Exploitation and Abuse for the entire duration of staff employment.

2. Definitions

Accountability to Affected Populations (AAP)

AAP is “an [active commitment](#) by humanitarian actors and organizations to use power responsibly by taking account of, giving account to and being held to account by the people they seek to assist”.

Feedback and complaints mechanism (FCM)

Is a set of procedures and tools formally established (ideally across programmes and linked to other monitoring and evaluation processes) which: i) solicits and listens to/contractors, collates and analyzes feedback and complaints from members of the community where FAO works about their experience of an intervention provided by FAO and its partners; ii) solicits and listens to, collates and analyzes feedback and complaints from partners/contractors about their experience of working with FAO; iii) triggers action, influences decision-making at the appropriate level in the organization and/or prompts a referral to other relevant stakeholders if necessary and appropriate; and iv) Provides a response back to the feedback or complaint provider and if appropriate, the wider community.

Complaint/Grievance

Complaint or grievance is an expression of dissatisfaction. It is a specific grievance of anyone who believes that the organization has failed to meet a stated commitment, or of anyone who has been negatively affected by FAO programmes or its staff.

Protection from Sexual Exploitation and Abuse (PSEA)

Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another, while sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual Abuse (SA)

Sexual Abuse is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual harassment (SH)

Sexual harassment is any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct

interferes with work, is made a condition of employment or creates and intimidating, hostile or offensive work environment.

Prevention of SEA (PSEA)

Policies, guidelines, procedures, mechanisms and activities to reduce the risk of SEA and mitigate the effects caused by violations.

Sexual Harassment versus SEA

Sexual exploitation and abuse occur against a beneficiary or vulnerable member of the community, while sexual harassment occurs when one employee makes continued, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, to another employee, against his or her wishes.

External referral pathways

External referral pathways consist of communication protocols and channels by which feedback and complaints are shared with peer organizations in the cluster system, implementing partners and government counterparts for information and action because feedback falls outside the scope of FAO's mandate and project activities.

Internal referral pathways

Internal referral pathways consist of communication protocols and channels through which feedback and complaints are shared with other FAO project teams and administrative departments for review and action.

3. Guiding Principles

Accountability to Affected Populations

- a) Ensuring that AAP is applicable to all of FAO's programmes, whether humanitarian, resilience-building or development, requires FAO work to be guided by the following principles.
- b) Understanding the context, the conflict and/or power dynamics, gender roles, people's needs, priorities, vulnerabilities, concerns, perspectives, preferences and local capacities where FAO is intervening³⁹.
- c) Maintaining proximity with FAO beneficiaries and members of host communities where FAO is working in.
- d) Establishing effective two-way communication channels⁴⁰.
- e) Enabling participation throughout the project life-cycle.

Prevention of Sexual Exploitation and Abuse

- i. The principles of integrity, professionalism, respect for human rights and the dignity of all peoples underpin FAO's commitment to preventing and addressing acts of SEA. These principles are enshrined

³⁹ FAO. (2020). *The Programme Clinic: Designing conflict-sensitive interventions – Approaches to working in fragile and conflict-affected contexts. Participant's workbook*. FAO

⁴⁰ A communication channel is a medium or method used to deliver a message to the intended audience. A variety of communication channels exist, and examples include: Mass media, such as television, radio (including community radio) and newspapers, Community engagement, also known as social mobilization with two-way participation that fosters community ownership, such as community dialogues, listening groups or action planning

in the FAO Staff Regulations and Rules, as well as in the Standards of Conduct for the International Civil Service⁴¹, which require the highest standards of integrity from all employees.

