THE LIBERIA NATIONAL ACTION PLAN FOR THE IMPLEMENTATION OF UNITED NATIONS RESOLUTION 1325

ACKNOWLEDGEMENTS

It is with appreciation and profound gratitude that I acknowledge the tireless efforts of the various agencies of Government, civil society organizations, the United Nations, and other partnering international institutions, whose contributions have made this historical National Action Plan for the implementation of 1325 in Liberia, possible. The following persons, institutions and agencies have contributed significantly to make Liberia the first post-conflict developing country in Africa to have undertaken an inclusive and participatory bottom-up process to develop and launch a National Action Plan for the implementation of UN SC Resolution 1325.

The Government of Liberia is grateful to the United Nations system for supporting us to develop and complete the Liberian National Action Plan in time for its launch at the International Colloquium on Women's Empowerment, Leadership Development, International Peace and Security 2009. We especially thank UN-INSTRAW and UNMIL Office of the Gender Adviser for their provision of, and technical support to the consultants, Ms. Ancil Adrian-Paul and Madam Etweda Cooper. We also thank UNIFEM, UNDP and UNFPA for their ongoing support.

We extend our appreciation to all the women's groups, CBOs, the local NGOs, faith-based institutions, Traditional leaders, County Authorities and the international NGOs – especially Action Aid, the Danish Refugee Council, International Alert, Oxfam GB, and all others who contributed to this important endeavour. We would also like to thank WIPSEN, the Women in Peace and Security Network for their technical and professional support to the process.

On behalf of the Government of Liberia, we thank all the donors who have contributed funds to the process of developing the National Action Plan and who have already pledged funds for its implementation, including the Governments of Austria and Italy.

To the Ministers, Deputy and Assistant Ministers, Heads of Department and Agencies and others from within the Government of Liberia, on behalf of the Ministry of Gender and Development team, I extend our gratitude for your support and contributions to this National Action Plan. It is only through your continued dedication and commitment to the protection and inclusion of women in our reconstruction process that this Plan will be made a reality.

Appreciation is owed to our President – Her Excellency, Ellen Johnson Sirleaf – for her contribution to this initiative and her own example of the principles of UN SC Resolution 1325. Her leadership sets a new standard for women and Heads of States across Africa. The efforts of the Ministry of Gender and Development would not have achieved thus far without her constant support.

With the completion of this National Plan of Action, we stress the Government of Liberia's commitment to women's empowerment and protection. This commitment must be translated into action through ongoing support, cooperation and persistence as we move forward to implement this National Plan of Action.

Finally, to all the women of Liberia – this is our journey and our plan. Continue to Lift Liberia Higher.

Kind regards.

Vabah K. Gayflor

Minister of Gender and Development

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ABBREVIATIONS

AFELL	Association of Female Lawyers of Liberia
AFL	Armed Forces of Liberia
AU	African Union (formerly the Organization of African Unity)
CBOs	Community based organizations
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
COPPWIL	Coalition of Political Parties Women in Liberia
CSA	Civil Service Agency
DDR	Disarmament, Demobilization and Reintegration
ECOWAS	Economic Community of West African States
EPA	Environment Protection Agency
FAO	Food and Agriculture Organization
FLY	Federation of Liberian Youth
GBV	Gender based Violence
GOL	Government of Liberia
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
INGOs	International Non-Governmental Organizations
ICTJ	International Centre for Transitional Justice
LIFLEA	Liberia Female Law Enforcement Association
LIPA	Liberia Institute of Public Administration
LISGIS	Liberia Institute of Statistics and Geo-Information Services
LNAP	Liberian National Action Plan for the Implementation of UN SC Resolution 1325
LNBA	Liberia National Bar Association
LNGOs	Local Non-Governmental Organizations
LRC	Land Reform Commission
LWCC	Liberia Women Chamber of Commerce
MARWOPNET	Mano River Women Peace Network
MIA	Ministry of Internal Affairs
MICAT	Ministry of Information, Culture and Tourism

