

NYAMAGASANI 1&2 GBVH ACTION PLAN 2025/2026 (updated 22/1/2025)

Strategic Result	Activities	Status & Time frame	Primary Responsible
Result 1	Achieve timely GBVH case closure, prevention and response mechanism implemented in Kyarumba and Kyondo Sub Counties		
1.1	GBVH Case Management Strengthened in Kyarumba and Kyondo Sub-counties		
a)	Engage a specialized Gender-Based Violence and Harassment (GBVH) expert entity, in collaboration with Kasese District, to manage 41 GBVH cases.	Completed Oct-Dec 2024	Project Companies and VS Hydro
b)	Development of TOR for GBVH Actor.	Completed Oct-Dec 2024	Project Companies and VS Hydro
c)	Recruitment of GBVH Actor through a competitive procedure.	Completed Oct-Dec 2024	Project Companies and VS Hydro
d)	Recruitment of Gender Officer by the Project Companies to give technical support to the implementation of the GBVH Action Plan.	Completed Nov-Dec 2024	Project Companies
1.2	Improve access to GBV services for survivors in Kyarumba and Kyondo		
a)	Strengthen GBV community Referral Pathways i.e., Enhance clear, efficient referral systems between healthcare providers, legal services, community-based case managers, and psychosocial support organizations to ensure timely and effective access to GBV services for survivors.	Ongoing Jan 2025-Dec 2026	GBV Actor (UGANET)
b)	Support identified GBVH actors to provide GBVH response services targeting GBVH cases (Materials, Supplies and Trainings).	Planned Apr 2025-Dec 2026	GBV Actor (UGANET)
c)	Hold 2-3 workshops and or seminars for GBVH relevant Service Providers (healthcare workers, Sub-County and district duty bearers, counselors, and social workers in GBV Case management and other relevant topics needed to support GBV survivors effectively.	Planned Workshop 1: Apr 2025 Workshop 2: Aug 2025 Workshop 3: Apr 2026	GBV Actor (UGANET)
d)	Conduct quarterly targeted awareness campaigns to raise awareness about GBV services available to survivors, focusing on breaking the stigma around seeking help and educating communities on where and how to access these services within the project area of influence.	Planned Apr 2025-Dec 2026	GBV Actor (UGANET)
1.3	Provide targeted support and services to 41 GBVH survivors		
a)	Establish dedicated Counseling and Psychological Support Services to mental health and psychosocial support to the GBVH 41 survivors.	Ongoing Jan-Jun 2025	GBV Actor (UGANET)
b)	Set up and Implement a GBVH survivors support fund to ensure access to services they need (health facilities, Police, Justice).	Ongoing Jan-Mar 2025	GBV Actor (UGANET)
c)	Implement Economic Empowerment Programs and Provide vocational training, financial assistance, Income generating activities, financial & entrepreneurial skills, and job placement services to help survivors rebuild their lives and achieve financial independence, as per individual recommendations.	Planned Apr 2025-Dec 2026	GBV Actor (UGANET)

