



# Appraisal Environmental and Social Review Summary

## Appraisal Stage

### **(ESRS Appraisal Stage)**

Date Prepared/Updated: 12/01/2022 | Report No: ESRSA02185



**BASIC INFORMATION**

**A. Basic Project Data**

Country	Region	Project ID	Parent Project ID (if any)
Djibouti	MIDDLE EAST AND NORTH AFRICA	P178332	
Project Name	JSDF-Djibouti: Promoting Women's and Community Resilience in the Fight Against Gender-Based Violence		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Social Sustainability and Inclusion	Investment Project Financing		12/15/2022
Borrower(s)	Implementing Agency(ies)		
Republic of Djibouti	Ministry of Women and Family		

**Proposed Development Objective**

The Project Development Objective is to promote women’s and community resilience to GBV in Boulaos and Balbala, Djibouti City, through: (i) GBV community-based prevention programs including skills development and livelihoods support for at-risk young women and girls; (ii) community awareness and mobilization; and (iii) capacity-building to improve the quality of psychosocial and counseling services utilized by GBV survivors.

To achieve its objective, the project will pilot locally based interventions that reduce GBV vulnerabilities by combining both (i) prevention measures for at-risk populations through the provision of soft skills, technical and business development trainings, start-up support consisting of grants for income-generating activities, and post-grant follow-up and mentorship; and (ii) community-based prevention and response measures through community mobilization for behavioral change, and capacity building to improve the quality of psychosocial counselling services. It is expected that project beneficiaries, including at-risk and victims of GBV, their households and community members in impoverished districts of Boulaos and Balbala will benefit from the project’s livelihoods support activities as they will lead to an increased participation of vulnerable women in the local economy, combined with GBV prevention and response interventions that will contribute to an enabling environment for women’s participation and empowerment.

Financing (in USD Million)	Amount
<b>Total Project Cost</b>	<b>2.75</b>

Public Disclosure



**B. Is the project being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?**

No

**C. Summary Description of Proposed Project [including overview of Country, Sectoral & Institutional Contexts and Relationship to CPF]**

The proposed project is structured around 3 main components:

Component 1: Livelihoods support for at-risk adolescent girls and young women who dropped out of school (approx. US\$ 1,649,000)

The objective of this component is to provide skills development and livelihoods support to at least 1,000 at-risk adolescent girls and young women through two sub-components: (i) life skills, technical and vocational training; (ii) and support for income generating activities. Beneficiaries are women or girls who dropped out of school, and integrated the Center for Social Action and Women Empowerment (Centre d'action sociale pour l'autonomisation des femmes - CASAF) managed by the MWF in Balbala or the Second Chance School (Ecole de la Seconde Chance) managed by the UNFD, or the Boulaos Training Center (CFB). All of these schools target young girls and women who have dropped out of school, have left their families, or come from families below the poverty level.

Sub-component 1.1.: Life, technical and management skills to increase entrepreneurship and employability

The project will pilot an innovative non-formal educational program that combines life/ soft skills and entrepreneurship trainings to at least 1,500 young women at-risk of GBV from vulnerable backgrounds in Balbala and Boulaos. The beneficiaries would have completed the curriculum of one of the two schools targeting at-risk women and girls managed by the MWF and the UNFD and of the Boulaos Training Center, alias former Ecole Ménagère (CFB). The modules that are designed to enhance the employability and business skills of trainees will be identified based on a rapid local labor market assessment combined with a needs assessment carried out through consultations and interviews with beneficiaries and relevant stakeholders at community level at the inception phase of the project. The curriculum package could include on an indicative basis: (i) life skills that promote entrepreneurship and employability (i.e. critical thinking, problem-solving and creativity relevant to the entrepreneurship theme), employment (e.g. leadership, inter-personal communication, time and stress management, etc.) and empowerment (e.g. positive parenting, and awareness-raising about various forms of GBV including domestic and intimate partner violence, etc.); and (ii) technical and management skills that are essential to prepare and implement micro and small entrepreneurship activities, including financial literacy and accounting, business management and administration, marketing, etc. The training package will run over a short period of about two months.