- ii. As stated in Director-General's Bulletin No.2012/70, FAO has a zero-tolerance policy towards acts of SEA that are committed by its employees or any other personnel associated with the work of FAO⁴². Such acts constitute serious misconduct and may therefore provide grounds for disciplinary measures, including summary dismissal, or termination of contract.
 - According to FAO, "Employee" refers to all those holding an employment contract with FAO, including Consultants, PSA holders, as well as those performing non-remunerated services such as Volunteers. It also includes Government provided staff.
 - This also includes acts committed by FAO contractors' employees, or any other person engaged and controlled by the contractor to perform any services agreed upon with FAO. It also includes any entity financed by FAO or involved in the execution of FAO activities, including suppliers and service providers bidding for or contracted in commercial relationships with FAO, or partner organizations receiving, under Letters of Agreement (LoAs), financial or other resources from FAO in respect of its programs and operations.
- iii. Whilst the emphasis of FAO activities in the area of PSEA will be on prevention and protection from SEA, the SOP establishes responsibilities and a formal reporting mechanism for SEA complaints, as well as related procedures for their investigation and subsequent follow-up⁴³
- iv. Safety: To avoid any additional harm, the safety of SEA victims shall be ensured at all times, and the safety of all parties involved in PSEA must be fully considered.
- v. Confidentiality: The confidentiality of complainants, victims and other relevant parties must be respected at all times.
- vi. Transparency: The functioning of reporting mechanisms shall remain transparent.
- vii. Accessibility: SEA reporting mechanisms are available to anyone who may have reason to allege a SEA incident, including local populations and staff and non-beneficiaries
- viii. Accountability: FAO South Sudan is held accountable for their PSEA actions through regular reporting to the FAO Ethics office.

4. Responsibilities

Accountability to Affected Population

- a) Managers at all level demonstrate full commitment to accountability and transparency by being responsive to staff's perspectives, to improve programme quality: i) setting the tone for accountability within the Organization and demonstrating that negative feedback is not a threat

⁴¹ Standards of Conduct for international civil servant (Manual Section 304).

⁴² This includes acts committed by FAO contractors' employees, or any other person engaged and controlled by the contractor to perform any services agreed upon with FAO. It also includes any entity financed by FAO or involved in the execution of FAO activities, including suppliers and service providers bidding for or contracted in commercial relationships with FAO, or partner organizations receiving, under LoAs, financial or other resources from FAO in respect of its programs and operations.

⁴³ Where persons specified in Footnote 2 are concerned, who are not subject to FAO Staff Regulations and Rules, investigation and follow-up action will be dealt with in accordance with specific procedures in place for the investigation of third parties involved in programs and operations of the Organization. In addition, specific PSEA clauses have been inserted into all LoAs and procurement of goods and services contracts, allowing FAO to immediately terminate any such LoA or contract in cases of SEA committed by this category (see Manual Sections 502 and 507).

and that clear, transparent, and responsive two-way lines of communication are essential for working effectively; ii) identifying a regular method to seek and respond to staff feedback and perspectives, during programme and operations meetings when appropriate and iii) FAO managers establish multiple channels for community and staff feedback, including channels for anonymous provision of information.

- b) In line with the AAP guidance note, AAP Focal Points have the overall responsibility for disseminating and **collecting** feedback through the various feedback channels (reactive, proactive and daily feedback channels including AAP committees)
- c) The Helpline operator **records** all complaints/ grievances according to category (programmatic and accountability) in the the database. The database allows the helpline operator to track the percentage of feedback received through the hotline, suggestion boxes, email and AAP committees, complaints acted upon and closed, number of women/men/girls/boys satisfied with the quality and appropriateness of FAO responses.
- d) The helpline operator has the responsibilities of **referring** complaints/ grievances to the various technical officers (fisheries, livestock, Agriculture, NRM etc.), gender, M&E and Project managers for analysis and provision of relevant feedback and action.
- e) Complaints should be **responded** to, within a period of 7 days especially programmatic complaints.
- f) All complaints responded to should be closed and unclosed complaints followed up by the helpline operator to ensure the feedback loop is closed.
- g) The feedback report should be processed and **presented** to the head of office, program and project managers for decision making purposes.

NB: The above responsibilities summarise the overall process of the FAO South Sudan feedback mechanism namely; collecting complaints, recording, referring, responding and closing the feedback loop. Feedback from suggestion boxes (weekly) and complaint desks (daily) and AAP committees are collected by the AAP focal points using a standard reporting template and forwarded to the Helpline operator. The helpline operator receives complaints from the toll-free hotline and email address at the call center and registers all complaints in to the data base according to category (programmatic or Accountability). Programmatic Complaints /feedback is analyzed by a team comprising of M and E, Technical officers, Gender/AAP officer, project manager. All complaints that do not relate to FAO are referred directly to the concerned entity/organization. Accountability complaints (complaints consisting of fraud and corruption, staff and partners abusive behavior and sexual exploitation and abuse) are referred by Head of office or the PSEA/Ethics Secondary focal point to the office of inspector General (OIG) see below for more information on Accountability complaints reported through the mechanism.