MLME	Ministry of Lands, Mines and Energy
MoA	Ministry of Agriculture
MoCI	Ministry of Commerce and Industry
MoD	Ministry of Defense
MoE	Ministry of Education
MoFA	Ministry of Foreign Affairs
MoF	Ministry of Finance
MoGD	Ministry of Gender and Development
MoHSW	Ministry of Health and Social Welfare
MoJ	Ministry of Justice
MLME	Ministry of Lands Mines and Energy
MoL	Ministry of Labour
MPEA	Ministry of Planning and Economic Affairs
MPW	Ministry of Public Works
MoYS	Ministry of Youth and Sports
NEC	National Elections Commission
NHA	National Housing Authority
NSA	National Security Agency
PTAs	Parent Teachers Associations
TRC	Truth and Reconciliation Commission
SGBV	Sexual and Gender-Based Violence
SOBs	Security Oversight Bodies
SSIs	Security Sector Institutions
SSR	Security Sector Reform
SWAA-L	Society of Women against Aids in Africa-Liberia
UL	University of Liberia
UNDAF	United Nations Development Assistance Framework
UNFPA	United Nations Population Fund
UNICEF	United Nations Children Education Fund
UNIFEM	United Nations Fund for Women
UN–INSTRAW	United Nations International Research and Training Institute for the Advancement of Women
UNMIL	United Nations Mission in Liberia

UN	United Nations
UN SC	United Nations Security Council
WAFF	Women Associated with the Fighting Forces
WONGOSOL	Women's NGOs Secretariat of Liberia
YWCA	Young Women Christian Association

EXECUTIVE SUMMARY

Women play multiple roles in conflict situations that extend well beyond the roles of caregivers and victims. For that reason, it is of crucial importance to build on women's potential in peace-building and to ensure that women are included in economic reconstruction, disarmament, demobilization and reintegration (DDR), and security sector reform (SSR) processes. In Liberia, women have played a significant role in ensuring a sustainable Peace Accord that has laid the basis for the current post-conflict recovery phase. In fact women from all countries in conflict in Africa and the rest of the world have contributed significantly to peace building and conflict prevention. The United Nations Security Council Resolution 1325 on Women, Peace and Security unanimously adopted in 2000, highlights the agency of women and mandates governments to ensure their inclusion in all processes affecting their peace and security.

More than eight years have passed since Resolution 1325 was unanimously adopted and yet women are still not participating equally in peace and security initiatives. In order to change the status quo, the United Nations Secretary-General has mandated UN Member States to develop Action Plans for the implementation of 1325 and has mandated the United Nations Office of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women (OSAGI) located within the Department for Economic and Social Affairs (DESA) to encourage the development of National Action Plans and to strengthen their implementation at both national and regional levels.[1] National Action Plans have been developed in many European countries and discussions are well underway for National Action Plans in some African countries, as well as within the European Union, the African Union and the Economic Community of West African States (ECOWAS).

Liberia in this current post-conflict recovery phase epitomizes the principles and the letter and intent of Resolution 1325 with the UN System playing a critical and central role. UN Agencies are supporting the Government of Liberia (GOL) to implement four joint programmes that complement the Liberia National Action Plan. These are:

a) The UN Joint programme to prevent and Respond to Sexual and Gender Based Violence signed in June 2008 (UN JP SGBV) that takes a holistic approach to addressing the issues of SGBV.
b) The UN Joint programme on Food Security and Nutrition (UN JP FSN). This programme was also signed in June 2008. With support from the Government of Denmark, a work plan has been prepared to mainstream gender and to target groups of women farmers in order to improve their livelihoods and their agriculture production capacity.
c) A third programme, the UN Joint Programme on Gender Equality and Women's Economic Empowerment (UN JP GEWEE), brings together various UN Agencies to support policy development and programme implementation to achieve gender equality in Liberia.
d) The fourth programme is the UN Joint Programme for Employment and the Empowerment of Young Women and Men (JPYEE) to promote the employability of young women and men, both as a means to economic growth and also as a vehicle for sustained peace and security in Liberia.

In addition to these four complementary Joint Programmes, Liberia also has the only serving female Special Representative of the UN Secretary-General (SRSG) and the first All Female Formed Police Unit deployed by India. The United Nations Mission in Liberia (UNMIL) is one of the largest peace keeping missions with a clearly defined mandate to implement Resolution 1325 and the Office of the Gender Adviser (UNMIL OGA) is very active in ensuring that this mandate is met. In addition to implementing resolution 1325, UNMIL, in recognition of the high incidence of sexual and gender-based violence (SGBV) in Liberia, is also taking steps to implement Resolution 1820. Initiatives include supporting National Anti-Rape and other campaigns to raise awareness and eliminate violence against women and girls and a National Plan of Action on GBV. UNMIL also has a strong focus on ensuring zero tolerance to sexual abuse and exploitation (SEA) of nationals by peacekeepers and has supported government initiatives to prevent such abuse.