Sub-component 1.2.: Support for income generating activities and micro-entrepreneurship

All trainees who complete the program and present an economically viable and environmentally sustainable business project or professional plan will receive funding and/ or equipment to implement their income generating activity. Support will be granted and tailored based on the feasibility of the micro entrepreneurship proposal submitted by the cohort participants. Feasibility assessment criteria will include cost, timeframe for implementation and market



demand. Proposals that bring two or more young women together will be encouraged as it will contribute to mutual learning, greater cohesion, and cost-efficiency by increasing the business activity survival rate. Furthermore, beneficiaries will be required to match a certain amount (up to 15%) of the grant value with in-kind or financial contribution to create a greater sense of ownership, therefore improving the chance of success with sustained results. In addition to the business start-up capital, beneficiaries will be provided with mentorship support and career/business coaching assistance delivered by the contracting NGO during the first 6 months following the start of the income generating activity.

This sub-component is designed to provide sub-grants. The MWF will be responsible for providing seed grants to eligible beneficiaries to enable the start-up or expansion of their small business per their approved business plan. The sub-grants will not exceed the amount of US\$ 1,000 per beneficiary, and will be disbursed in two tranches of 50% each, the second tranche being conditional on implementation progress made of the business activity. The review committee in charge of reviewing business plans and approving the matching grants beneficiaries will comprise of representatives from the MWF, UNFD, local government representatives including from the Ministry of National Education and Professional Training (Ministère de l'Éducation Nationale et de la Formation Professionnelle - MENFOP), representatives of the business community and any other specialized staff from the contracted service provider. Details on the mechanism and composition of the grants review committee will be provided in the Project's Operations Manual.

#### Component 2: Community-based interventions and capacity-building for GBV prevention and response (US\$ 692,000)

This component aims at supporting community-based interventions and capacity building for GBV prevention and response through the following two sub-components: (i) fostering community behavioral change and mobilization; and (ii) technical support to provide psychosocial and counseling services. Households and communities targeted under Component 2 will be those of the beneficiaries selected under Component 1. The community-based interventions and capacity building activities (Component 2) will be simultaneously implemented with livelihoods support (Component 1) to maximize positive results as both will jointly contribute to an enabling environment for at-risk populations participation in the local economy, including by mitigating risks of economic violence, one of the manifestations of intimate partner violence.

##### Sub-component 2.1.: Fostering community behavioral change and mobilization

This sub-component seeks to implement community awareness raising interventions, targeting at least 3,000 community members. Sensitization activities will take place through workshops and trainings and will notably cover specific forms of GBV that are not currently part of awareness campaigns – such as intimate partner and non-partner violence, including rape, sexual assault, physical violence, emotional and psychological violence, and economic abuse. This will be conducted by members of the CBOs referred to earlier as well as public school personnel, who tend to be at the front-line in their interaction with GBV survivors and at-risk populations. Acting as change agents and peer educators for the community or for the target school students, CBOs members and a number of school personnel will be trained by the lead NGO on how to sensitize community and households' members on different forms of GBV, and to ensure awareness campaigns are inter-generational and include men and boys to increase chances for transformative gender attitudes, including at household level. Household members of projects beneficiaries receiving livelihood support (provided under Component 1) will be specifically targeted to be actively engaged in awareness



building initiatives and mitigate potential adverse effects. A detailed mapping of relevant CBOs that will be further targeted and actively engaged through the project will be carried out at appraisal stage.