Prevention of Sexual Exploitation and Abuse

- a) Managers at all levels are responsible for creating and maintaining a work environment that prevents SEA and take appropriate measures for this purpose. To support this effort, all Heads of Departments shall **inform** employees under their authority of the content of the UN Secretary-General's Bulletin on Protection from Sexual Exploitation and Abuse ([ST/SGB/2003/13](#)), as well as of Director-General's Bulletin No.[2012/70](#) and of the Administrative Circular. Background

information on PSEA for general distribution is found at the following links: Inter-Agency Standing Committee (IASC) PSEA Taskforce and UN PSEA.

- b) In co-ordination with the Office of Support to Decentralization (OSD) and the Deputy Director General (Operations), the Head of Office of FAO South Sudan has the responsibility to **designate** one secondary PSEA Focal Point and one Alternate (primary) (one of which should preferably be female). Since the office has significant staff presence, Field Focal Points/Alternates may be jointly appointed with other UN Common System Organizations with a significant staff presence in that location. The Field offices Focal Points/Alternates shall be delegated to receive complaints on behalf of the country level Focal Point/Alternate and will communicate cases to the Senior Focal Point for PSEA for action and follow up. The Head of Office shall inform all employees of the names and contact details of all PSEA Focal Points/Alternates and also inform beneficiaries of their existence and roles.
- c) The Focal Point for PSEA has the overall responsibility for the prevention of, protection from and response to SEA. More specifically, the Focal Point for PSEA is expected to undertake the following tasks: i) **engage** effectively with the Organization's offices responsible for PSEA policy, human resources (including recruitment and staff training), audit, investigations, accountability and programming; ii) act as **liaison** between the principals and members of the Inter Agency Task Force on PSEA⁴⁴; iii) have a direct **reporting** line to senior management on PSEA; iv) **receive and analyze** complaints on SEA from the feedback mechanism and field focal points
- d) Although the primary recipient of SEA complaints should be the Focal Points/Alternates, the Head of Office shall be responsible for promptly **referring any complaints** or concerns on SEA they receive to the Senior Focal Point for PSEA at the FAO headquarters.
- e) The PSEA Focal point and Head of Office should put in place measures to **ensure the safety and confidentiality** of the alleged victim(s) and alleged perpetrator(s), in consultation with the Security Service, UN Department of Safety and Security (UNDSS).
- f) They should **consult** with the Assistant Director-General, regarding possible action to suspend FAO staff members from duty pending investigation, in accordance with Staff Rule 303.0.3 and Administrative Circular No. 2010/20.
- g) Continuously make **aware** to all FAO employees to have an obligation to report in good faith any complaints or reasonable concerns of SEA by fellow employees, whether in FAO or another UN agencies, funds or programmes, or by personnel associated with the work of FAO (as defined in the footnote to their designated Focal Point/Alternate or directly to the Senior Focal Point for PSEA. Reasonable concerns need not be supported by evidence in order to be reported.
- h) Heads of Offices, Focal Points/Alternates, as well as employees of FAO or of its contractors, are **not responsible for carrying** out any form of investigation of complaints. This is the exclusive responsibility of the Office of the Inspector-General (OIG), as detailed in the section entitled "*Investigation*"
- i) An individual who reports in good faith any complaints or reasonable concerns of SEA has the right to be protected against retaliation in accordance with the Whistleblower Protection Policy (see Administrative Circular No. 2011/05).