In addition, the Justice System is still fragile and the UN system provides support to the Ministry of Justice in its efforts to address sexual and gender-based violence.[2]

The first female Head of State in Africa is Her Excellency, President Ellen Johnson Sirleaf of Liberia. This is of critical importance for the implementation of UN SC Resolution 1325. The Liberia National Action Plan (LNAP) for the implementation of the United Nations Security Council Resolution 1325 (UNSC Resolution 1325) is the response by President Johnson Sirleaf and the Government of Liberia (GoL) to the UN Secretary-General's call for the development and implementation of National Action Plans. The LNAP complements initiatives such as the Poverty Reduction Strategy (PRS) and the GOL/UN joint programmes already in place, focusing on additional and specific

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[1] High level Policy Dialogue (HLPD) on National Implementation of Security Council Resolution 1325 (2000) in Africa. 6-8 February 2008.

[2] Contribution to the UN Secretary-General's Report on UN SC Resolution 1820. Office of the Gender Adviser, UNMIL. February 2009.

actions needed to promote and advance the inclusion of women in all processes that affect their peace and security, foster gender equality and gender mainstreaming and ultimately, promote sustainable development[3]. The National Action Plan strengthens efforts to advance Gender Equality, including Millennium Development Goal 3.[4]

The LNAP was developed through a rigorous process of inclusive consultation and participation involving roundtable discussions and bi-lateral interviews. The objectives of the interviews and discussions were to assess issues affecting women's peace and security, map women's positions and decision-making power in the institutions and agencies, identify projects directly or indirectly related to 1325 and in the process, raise awareness and promote knowledge of the letter and intent of the resolution and its principles regarding women's peace and security issues.

The National Action Plan was validated by participants at strategic regional county dialogues, presentations to high level policy forums, discussions with a number of key stakeholders including the technical oversignt mechanism – the 1325 National Steering Committee and, at an Indicators Workshop organized by the Ministry of Gender and Development and supported by the United Nations Fund for Women[5] to identify a shortlist of priority indicators. Participants in the consultative processes included:

- Representatives of 12 Government ministries
- Government Agencies
- The Women's Legislative Caucus (WLC)
- Local authority structures
- Rehabilitation institutions
- National Security Agencies
- The Truth and Reconciliation Commission (TRC) Women's Committee
- The Liberian Institute for Statistics and Geo-Information Services (LISGIS)
- Local Non-Governmental Organizations (LNGO)
- Community Based and International Non-Governmental Organizations (CBOs and INGOs),
- Media Institutions
- Interfaith Institutions
- The private sector (finance and micro-credit institutions)
- United Nations Agencies
- Various departments of the UNMIL[6] and
- Members of the Donor Community

A priority of both the President of Liberia and of the Ministry of Gender and Development is the inclusion and advancement of rural and market women. The consultative process was therefore a bottom-up process that targeted representatives of these groups and that has resulted in a document which has been validated at the community, county and national levels.

The resulting LNAP (2009 - 2013) is a **four years `living document`** that can be adapted according to changes in the Liberian context. Its implementation is not limited only to the actions it highlights but additional activities and measures can be initiated as necessary, bearing in mind the need for coherence and taking full account of the coordination role of the Ministry of Gender and Development (MoGD).

The LNAP is constructed on four Pillars: **Protection**, **Prevention**, **Participation** and **Empowerment** and **Promotion**. It makes reference to the PRS and is closely tied to both Resolutions 1325 and 1820. Each pillar contains a number of strategic issues and priority areas to be addressed with outputs and indicators.[7] The Four Pillars include actions on Policy review and development, Capacity building, Advocacy and Lobby, Construction of Facilities, Research and Documentation and Monitoring and Evaluation.

Monitoring and impact evaluation is of priority importance in the LNAP and must be mainstreamed into mechanisms already in place for the monitoring of the PRS. Mechanisms for monitoring and impact evaluation will include an

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[3] Liberia's NAP will support the operationalization of policy documents already in existence in the country, including the Poverty Reduction Strategy (PRS), the Millennium Development Goals (MDGs), the United Nations Development Assistance Framework (UNDAF), the National Gender-based Violence Plan of Action and the Women's National Action Plan. Additional policies that support the LNAP include the Gender Policy of the UN Department of Peacekeeping Operations, the African Charter on Human and Peoples' Rights, the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the United Nations Human Rights Charter, the recently adopted United Nations Resolution 1820 on Sexual and Gender-Based Violence as well as the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-first Century" (A/S-23/10Rev.1).

[4] MDG 3 seeks to Promote Gender Equity and empower women.

[5] The Workshop on Indicators of Peace Consolidation from a Gender Perspective: The Case of Liberia – Including SCR 1325 and SCR 1820 was organized by the Liberian Ministry of Gender and Development and was supported by United Nations INSTRAW, OSAGI, UNMIL-OGA and UNIFEM. The workshop was conducted on 19 and 20 February 2009 in Monrovia, Liberia.