At the inception phase of the project, a rapid mapping of existing social groups within the target communities will be conducted to identify groups comprised of both men and women, or exclusive to either men or women (e.g., men's sports groups, women's saving groups, etc.) to specifically target them to implement the behavior change interventions, and thereby increase the chance of retaining their attention and optimizing the success and impact of the outreach activities throughout the project cycle. Furthermore, awareness raising sessions will take place as part of periodic recreational activities (e.g., tea/ coffee sessions, henna application, hair and nails care sessions, etc.). When feasible and subject to interest from the beneficiaries of micro-entrepreneurship activities (sub-component 1.2.), such awareness raising activities could take place at their business locations after the start of income generating activities supported by the project. In addition to representing a safe space for exchanges among women, it will create opportunities for the beneficiaries under sub-component 1.2. to increase potential for social and economic benefits through the project.

Specific attention will be paid to engage men and boys, local leaders, and having an inter-generational approach including couple counseling and positive parenting to contribute to norm and attitude change at the community-level. Each community-based organization will develop its own action plan with concrete sensitization activities to prevent these forms of violence and to ensure ownership and buy-in at the community-level.

The MWF will contract with UNFD to support notably through its active network of Community Management Committees (CGCs) and Grandmothers Club, the implementation of community sensitization and mobilization activities.

#### Sub-component 2.2. Technical support for providing psychosocial and counseling services

This sub-component is designed to strengthen the capacity of key GBV services providers, namely the UNFD and MWF staff who work directly with survivors and at-risk populations, i.e., vulnerable young women and girls, in providing psychosocial and counseling support. The targeted staff, which will include social workers and case workers, will benefit from formal training, mentorship and hands-on support. Throughout the project, trainings and capacity building on psychosocial and counseling services will be provided by a specialized contractor hired by the project with the objective of reinforcing capacities of both the MWF, as the line ministry in charge of promoting women's empowerment and protection through its network social workers, and the UNFD as the leading local NGO providing assistance and protection to vulnerable women and girls. The MWF and UNFD will gradually benefit from a Training of Trainers (ToT) and will be able to train more Djiboutian institutions such as the relevant national directorates decentralized across the country and community organizations until being autonomous on basic psychosocial and counseling services. Given the lack of counselors in the country, the rationale for strengthening GBV services with this particular focus is to fill the gap by increasing the number of GBV partners who are able to respond to psychosocial needs of GBV survivors. The ToT approach will help increase capacities in the long run of GBV services providers, relevant CBOs and stakeholders in addressing the psychosocial and counseling needs of GBV survivors. The GBV counselor who will be hired for capacity building will be required to develop a simplified handbook compiling best practices ranging from basic psychosocial support to GBV case management as the latter is often the primary entry point for survivors to benefit from expanded services such as psychosocial and counseling services. All capacity



building materials developed by the counselor will need to be consistent with international GBV standards and guidelines while being adapted to the specific context of Djibouti. A transition and sustainability plan for the handover process by the target stakeholders will be proposed as part of the counselor's duties.

In addition, relevant focal points who are in regular contact with populations that are at risk of GBV, or who play an active role in the implementation of the national protocol against GBV, will also benefit from capacity-building on psychosocial support. Targeted additional beneficiaries include (i) key focal points identified in the education sector selected on a pilot basis (i.e. teachers, principals, academic advisors, nurses) from public high schools and vocational training centers in Djibouti City; (ii) key focal points identified in the health sector (i.e.; hospital staff to whom GBV survivors are referred to; and (iii) community-based organizations/ members selected on a pilot basis in project's locations who are working on the frontline with GBV survivors including in instances where the survivor seek support or in case of informal family mediation. In the education sector, the training sessions will be incorporated to the regular annual trainings of public personnel and teachers, while in the health sector and with CBOs, specific training arrangements will be agreed upon between the MWF and the selected service provider on the basis of the preliminary assessment made by the latter while ensuring it allows for a cost-efficient training delivery model. Trainings will include guidance and tools on how to recognize signs of abuse, promote safe and confidential reporting, and provide psychosocial support.