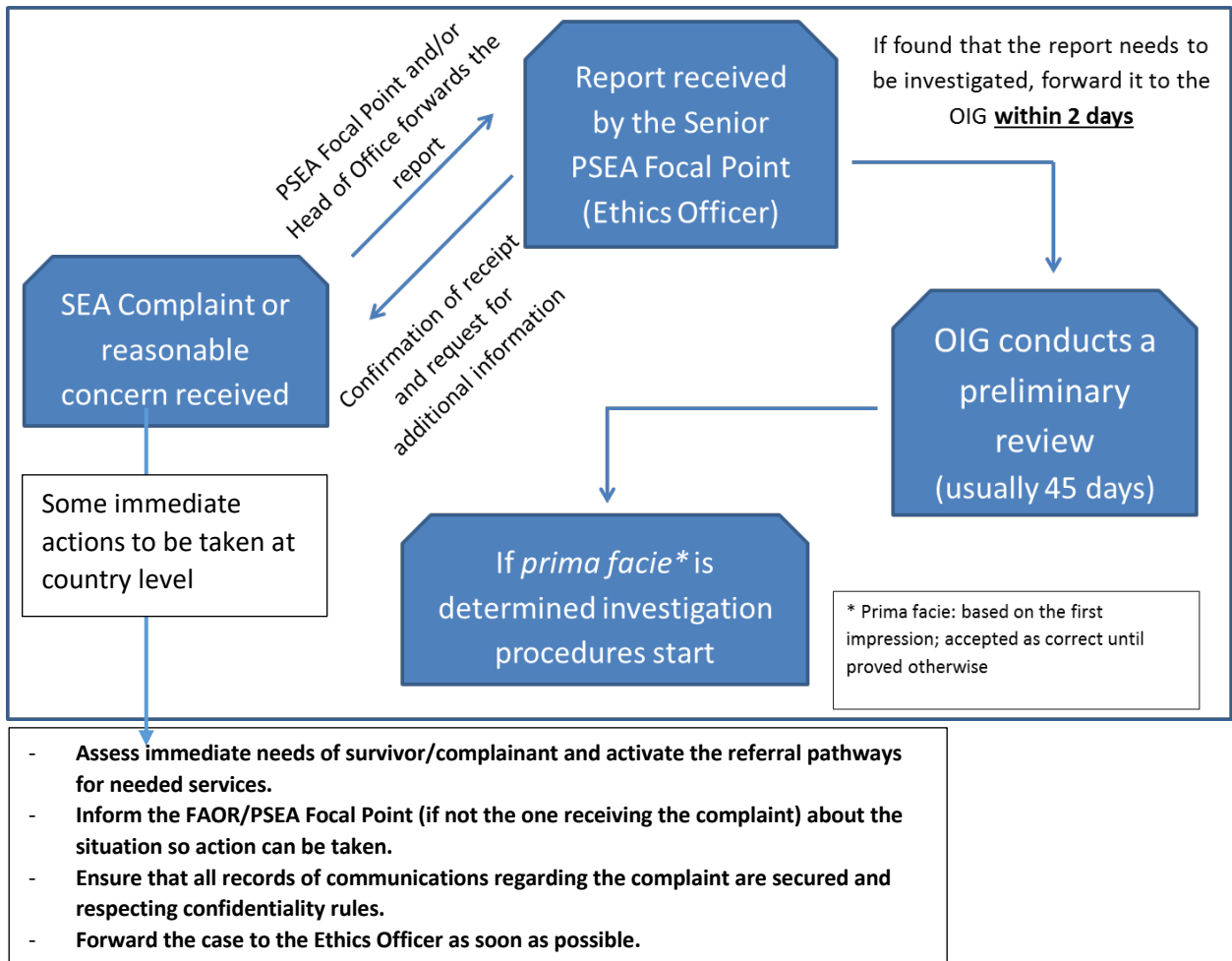
⁴⁴ See IASC PSEA Taskforce.

- j) The transmission or dissemination of information regarding alleged acts of SEA that are intentionally false or misleading constitutes unsatisfactory conduct and may result in administrative, disciplinary or other appropriate action as applicable.
- k) FAO SEA Focal Points/Alternates and the Senior PSEA Focal Point in Rome headquarters is responsible for receiving and reporting complaints of SEA, in complete confidence and in a conducive environment. Complaints may be presented anonymously. Complaints or reasonable concerns that are not supported by any evidence other than “hearsay” must also be received and reported. An alleged victim or any other person who makes a complaint or reports a reasonable concern on behalf of an alleged victim(s) may choose which of the two Focal Points s/he wishes to contact regarding the complaint. Appropriate measures shall be taken by the Senior Focal Point for PSEA and all other Focal Points/Alternates to ensure safety and confidentiality for all visitors, as well as to set up appropriate complaint and feedback mechanisms at the local level to facilitate access to assistance and reporting mechanisms.