[6] Including the UNMIL, OGA, the Rule of Law Pillar, Corrections, Legal and Judicial and Public Information.

[7] A larger version of the document contains a budget which will be the subject of a workshop organized by the MoGD in March 2009.

Observatory comprised of women's groups and other NGOs, the existing 1325 National Steering Committee (NSC) and a Technical Monitoring and Evaluation Task Force comprised of technical experts from Government Ministries and Agencies, including the Ministry of Planning and Economic Affairs (MPEA and the Liberian Institute for Statistics and Geo-Information Services (LISGIS). At the county level, monitoring and evaluation will be the responsibility of the Gender County Coordinators and the County Support Teams but ultimately, responsibility and accountability for the implementation of the LNAP will rest with Ministers who must ensure compliance with the implementation and results timeframe.

Reporting requirements include yearly reports to the President of Liberia on the implementation status of the LNAP, an Interim Progress report to the country at the end of eighteen months and a Final Report to the President and Cabinet at the end of the 48 month implementation period. At the International Level, implementation of the LNAP will require reporting along the lines of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). An exciting forward looking possibility is to implement aspects of the LNAP that can be reported on in New York at the tenth anniversary of UN SC resolution 1325 in October 2010. This would be very inspiring and uplifting both for Liberia, for Africa and the rest of the world.

How to use the LNAP

The Liberia National Action Plan can be used in many different and strategic ways to advance women's equality and mainstream gender in Liberia, including those listed below.

Monitoring and evaluation: The LNAP is in itself a monitoring tool for the Government of Liberia and its partners to assess the progress of the advancement of women's issues. It contains suggested outputs, suggested timelines, progress indicators and an extensive list of stakeholders.

Strengthen coordination: In order to coordinate, advise, facilitate and monitor effectively, the capacity of the Ministry of Gender and Development will need to be strengthened and especially, it research, data collection and analysis capacity.

Promote partnerships and strategic linkages: The LNAP can be used to promote strategic linkages and partnerships between the different stakeholders listed. Ministries can partner with Non-Governmental Organizations of various types as well as with other ministries. Similarly, private sector organizations may wish to develop short, medium or long-term partnerships with civil society organizations or para-statal institutions in order to achieve a specific goal defined in the LNAP. Creative solutions can often solve seemingly insurmountable problems.

Data collection, storage and analysis: The LNAP can catalyze the Institutions responsible for the collection, storage and analysis of accurate and reliable data. Policy implementation often faces a number of challenges that include addressing the interests of different stakeholders and the setting up of administrative structures to achieve timelines as well as the accessibility of reliable data. The challenge is both in the **collection** of the data which requires specific methodologies and trained enumerators and the **analysis** of such data which requires technical expertise. The Angie Brooks International Centre (to be inaugurated at the International Colloquium), the universities, the Liberian Institute for Statistics and Geo-Information Services (LISGIS) and the Ministry of Planning and Economic Affairs (MPEA) may be able to help in this respect and also to contribute to the development of a national database of accurate and reliable data on women, peace and security issues disaggregated by sex and county. Moreover, the process of collecting, storing and analyzing the data may itself result in meaningful national qualitative indicators for the measurement of the implementation of the LNAP.

Enhance donor commitment to Liberia: The LNAP can be used as a fundraising tool to enhance donor commitments to gender mainstreaming and the advancement of women, peace and security issues in Liberia. While some donors such as the United Nations Fund for Women (UNIFEM), the United Nations Development Fund (UNDP) and the United Nations Population Fund (UNFPA) have already indicated interest in providing funding, the mobilization of adequate resources will be one of the significant challenges to implementation. To address this challenge, the four-year LNAP incorporates within itself strategies for resource mobilization using opportunities such as the forthcoming International Colloquium on Women's Empowerment, Leadership and Peace and Security to create linkages with donors and others who may wish to support the advancement of women and gender mainstreaming in Liberia. Donor sign-up sheets to facilitate those who may be interested in providing support will be available before, during the event and beyond.

Strengthen monitoring and watchdog role of civil society: Civil society, especially women's groups will be appointed to a Civil Society Monitoring Observatory (CSMO), based on strict selection criteria. This **Observatory** will monitor the implementation process from the perspectives of civil society and women's groups. The CMSO will prepare a Shadow Report at the end of the four-year implementation period that will parallel the official government report to the UN Security Council and the Office of the Special Adviser on Gender Issues to the UN Secretary-General

(OSAGI) which is mandated to promote the development and implementation of National Action Plans on UN SC Resolution 1325.