### Component 3: Project Management and Administration, Monitoring and Evaluation, and Knowledge Dissemination (US\$ 409,000)

This component will support the following activities: (i) project management for the coordination and implementation of activities including some operating costs; (ii) project monitoring and evaluation activities, including a community participatory approach for community-based interventions (iii) preparation of the final evaluation report including lessons learned; (iv) environmental and social risk management; (v) participatory evaluations; and (vi) annual audits.

#### Sub-component 3.1. Project Management and Administration

A Project Management Unit (PMU) established at the MWF which will be in charge of the overall coordination, including environmental and social risk management and fiduciary management of project's activities. The PMU team will mainly include MWF staff seconded to the PMU, in addition to individual consultants with specific expertise. The composition of the team will be further described at appraisal stage.

#### Sub-component 3.2. Monitoring and Evaluation

The PMU will set up a participatory Monitoring and Evaluation (M&E) mechanism to track progress and results of the project's activities during the implementation of the project. Further to the support from the lead NGO in collecting, analyzing and reporting data related to project's activities, a locally appropriate participatory M&E system will be developed to contribute to the ownership and commitment of the target communities and sustain the results of project's activities. The participatory M&E approach will be primarily used for the community-based interventions such as to measure community behavioral change regarding GBV. Lessons learnt will be captured for knowledge sharing throughout the project cycle, including as necessary to adjust project's activities/ respond to new



circumstances, and to inform future programming. Furthermore, a process evaluation will be included in the M&E strategy to monitor the implementation through ongoing feedback and adaptive management - the project's Grievance Redress Mechanism (GRM) will be an essential tool for facilitating the process evaluation, in addition to focus group discussions with community members and semi-structured interviews with community leaders and other relevant stakeholders.

### Sub-component 3.3. Knowledge dissemination

Lessons learnt will be captured for knowledge sharing throughout the project cycle, including as necessary to adjust project's activities/ respond to new circumstances, and to inform future programming. A knowledge management specialist will be contracted to consolidate and analyze lessons learned during project implementation. Lessons learned would be disseminated in specific events where project's beneficiaries will have an opportunity to express themselves and present how the project's interventions have impacted their lives, results and success stories, but also challenges specific to Djibouti context that could have been faced and means through which the project would have been able to address them. These events will be documented and covered in the media. Djibouti government officials and the Government of Japan, as well as development partners will be invited to further share experience and raise awareness of the importance of investing in vulnerable and at-risk populations for their economic empowerment, but also to invest at household and community levels to foster an enabling environment free of GBV and conducive to women participation.

## **D. Environmental and Social Overview**

### D.1. Detailed project location(s) and salient physical characteristics relevant to the E&S assessment [geographic, environmental, social]

Women and girls in Djibouti are at high risk of various forms of gender-based violence (GBV). According to the United Nations Population Fund (UNFPA) 2017, 78.4% of girls and women aged 15-49 years have undergone female genital mutilation/cutting (FGM/C). In the meantime, the prevalence of FGM/C is lower for girls among 10-19 years (79.6%) compared to women aged 40-49 years (97.6%). Rates of early marriage are also more than twice higher in rural areas (27%) compared to urban areas (10%), where the level of literacy is very low for women over the age of 15 in rural areas (15.7%) than in urban areas (51%). 11.4 percent of are forced into to their marriage, with higher level of non-consenting girls to early marriages (in rural areas, 50.3% of girls non-consenting to early marriages compared to 28% of women non-consenting to non-early marriages). While intimate partner violence (IPV) remains strongly underreported, 7.9% of non-single women reported lifetime physical violence from their husband/partner and 6% of single women reported violence from family members. Moreover, incidences of physical IPV and sexual IPV are reported to be higher in rural area (9.2% and 7.4%, respectively) compared to urban areas (7.6% and 4.8%, respectively). 9.4% of non-single women have reported at least one instance of psychological IPV in their lifetime (no distinctions between rural and urban areas) (MFF et INSD, 2020). Economic violence, which is a form of domestic violence that involves making a person financially dependent by maintaining control over financial resources and/or forbidding attendance at school or employment is also highly prevalent in Djibouti. Indeed gender-based discrimination often condemns women to precarious and poorly paid jobs and allows only a small minority of women to reach higher positions.