5. Reporting

- FAO Employees and Focal Points/Alternates shall report complaints or reasonable concerns of SEA, to the Senior Focal Point for PSEA in a prompt and strictly confidential manner.
- All reports will be promptly reviewed and analyzed in the strictest of confidence by the Senior Focal Point for PSEA.

SEA Reporting flow chart



6. Investigation

- The OIG (based in FAO headquarters) is the sole office responsible for investigating complaints or concerns involving SEA.
- Upon receipt of a report of a complaint or of a reasonable concern involving SEA, the Senior Focal Point (based in Rome) for PSEA will contact the sender to confirm receipt of the report and will request additional information. If the Senior Focal Point for PSEA determines that the complaint or reasonable concern should be investigated, s/he will forward the report to OIG within two working days from receipt thereof.

Functions of the OIG with respect to PSEA

- To receive reports of complaints or concerns of SEA through or from the Senior Focal Point for PSEA;
- To keep a confidential record of all such complaints or concerns;

- To conduct a preliminary review of the complaint or concern to determine if there is a *prima facie* case of SEA by employees or any other personnel associated with the work of FAO, against beneficiaries of assistance and any person related to such beneficiaries;
- Where a *prima facie* case of SEA is determined, to investigate complaints and report the results to the Director-General;
- OIG will normally complete its preliminary review within 45 days of receiving a complaint from the Senior Focal Point for PSEA.
- If, following a preliminary review, OIG determines that there is a *prima facie* case of SEA, OIG will open an investigation into the allegations and will immediately notify the Senior Focal Point for PSEA in writing that the matter is under investigation. During its preliminary review, the OIG will inform the potential victim(s) of the review and will take into account any objections or other considerations made by the victim(s) at that stage (e.g. related to privacy or fear of retaliation). If the allegations are substantiated, the OIG will complete its investigation and submit a strictly confidential report on its investigation to the Director-General, with copy to the ADG/CS, within 120 days from receipt of the report from the Senior Focal Point for PSEA.
- If the OIG decides not to conduct a full investigation, it shall inform the Senior Focal Point for PSEA accordingly.
- Notwithstanding paragraphs 23 and 24 above, if it becomes apparent prior to the above deadlines that there is an unavoidable delay in completing either the initial review or the full investigation, OIG will promptly notify the Senior Focal Point for PSEA in writing and indicate an estimated completion date.
- The Senior Focal Point (Based in Rome) for PSEA shall keep the complainant informed of the status of the reported complaint or concern. Where the complainant is not the alleged victim(s) of SEA, the Senior Focal Point for PSEA shall ensure that appropriate feedback mechanisms to the alleged victim(s) have been put in place and are operational.

Decision

- The ADG/CS will review the findings of the OIG report and, where FAO employees are found to have engaged in SEA, shall decide on further appropriate action in accordance with Staff Regulations and Rules. If disciplinary action is proposed, this shall be notified to the subject(s) in accordance with Manual Section 330 (Disciplinary Measures). Where the investigated subject is not an FAO employee, the ADG/CS shall take appropriate action in line with the terms stipulated in the relevant Letter of Agreement or goods or services contract (see Manual Sections 502 and 507).
- In cases where the investigated subject is an FAO employee, the Director, Office of Human Resource (OHR) will promptly notify the complainant and the subject on a strictly confidential basis of the decision that has been taken pursuant to paragraph 28 above.

Appeals

In accordance with Manual Sections 330 (Disciplinary Measures) and 331 (Appeals), an administrative appeal may not be lodged while a complaint that concerns the same allegations of fact is being reviewed under the provisions of this policy. An administrative appeal may be lodged by the respondent(s) to the SEA complaint against a decision taken under Section VI above, in accordance with established procedures.

ANNEX II

AAP Template for Field Level GBV Reporting and Sexual Exploitation and Abuse



Food and Agriculture Organization
of the United Nations

AAP TEMPLATE FOR FIELD LEVEL GBV Reporting AND Sexual Exploitation and Abuse (PSEA) – CONFIDENTIAL

GBV Toll free Number (882) Email: FAOSSD hotline@fao.org/ Poni.Mary@fao.org

This template is intended to provide guidance on how to record a summary of grievances/ complaints heard while working in the field on GBV/SEA/Child Abuse. Each AAP Focal Point should carry this form with them each day when going to the field. AAP focal should not Investigate but fill in the form and immediately reported to the Helpline Operator.

