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**GOVERNMENT OF SIERRA LEONE
REQUEST FOR EXPRESSIONS OF INTERESTS
DATE OF ISSUE: 29TH OCTOBER 2021
INDIVIDUAL CONSULTING SERVICES
CONSULTING SERVICES FOR THE DEVELOPMENT OF GENDER-BASED VIOLENCE
SENSITIVE GRIEVANCE REDRESS MECHANISM (GRM) SYSTEM AND ROLL OUT
SL-MOFED-259137-CS-INDV**

Sierra Leone has an advantageous geography and abundant mineral and blue resources, the country however exhibits high economic, political and environmental vulnerabilities. It is roughly equidistant from Europe and North America and hosts the third largest iron ore deposit and fifth largest rutile deposit in the World. The country is within one of the world's most productive marine ecosystems with among the most abundant fish resources globally and hosts the deepest natural harbor in Africa. Sierra Leone also has the second highest level of rainfall in Africa as well as fertile agricultural land and abundant tourism resources.

Sierra Leone's economy is also highly vulnerable to climate change and natural disasters, especially flash floods and landslides. Rising sea levels and coastal erosion, in addition to sanitation challenges (waste management and sea water contamination) are affecting communities and impacting agricultural production, fisheries and tourism infrastructure. Deforestation and sand mining contribute to augment the impact of climate-change effects, increasing the risk of landslides, exacerbating coastal erosion and potentially jeopardizing important tourism natural assets in the country.

The Government of Sierra Leone, through the Ministry of Finance is implementing the Sierra Leone Economic Diversification Project (SLEDP), which aims to facilitate investment, SME growth, and entrepreneurship in non-mining productive sectors in Sierra Leone particularly the tourism sector. The environmental and social risks associated with the Project are moderate, site specific and can easily be managed with the mitigation measures adopted by the project. The nature and scope of the funding to be provided by the project is expected to strengthen the business enabling environment, build institutional capacity, facilitate strategic public investments, increase access to finance, and provide business development services such as facilitating start-ups and expanding of SMEs.

The Project is expected to have moderate environmental and social impacts that could adversely affect the achievement of its objectives. Potential environmental risks include events such as flooding, landslides as well as slower changes due to sea-level rise. The Project may have some slight adverse environmental and social impacts on environmentally or socially sensitive areas such as the coastline and national park and may have moderate adverse risks for gender, vulnerable groups, poverty and / or equity.

1. The Project Components

Acknowledging that economic diversification is a process that can take decades to occur, the goal of this project is to contribute to setting processes in place. This will be done by promoting

improvements in overall conditions that can promote investments and firm growth (horizontal interventions such as business environment) while also directly promoting growth and competitiveness of specific non-mining sectors in the economy (interventions such as SME and entrepreneurship support and targeted infrastructure investments).

The project will consist of three components: (1) Business Environment and Capacity Building (2) SMEs and Entrepreneurship, and (3) Project Management and Evaluation.

The Project will under Component 2 invest in public goods to increase the competitiveness of SMEs and to attract private sector investment particularly in the wake of COVID-19. This will include the improvement of 6 tourist destination sites 5 located in the Western Peninsula and 1 outside of Freetown. These sites were selected based on four criteria: (i) product viability; (ii) economic impact including the potential to generate additional investment; (iii) community inclusion and (iv) sustainability and resilience to climate change risk.

2. Environment and Social Risks

The project is categorized as Environmental Assessment Category B. The potential environmental risks include: (i) waste management; (ii) health and safety of communities and workers during the construction and operational phase; (iii) erosion from earth works; and (iv) impacts on water quality and quantity among others. It is not envisaged that any natural or sensitive habitats will be affected by the works; however, the natural habitat policy is triggered as a precautionary measure.

The Project is seeking to recruit a consultant to put in place measures to prevent, mitigate and respond to the risks of GBV/SEA/SH, associated with the Project construction and support the development of a Grievance Redress Mechanism.