The Djibouti federal government has taken many administrative and legal actions to outlaw GBV and reduce its occurrence. The Ministry of Women and Family (MWF) collaborates with the National Union of Djiboutian Women (UNFD) to combat GBV. This collaboration advocates for better legal protections for women and also provides counseling services to victims of GBV. Despite legal and policy progress, law enforcement and policy implementation has lagged, access to services remains limited, especially in rural areas, some types of GBV are still not being addressed, and the psychological support to survivors in particular, is extremely limited. Law enforcement and policy implementation has also been limited due to weak institutional capacity, and discriminatory norms and traditions.

Project activities for component 1 (livelihoods support) will take place in the underserved area of Balbala and Boulaos in Djibouti-city through three schools targeting at-risk women and girls managed by the MWF, the UNFD and the Ministère de l'Education Nationale et de la Formation Professionnelle (MENFOP). According to the Fourth Household Survey on Social Indicators (EDAM 4-IS 2017), Balbala community is characterized by the highest poverty rates among refugees and host communities with limited access to health and basic services. Its poverty rate is the highest of the city with 35.2 to 33.6% (respectively in arrondissements 4 and 5), compared to 28.2% for the city as a whole. Boulaos community is also a vulnerable population with poverty rates of 15.4% to 22% (respectively in arrondissement 3 and 2). Results from EDAM 4 2017 also show that national literacy rate remains low at 53% with considerable geographic and gender disparities (Djibouti city 59%, other regions 29%). The three institutions provide vocational training for girls who have dropped out of school, have left their families, or who are from families below the poverty level. Component 2 (community-based interventions and capacity building) will also be implemented in Boulaos and Balbala through the targeting of community-based associations (CBAs) and personnel from public schools that are not targeted by other development programs as well as the UNFD and MWF staff who deal directly with survivors and at-risk populations in providing psychological and counseling support. Component 3 is focused on support for project management.

**D. 2. Borrower's Institutional Capacity**

The implementing agency will be the Ministry of Women and Family (MWF), which leads and coordinates the development and implementation of national strategies and programs to combat GBV, including the establishment of a national protocol on GBV. The MWF has little experience in managing donor-funded projects, and none in managing WB-funded operations, especially in implementing the Environmental and Social Framework (ESF). The MWF will hire or appoint an environmental and social specialist as well as 3 environmental and social focal points within each of the three providers or partners. The MWF will contract three providers or partners to implement the project, one to manage activities related to life skills, technical and vocational training and support for income generating activities under component 1, a second one to manage activities related to fostering community behavioral change and mobilization under sub-component 2.1 and a third one to provide training and capacity building for psychosocial and counseling services under sub-component 2.2. During project implementation, MWF and the three providers or partners will benefit from capacity building support, including training activities and handholding support.

**II. SUMMARY OF ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS**

**A. Environmental and Social Risk Classification (ESRC)** Moderate

**Environmental Risk Rating** Moderate

Public Disclosure





The overall project environmental risk is considerate Moderate. The activities supported by the Program are not expected to have any significant negative environmental impacts. The project sub-component 1.2 Support for income generating activities, will potentially generate limited risks and impacts on environment that are deemed predictable, temporary, reversible, low magnitude, site-specific. The main environmental risk is linked to Occupational and community Health and Safety (OHS) with COVID-19 transmission among project workers and communities as a result of project activities. The Project will be implemented in Djibouti city, more specifically in Balbala and Boulaos. Large crowds during trainings and workshop pose a risk of getting infected with COVID 19 if not properly managed. The project will finance small scale livelihood interventions for at-risk population through service and procurement of goods and micro credit that potentially may impact the environment (e.g., livestock related activities). These activities are likely to be micro-scale and can be managed at locality level to ensure that any negative cumulative impact can be avoided or mitigated. The relatively low amounts of the fund (\$1,000 per beneficiary) will limit sub-projects to small-scale activities and exclusion list will be used to select eligible sub-project. Other risk are linked to the limited environmental and social implementation capacity of the implementing agency.