NB: Please it is important if verbal feedback is recorded. (Ask the survivor/ beneficiaries for their consent before recording using the Smart Phone provided to you)

Reporting GBV, Sexual Exploitation and Child Abuse (PSEA) - CONFIDENTIAL.						
State:						
County:						
Boma/Village						
Your Name:						
No	Date	Name of survivor	Details of GBV Case - when, who, where, how it happened.	Telephone number	Immediate action taken	Reported to

			Record with consent of the Survivor.			
1						
2						
3						
4						
5						

ANNEX III

FAO Gender-Focused Resilience Good Practices Template



FAO Gender-focused Resilience Good Practices Template

The purpose of this template is a document those good practices adopted within the work of FAO aimed at developing resilience of households, communities, and food systems, while contributing to gender equality and women’s empowerment.

By “resilience” we mean the ability to prevent disaster and crises as well as to anticipate, absorb, accommodate or recover from them in a timely, efficient and sustainable manner. This includes protecting, restoring and improving livelihoods systems of both men and women in the face of threats that impact Agriculture, nutrition, food security and food safety.

Work that contributes to gender equality and women’s empowerment entails assessing the implications of planned activities on men and women, boys and girls, and taking concrete steps to ensure that the disadvantaged groups equally benefit and inequality is not perpetuated.

This Template is a check list to verify that the necessary areas are covered when documenting the good practices. The right-hand column provides guiding questions to assist in documenting the elements on the left hand -side.

Element	Guiding Questions
Title	what is the name that best describes the good practices (ie) The power of the Arm, Women and Technology,
Type of initiative	specify if it is a project/ case study/ manual or guideline/workshop product/ etc. (To include in the subtitle, For example.)

Location/ geographic coverage	What is the geographic area where the good practice has been developed? Please specify when possible, the country, region, provide
Introduction	Explain the specific context where the practice was developed. Describe Why both resilience and gender-focused approach were used (e.g. to mitigate disaster impact in a risk-prone or Protracted crises situation, results of a sex disaggregated vulnerability analysis, targeting men Women, old and the vulnerability analysis, targeting the specific needs of men and women in rural areas) provide a description of the good practice and Specify the period when it was carried out.
Scope	Briefly describe what the scope of the initiative was.
Stakeholders and partners	Provide sex and age disaggregated data on beneficiaries. Who are the institutions, partners, implementing agencies, and resource partners Involved in this good practice, and what is the nature of their involvement.
Impact	What has been the impact of this good practice on the beneficiaries' livelihoods, as well as The degree of its impact (i.e. number of beneficiaries etc.)? In what aspects have the Women and men being involved become more resilient? provide information disaggregated By sex (and age if possible) Has Women's work burden being reduced in terms of time or drudgery? Has their access to Information, resources, services, markets, or decision –making improved? Has women's Control over resources increased? Please Describe how this was possible.
Innovation and success factors	In what ways has the good practice contributed to an innovation in the livelihood of Beneficiaries and in reducing gender inequalities? What are the necessary conditions (institutional, economic, social, and environmental) to be in place for the good practice to be successfully replicated?
Constraints	What are the main challenges encountered in applying the good practices? How have they being addressed?
Sustainability	What are the elements that need to be put into place for the good practice to Institutionally, socially, economically, and environmentally sustainable? If applicable, indicate the cost –effectiveness of the practice. How much time is needed For the investment gains to exceed the investment costs?
Up-scaling	What are the possibilities of extending the good practice more widely? Is there any On-going/preparation work to extend this good practice to other areas? What are the Conditions that need to be met so that the good practice can be adapted to new context?

Conclusions	Conclude by explaining the impact and usefulness of the good practice. Include the lesson learned and main messages. When possible, use anecdotal evidence such as a storytelling or testimony showing the benefits of the good practice.
Contact details	Please provide the name of the contact person and the project's title if we want more information on the good practice. Include the gender focal points, if existing.
Related website	What are the websites of the projects under which the good practice was identified and reproduced? Add links to the related documents with evidence (e.g. project reports, brochures)