c)	Provide access to specialized support services for survivors, such as counseling, legal assistance, and medical care. Ensure that these services are accessible, confidential, and tailored to the needs of the survivors.	Planned Apr 2025-Dec 2026	GBV Actor (UGANET)
d)	Establish/strengthen mediation structures in mediation for GBVH case management approach for cases related to child neglect especially.	Ongoing Jan 2025-Aug 2025	GBV Actor (UGANET)
1.4	Effective management of the Subject of Complaint (SOC) with adherence to protocols, ensuring fairness, transparency, and timely resolution		
a)	Refer all GBVH cases related to other actors for further case management by their senior management.	Ongoing Jan 2025- Apr 2025	GBV Actor (UGANET)
b)	Inform SOCs within the company's reach of the investigation findings, and where possible initiate fair hearing processes from the implied SOCs (if requested by the survivors).	Planned Apr 2025-Aug 2025	GBV Actor (UGANET)
c)	For SOCs who are no longer employees of the companies. 1. Blacklist the SOC from future employment within the company 2. Deny recommendation or certificate of good conduct if SOC has been traced and not willing to address the issue at hand	Planned Apr 2025-Dec 2026	Project Companies and VS Hydro
1.5	Increased GBVH Prevention actions implemented or Increased Intolerance to GBVH within Kyarumba and Kyondo Sub counties		
a)	Train community-based structures on GBVH (CBOs, faith institutions, cultural and community leaders) annually.	Planned Apr 2025-Dec 2026	GBV Actor (UGANET)
b)	Participate in Community Education and Awareness Campaigns and community-based campaigns to educate the community on the forms, consequences, and prevention of GBVH, emphasizing the importance of gender equality and respect.	Planned Apr 2025-Dec 2026	GBV Actor (UGANET)
c)	Train and empower community leaders in the sub-county, including religious and cultural leaders, to become advocates for GBVH prevention, promoting zero tolerance and creating a supportive environment for victims to come forward.	Planned Apr 2025-Jun 2025	GBV Actor (UGANET)
d)	Create safe spaces and establish support groups within communities where individuals can discuss GBVH issues openly, receive support, and access resources, fostering a culture of mutual respect and safety.	Planned Jan 2025-Dec 2027	GBV Actor (UGANET)
e)	Support integrating GBVH awareness and prevention into school curriculums, promoting respectful relationships, and equipping young people with the knowledge and skills to prevent and respond to GBVH.	Planned Jul 2025-Dec 2025	GBV Actor (UGANET)
f)	Support GBVH exchange for as among actors.	Planned Jul 2025-Dec 2025	GBV Actor (UGANET)
g)	Conduct annual audits and review GBVH case management practices to ensure they are effective and adhere to best practices. Use feedback from survivors and stakeholders to continuously improve the mechanism and address any gaps or issues.	Planned Dec 2026	Gender Consultant
h)	Train Frontier staff on GBVH and Frontier GRM annually.	Continuous	Gender Consultant

Result 2	Gender and GBVH considerations are integrated into company policies, strategic plans, operational guidelines, and actions, ensuring a comprehensive approach to addressing and preventing GBVH throughout all organizational levels		
2.1	Support the mainstreaming of gender and GBVH in Frontier policies, strategic plans, other operations guidelines, and actions as identified in the GBVH capacity assessment		
a)	Review and update policies guidelines to address gender and GBVH concerns. As identified in the GBVH capacity assessment.	Completed Mar 2022-Aug 2024	Frontier Energy
b)	Develop and operationalize guidelines and tools for mainstreaming gender and GBVH in policies and guidelines	Completed Aug-Dec 2024	Frontier Energy
c)	Ensure adverts have a clause on GBVH Zero Tolerance.	Continuous	Frontier Energy
d)	Ensure reference checking on issues of staff conduct about GBVH where possible.	Continuous	Frontier Energy
e)	Ensure orientation and induction of all Staff on GBVH and attain their commitment to Zero Tolerance.	Continuous	Frontier Energy
2.2	Partnership Management and GBVH Compliance		
a)	Clarify and communicate GBVH expectations to contractors and related actors regarding prevention and management.	Continuous	Frontier Energy
b)	Train and support contracted entities on GBVH, emphasizing their obligations.	Continuous	Frontier Energy
c)	Conduct regular monitoring of the implementation of GBVH measures.	Continuous	Frontier Energy
d)	Use GBVH compliance as a criterion for selecting contract services.	Continuous	Frontier Energy
Result 3	Enhanced internal capacity, with established protocols and trained personnel, for efficient and effective management of GBVH cases		
3.1	Establish and ensure internal capacity to manage GBVH cases		
a)	Implement secure Confidential Reporting Channels that allow survivors and witnesses to report GBVH cases without fear of retaliation or breach of privacy. This can include anonymous hotlines, secure online forms, or designated reporting officers.	Completed Aug-Dec 2024	Project Companies/ Frontier Energy
b)	Train personnel on GBV/SEAH and reporting mechanisms	Continuous	Project Companies/ Frontier Energy
c)	Create and enforce comprehensive protocols for managing SEAH cases, including procedures for investigation, documentation, and support. Regularly train staff and management in these protocols to ensure consistency and awareness.	Ongoing January-May 2025	Project Companies/ Frontier Energy
f)	Ensure, to coordinate and collaborate with sister companies for learning and strengthening prevention of GBVH	Continuous	Project Companies/ Frontier Energy