**Social Risk Rating**

Moderate

Key social potential risks and impacts of the project include 1) Risks related to unequal project beneficiaries selection: (i) the risk of inequalities in accessing project benefits, including potential risk of elite capture; (ii) eligibility criteria not well-designed, transparent or appropriately disseminated (iii) the risk of weak disclosure of project information (iv) risk of social conflict; (2) Risks created from income generating activities under component 1, such as (i) lack of labor force protection, including child labor and the risk of failure to comply with the labor standards of non-discrimination; (ii) potential risk of economic violence for project benefit captured by family members, particularly intimate partners. Moreover, the risk of exposure or propagation of COVID-19 during the implementation of activities, both in terms of community exposure and exposure of project workers will also apply. Measures are proposed in the environmental and social management framework (ESMF) and stakeholder engagement plan (SEP) to mitigate those risks. In this perspective, the social risk associated with the project is rated as moderate.

**B. Environment and Social Standards (ESSs) that Apply to the Activities Being Considered**

**B.1. General Assessment**

**ESS1 Assessment and Management of Environmental and Social Risks and Impacts**

**Overview of the relevance of the Standard for the Project:**

This standard is relevant. The project development objective is to contribute to improving GBV prevention services and livelihood intervention for at-risk population. The project under sub-component 1.2 will finance income generating activities and micro-entrepreneurship of women and girls who will have benefited from the non-formal educational program under sub-component 1.1 through the three schools targeting at-risk women and girls managed by the MWF, the UNFD and the MENFOP. Trainees will have to complete the program and present an economically viable and environmentally sustainable business project or professional plan to implement their income generating activity. Beneficiaries will be required to match approximately 10% of the grant value with in-kind or financial contribution to create a greater sense of ownership. The grant to be provided through the project is likely to be around 1000 dollars disbursed on two times. Examples of vocational training to be provided under component 1 include hospitality, food service, sewing, hairdressing, etc.. Therefore, it is very likely that the type of projects to be implemented will be of small-scale.

Public Disclosure



The MWF as the implementing agency prepared an ESMF which sets out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts of the income generating activities to be funded by the project. For component 1, girls and women to participate in the training then to receive the grant, will be enrolled in one of the three schools targeting at-risk women and girls managed by MWF, UNFD and the MENFOP. The feasibility assessment criteria of their proposals will include cost, timeframe for implementation and market demand. Proposals that bring two or more young women together will be encouraged as it will contribute to mutual learning, greater cohesion, and cost-efficiency by increasing the business activity survival rate. Participants will be requested to submit a project document. A committee will be in charge of evaluating and selecting eligible projects. A negative list is included in the ESMF. If a project will require a full Environmental and Social Impacts Assessment (ESIA), it will not be selected. For eligible activities, a simplified diagnostic sheet of environmental and social impacts will be prepared. For component 2, targeted stakeholders will include members of the community based organizations (CBOs) as well as public school personnel, who tend to be at the front-line in their discussions with GBV survivors and at-risk populations. Specific attention will be paid to engage men and boys, local leaders, and have an inter-generational approach to contribute to norm and attitude change at the community-level. A mapping of stakeholders who can possibly have influence on the community may be conducted.

The ESMF provides generic guidelines at this stage for the selection of target groups. During implementation, as the capacity of the MWF is built detailed procedures will be strengthened. The ESMF and the SEP clearly set out that eligibility criteria will be communicated widely and transparently with the community members to ensure that the selection of target groups is done in an inclusive manner, especially for the most vulnerable groups (e.g. refugees and migrants). The ESMF contains provisions to ensure that potential labor risks, including child and forced labor, discrimination and sexual harassment, are properly addressed in practice as well as throughout all the project documentation. The ESMF also contains provisions to ensure that a system is in place to receive grievances and findings of the consultation activities conducted as part of the preparation of the ESMF, including training needs to be included in the non-formal educational program under sub-component 1.1.