3. Need for the Consultancy Services

Gender-based violence (GBV) impacts women and girls in Sierra Leone across their entire life cycle. In adolescent and adulthood, women and girls face high rates physical and sexual violence. 61 percent of women age 15 - 49 have experienced physical violence since age 15, and intimate partner violence (IPV) is endemic: 62 per cent of ever-married women have experienced physical, sexual, or emotional violence from a husband or partner. (SL DHS 2019). In recent years, official and unofficial data suggests that rates of GBV may have increased, with particularly high rates of sexual violence against minors, leading the President to declare rape and sexual violence a national emergency in 2019. Social vulnerabilities, including high rates of poverty, can exacerbate the risks of GBV. This can include exploitative relationships, in which women and adolescent girls use transactional sexual relationships as a survival mechanism. Further, key gaps remain in the availability of critical services for GBV survivors, including healthcare, psycho-social support, and legal and justice services. While the Government of Liberia has worked to enhance the provision of GBV services in recent years and has mandated the Ministry of Health and Sanitation to provide free medical examination, treatment, and referrals to other services including psycho-social support, these services are not widely available. Government and NGO actors (e.g., the Rainbo Initiative) have made significant progress in setting up One Stop Centers to deliver more comprehensive services, although these are not yet available in every district.

Within this context, SLEDP has the potential to increase certain risks of gender-based violence, in particular the risks of sexual exploitation and abuse (SEA) and sexual harassment (SH). Projects that involve construction and / or civil works require laborers, and higher wages in the community (or for outside laborers who stay in the community temporarily) can increase the demand for sex work and the risks of sexual abuse or exploitative transactional sexual relationships with women and girls. The risks of incidence of sexual activity between laborer and minors, even when it is not transactional, can also increase. These risks are exacerbated in areas of high poverty, where sources

of income are limited, and social vulnerabilities heightened. Project workers can also themselves be at risk of workplace sexual harassment, including unwanted sexual advances or comments, requests for sexual favors, or unwanted sexual contact.

As a result, the project will put in place proportionate measures to prevent, mitigate and respond to SEA / SH risks. Effectively assessing and mitigating these risks will require the support of a Gender and GBV Consultant.

4. Scope of Work

The Scope of Work is divided into two parts and the Consultant's tasks will include (but are not limited to) the following:

Part A: Gender Analysis

- Conduct a detailed gender analysis as guided by the World Bank safeguard policies on gender mainstreaming, with particular emphasis on gender issues in the area and region of intervention (e.g., gender division of labour, access to a control of resources and technologies, women's and men's needs and preferences, and opportunities for and constraints on women's participation).
- Assess and identify potential gender-differentiated impacts of the project.
- Based on social or culturally defined gender roles, the consultant would also provide specific recommendations on how to mainstream gender into project activities during the implementation phase. This would include providing recommendations on gender specific information-gathering and collection of gender-disaggregated data for use in the implementation of activities. Wherever possible, the consultant should advise of practical tools that will assist in integrating gender equality in all project activities.
- Review available background data, including sex-disaggregated demographic information and social and economic indicators of the project profiles, and gender issues related to targeted sectors.
- Identify government agencies, NGOs, Community Based Organizations, and women's associations or groups whose work focuses on gender and the specific area of intervention that can be utilized during project implementation and assess their capacity.
- Provide cost estimates for the implementation of the plan of action for gender mainstreaming.