### **ESS10 Stakeholder Engagement and Information Disclosure**

This standard is relevant. The project will involve various stakeholders that were identified in the SEP prepared by the implementing agency. Project affected parties include 1) at-risk adolescent girls and young women who live in the underserved area of Balbala and Boulaos who attend the Center for Social Action and Women Empowerment (Centre d'Action Sociale et d'Autonomisation des Femmes- CASAF), managed by the MWF, the Second Chance School, managed by the UNFD and the former Ecole Ménagère, managed by the MENFOP; 2) community members, including men and boys, who will benefit from the awareness campaigns; and 3) psychosocial service workers who will benefit from technical assistance. Other interested parties include 1) communities of the direct beneficiaries including their spouses or parents; 2) CBOs working in the neighborhoods where the project is implemented; 3) local authorities; and 4) officials of partner public institutions or those intervening with the same beneficiaries. Vulnerable groups include 1) persons with disabilities ; and 2) migrants and/or refugees.

Project is designed in a way to be interactive with community members. In component 1, training modules designed to enhance the employability and business skills of trainees will be identified based on consultations with key beneficiaries during project preparation. In component 2, specific attention will be paid to engage men and boys,



local leaders, and have an inter-generational approach including couple counseling and positive parenting to contribute to norm and attitude change at the community-level.

Building on project design, the SEP includes needs of each of the identified stakeholder and means for engagement and information disclosure. The SEP also describes the project-level GM and includes a referral system for SEA/SH related complaints to either the UNFD listening unit for complaints coming from adults or to MFF social workers for complaints coming from minors. Given the context of the COVID-19 pandemic, virtual means of communication or any means minimizing face-to-face interactions are preferred. Face-to-face meetings with limited number of individuals with appropriate physical distancing and mask wearing is also preferred. The SEP follows national laws and guidelines as well as guidance and technical notes from the World Health Organization (WHO) and the World Bank on consultation and stakeholder engagement in the context of COVID-19.

MWF has already conducted numerous consultation activities during the preparation of the project. In January, activities were conducted with young women trainees of the two targeted schools as well as with government agencies, UN partners and civil societies, who work with survivors of GBV. Discussions revolved around constraints and barriers for GBV survivors in accessing services as well as the persisting cultural norms and taboos on the ground and the rise cases of rape and sexual harassment despite the enabling legislation. Young women trainees expressed a need for in-kind support and a need to develop skills to better prepare them for the business world. The SEP includes their training needs. On April 18, 2022 a public consultation session was conducted to present findings of the ESMF. Proposals for the selection of participants were discussed as well as how to ensure that grants under component 1 will be well used and projects will be sustained. Moreover, GBV related risks, including economic violence and SEA/SH were also discussed. A follow up session with UNFD was also carried out to discuss the above mentioned issues. Given the sensitive nature of GBV, including the stringent ethical guidelines to follow when approaching survivors of GBV, and the challenges posed by the COVID-19 pandemic, the team has not sought to carry out direct consultations with GBV services beneficiaries.

## **B.2. Specific Risks and Impacts**

**A brief description of the potential environmental and social risks and impacts relevant to the Project.**

### **ESS2 Labor and Working Conditions**

This standard is relevant. Key workers under the project include around 11 direct workers such as civil servants working for MWF and consultants to be hired to conduct the technical assistance including formal training and hands-on support. About 23 contracted workers will be hired for the implementation of activities under component 1, sub-components 2.1 and 2.2. The project will also include about 100 community workers, including NGO staff who may be provided to advance the quality of the technical assistance and to manage the non-formal education related activities and to engage specialists to conduct group-based training sessions as well as members of CBAs who will participate in sensitization activities under sub-component 2.1.

Key risks associated with this standard include: (i) exposure of project workers to COVID-19; (ii) compliance with labor and working conditions; (iii) risks of child labor and forced labor; (iv) risks of discrimination and unequal opportunities and (v) risks of non respect of workers' right to organize. Finally, although the risk of sexual exploitation and abuse is deemed to be moderate, the risk of sexual harassment in the workplace cannot be entirely eliminated.



Given the expected limited number of employees required for this project, proportionate Labor Management Procedures (LMP) are included in the ESMF prepared by the Borrower. The LMP includes requirements for: working conditions and terms of employment, non-discrimination and equal opportunity, worker's organizations, child labor and minimum age, forced labor, labor grievance mechanisms and Occupational health and safety (OHS), including a protocol to mitigate the spread of the COVID-19 and manage cases associated with the workforce.

### **ESS3 Resource Efficiency and Pollution Prevention and Management**

This standard is relevant. The project is not anticipated to finance livelihood activities that will lead to significant use of energy or water. The relatively low amounts of the fund (\$1,000 per beneficiary) will limit sub-projects to small-scale activities. However, there is still a potential environmental footprint, though minimal (e.g., indiscriminate disposal of waste (e.g., plastic, solid waste etc.)) with small scale livelihoods activities. The ESMF includes an exclusion list to limit the scope of the type of activities that the project can finance as a screening tool for subprojects proposal (e.g., sub project requiring significant use of energy or water or generate an important amount of waste). Also included in the ESMF are measures for the prevention and management of waste, pollution and excessive consumption of water and energy that will be cascaded into the legal agreement with beneficiaries.

### **ESS4 Community Health and Safety**

This standard is relevant. The main risk is the propagation of COVID-19 as a result of project activities. The project is not expected to generate labor influx. The project will not require the involvement of security forces. The ESMF identifies all these risks/impacts and propose mitigation measures, such as the preparation of a simplified diagnostic sheet of environmental and social impacts. Measures to prevent and sanction incidents of SEA/SH are also integrated into the ESMF. Those include all project workers to sign a code of conduct that will be prepared and awareness raising about the topic of SEA/SH and GBV at large to be conducted.

### **ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement**

This standard is not relevant. The project does not involve land acquisition.

### **ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources**

This standard is not relevant at this stage. So far, the project activities will not be implemented in areas where adverse impacts on biodiversity and habitats can occur. The ESMF will provide the exclusion list of activities and sites.

### **ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities**

There are no communities in Djibouti that fulfill this ESS' definition of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Communities.

### **ESS8 Cultural Heritage**



This standard is not relevant. The project will not affect the cultural heritage. There is no constructions/civil works under this project.

**ESS9 Financial Intermediaries**

This standard is not relevant. There is no financial intermediary involved in this project.

**C. Legal Operational Policies that Apply**

**OP 7.50 Projects on International Waterways** No

**OP 7.60 Projects in Disputed Areas** No

**B.3. Reliance on Borrower’s policy, legal and institutional framework, relevant to the Project risks and impacts**

**Is this project being prepared for use of Borrower Framework?** No

**Areas where “Use of Borrower Framework” is being considered:**

The use of the Borrower Framework is not being considered for this project

**IV. CONTACT POINTS**

**World Bank**

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**Borrower/Client/Recipient**

Borrower: Republic of Djibouti

**Implementing Agency(ies)**

Implementing Agency: Ministry of Women and Family

Public Disclosure



## The World Bank

JSDF-Djibouti: Promoting Women's and Community Resilience in the Fight Against Gender-Based Violence  
(P178332)

### V. FOR MORE INFORMATION CONTACT

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### VI. APPROVAL

Task Team Leader(s):	Eloise Sophie Fluet, Djeina Issa Kalidi
Practice Manager (ENR/Social)	Lia Carol Sieghart Cleared on 21-Jul-2022 at 15:24:14 GMT-04:00