Part B: SEA / SH: Mitigating risks and Addressing Development Challenges

- Ensure that SEA / SH risks and mitigation measures are correctly identified in project safeguards documents, including the ESMP and RAP / A-RAP. In particular, ensure that SEA / SH risk assessment and mitigation measures are integrated into the ESMP for project sites and activities.
- Provide guidance to the Project Coordination Unit (PCU) and lead the drafting of an SEA / SH Action Plan and Accountability and Response Framework in accordance with the guidance in the [World Bank Good Practice Note on Addressing SEA and SH in IPF Projects Involving Major Civil Works](#), and based on the project's risk assessment and proposed mitigation measures outlined in the ESMF;
- Contribute to the integration of specific GBV and SEA / SH clauses in the bidding documents as well as in contracts, and support the PCU in the evaluation of Contractors' safeguards instruments as they relate to the mitigation SEA / SH risks (including Contractors' Codes of Conduct, contractor ESMPs and other instruments, and the appropriateness of worker training plans);

- Support the PCU in the development of a plan for identification and mapping of GBV / GRM service providers within the project areas, to enable safe and effective referrals in the event that incidents are reported to the project. Service providers identified should include at minimum healthcare providers, psychosocial support providers, legal / justice and security actors, and livelihoods providers and / or shelters, and should include plans for a basic assessment of the quality of services.
- Using a survivor-centric approach as the main guiding principle, support and lead the adaptation of the project's Grievance Mechanism to address GBV/SEA/SH allegations, to include:
 - i. Support the PCU to determine how SEA/SH allegations will be addressed by the Grievance Mechanism, PCU and contractors, using the guidance of the World Bank Interim Technical Note on Grievance Mechanisms for SEA and SH in World Bank-financed Projects.
 - ii. Develop a protocol to reflect the procedures for GBV/SEA/SH allegations (and as needed provides updates for the Project Operations Manual).
 - iii. Develop training materials for Grievance Mechanism operators and project actors on the survivor-centered approach, confidentiality, and survivor safety; the Grievance Mechanism's specialized GBV/SEA/SH procedures; and the safe and ethical referral of survivors to GBV service providers.
 - iv. Conduct preliminary training of Grievance Mechanism operators and ensure the functionality of reporting, referral and confidential data management procedures, and if necessary, support the roll-out of training to other project actors.
- Develop a strategy and materials for stakeholder and community engagement to raise awareness on the potential risks and impacts related to GBV, SEA and SH, existing mitigation measures and procedures for reporting incidents, and as-needed provide updates to the Project Operational Manual and COVID-19 Stakeholder Engagement Policy, and inform the preparation of Community Action Plans at project sites. The strategy should also include safe and ethical engagements with women and girls to determine trusted entry points for incident reporting and GBV service provision.
- Support the project's Social Safeguards Specialist and equip them to implement, deliver and monitor the SEA/SH Action Plan and the risk mitigation measures developed pursuant to this TOR throughout the life of the project.
- Build the capacity of the PCU and social safeguards staff to manage SEA/SH risks, and conduct training sessions for the PCU as necessary to design and implement the prevention, risk mitigation and response measures agreed upon in the SEA/SH Action Plan.
- Support the PIU to ensure GBV sensitive measures in social and capacity building activities at the community level, including:
 - Develop GBV trainings to women-led protection committees and women's CBOs members of GBV coalitions / networks on GBV core concepts and principles, risk identification, GBV mitigation measures, GBV case management and referral pathways, participatory safety audits at community level, and sex- age and disability-disaggregated data (SADDD).
 - Provide technical support and guidance to project partners in planning and implementing female and male youth-led community initiatives that promote GBV preventive measures
 - Provide capacity building support for service providers in gender responsive service delivery and multisectoral GBV responses in alignment.

- Build the capacities of women led organizations on GBV risks and mitigation strategies, referral pathways, participatory safety audits at community level, and sex- age and disability-disaggregated data (SADDD).
- Support the PCU to identify opportunities to develop proactive GBV prevention and response initiatives within the project’s components, including addressing GBV in the tourism sector

5. Expected Output and Schedule of Deliverables

Key deliverables will be as set out above in the Scope of Work. Further, the Consultant will produce the following reports:

- **Inception Report:** A brief inception report to outline the work plan and deliverables of the consultant, define her/his tasks in line with the Scope of Work above and the planned implementation periods and schedules, and identify target submission dates for each task. The inception report should be brief and should include the schedule of tasks in chart form, which will be based on discussions with the PCU and the status of various project activities. The inception report, once approved, will serve as the consultancy’s baseline for the management and monitoring of the tasks.
- **Monthly Progress Report:** The consultant shall prepare brief Monthly Progress Reports covering the consultant’s activities and progress towards achieving the objectives in this ToR and deliverables, as well as identified areas of weaknesses and strategies for improvement. The reports shall provide a brief but comprehensive end-of-month progress assessment with details of impediment to the works and proposals for overcoming them. These reports shall be submitted within the first week of the succeeding month.
- **Final Report:** a draft final report shall be submitted within the first week of the last month of the assignment, containing a brief summary of deliverables. A final report shall be delivered within the last week of the assignment.

All reports shall be written in English and presented in hard and soft copies

6. Accountability

The contract to be issued for this assignment will be performance based and payments will be directly linked to agreed milestones and delivery timelines.

7. Reporting Arrangement

The Consultant will work closely with the Social Safeguards Specialist in the Project Coordination Unit and will report to the Project Coordinator.

8. Duration of the Assignment

The total length of the assignment will be 6 months.

9. Reporting Requirements

The GBV Consultant will operate within the Project Coordination Unit and will report to the Project Coordinator. The Consultant will work closely with the Social Safeguards Specialist in the PCU and where necessary build their capacity to ensure effective implementation of SEA/SH risk mitigation measures.

10. Qualification, Skills, Knowledge and Competencies

- Advanced University degree (Master’s or higher) in social sciences, gender, public, community health, development studies or a similar discipline;
- Have significant experience in directly addressing gender-based violence issues.

- Minimum 7 years of practical working experience in gender mainstreaming.
- Strong experience (at least 5 years) in carrying out participatory gender equality analysis, developing the theory of change, refining results frameworks towards gender mainstreaming and developing gender action plans. experience with Grievance Redress Mechanisms also a plus;
- Experience in utilizing the following international tools: GBV Standard Operating Procedures; GBV Information Management System; IASC GBV Guidelines; IASC Gender Handbook; GBV Coordination Handbook; WHO Ethical and Safety Recommendations for Researching, Documenting and Monitoring Sexual Violence in Emergencies; the global Essential Services Package for Women and Girls; or other similar accepted tools;
- Knowledge and experience working on World Bank safeguards policies, operations and projects is highly desirable.
- Knowledge and experience with the laws and context related to gender and GBV in Sierra Leone is highly desirable.
- Excellent oral and written English communication skills and the ability to present and facilitate sessions in plain language; with a good command of IT tools (word processing, spreadsheets, PowerPoint etc.)
- Excellent interpersonal, problem-solving, diplomacy and team skills, and the ability to work with a range of stakeholders with diverse viewpoints.

Mode of Application

Note: The Consultant will be selected in accordance with Individual Consultant (IC) method set out in the Consultant Guidelines: Selection and Employment of Consultants under IDA Grants by World Bank Borrowers, (July 2016, Revised November 2017, 2018 and fourth edition 2020). The evaluation shall be based on the relevant qualification and experience of the individual Consultant. All applications in writing should be accompanied by up-to-date Curriculum Vitae and supporting documents (Note: do not send originals) with the names and addresses of three referees, one of which should be the last or current employer and addressed to:

The Head of Procurement

Project Fiduciary Management Unit
 Ministry of Finance
 13a Howe Street Freetown
 Tel: +23276672186

or

By E-mail application as attachment (including all supporting documents)

to: **sleconomicdiversification@gmail.com**

Please indicate clearly on the envelop (in the case of hard copy application) or in the email subject heading and attachment (in the case of electronic applications) the post for which application is made.

Closing Date:

The Closing Date and time for receipt of applications is 12th November 2021 at 16:00pm.

Only short-listed consultant will be contacted