The existing National Steering Committee will need to be strengthened and a Technical Monitoring and Evaluation Task Force set up to monitor the implementation of the LNAP. In addition, the existing Gender Forum and Gender Focal Points should be revitalized and strengthened and Senior Gender Advisers appointed to all Ministries and Government Agencies with close linkages to the MoGD. The capacity of the existing Gender county coordinators of the MoGD needs to be strengthened with at least two, week-long refresher courses on gender and human rights issues per year.

__Accountability and ownership:__ Responsibility and guidance for the implementation of the LNAP must rest at the highest levels of Government Ministries and Agencies and mechanisms for ensuring compliance in the form of workplans and incentives must be developed. Progress reports will be required from the communities and Counties on a quarterly basis with Annual Reports presented to the President and Cabinet by the MoGD. An Interim Progress Report, coordinated by the MoGD and following the format of the CEDAW report will be required after 18 months and a Final Report will be due at the end of the four year implementation period.

It is expected that the LNAP will be presented to the President and the Cabinet and that the recommendations emerging from that meeting will facilitate and strengthen national ownership and advance the full implementation of the Liberia National Action Plan.

A.   Introducing the Liberia National Action Plan

A1.   Steps towards developing the Liberia National Action Plan

The MoGD is the National Machinery mandated by the Government of Liberia to promote gender equality and women's advancement in Liberia. The MoGD advises the Government on all matters affecting the protection, promotion, participation and advancement of women in Liberia and thus coordinates gender mainstreaming efforts to ensure that women are integrated into development programmes and that all forms of violence against them are prevented. The MoGD has the mandate to monitor and report back to the Government on the impact and progress of gender equality programmes. As the Lead Agency, the MoGD was mandated by the Government to oversee the development of the Liberia National Action Plan for the implementation of UN SC Resolution 1325. The Ministry of Gender and Development therefore spearheaded a phased process for the consultation, drafting and validation of the document as outlined below.

The unofficial process began following the presentation of the first ever prize for the implementation of Resolution 1325 by the Government of the Netherlands to Madam Etweda Cooper of the Liberian Women Initiative on October 16, 2006. An official multi-sectoral, inclusive and participatory process that included a number of initiatives as outlined below was subsequently overseen by the MoGD.

August – December 2007

-   Framework for the LNAP based on 1325 begun and overseen by a local consultant with support by the UNMIL OGA;

-   Launch of the popularization process for Resolution 1325 in Gbarpolu County;

-   Collaboration on 16 Days of Activism for the prevention of violence against women by the MoGD, the UN System and civil society partners including International Alert, Media Women Centre for Democracy (MEWOCEDE and other partners;

-   The Terms of Reference for the National Steering Committee on the 1325 LNAP was developed and approved with MoGD as the Secretariat and Minister Gayflor as the Chair[8]; and

-   The appointment of a local consultant by the UNMIL-OGA to integrate Resolution 1325 and its principles into the International Colloquium on Women's Empowerment, Leadership and Peace and Security.

January – July 2008

-   Resolution 1325 was declared the overarching framework of the International Colloquium at a meeting of the International Steering Committee held in Monrovia.

-   A National Women's Conference was planned and delivered in May 2008 with one full day devoted to discussions on Resolution 1325, agreement on the preparation of a National Action Plan and what women wanted to see included in the LNAP.

-   Preparations for the LNAP on 1325 began when International Alert and a number of partners, began county consultations in the five counties in the South East[9]. Four sessions in four different districts were held in each county. Activities began with skits and drama to explain Resolution 1325 and to set the scene for the focus group discussions that followed. The format was separate discussions for males, females and youth and an integrated plenary discussion bringing together all participants. The process was documented through tape recordings, video clips, reports and other means.

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[8] The monthly meetings of the NSC are attended by representatives of the following organizations: MoF, MoD, MoFA, MoJ, MIA, MPEA, LWI, IA, DRC, MoYS UNMIL OGA, UNFPA, UNIFEM, and UNDP.
[9] The five counties in the South east are Maryland, Grand Gedeh, Grand Kru, River Gee and Sinoe.

August – December 2008

Two consultants, one international[10] and one national were appointed and began work on August 22, 2008. The mandate was to conduct an assessment on issues affecting the peace and security of women in Liberia and to draft the LNAP.

- Between August 29 and October 31, the consultants conducted a number of bi-lateral interviews, focus group and round table discussions with stakeholders from the Government and Para-statal Agencies, UN agencies, UNMIL departments, private sector organizations and civil society (LNGOs, INGOs, CBOs);

- Feedback sessions were organized with gender focal points from the MoGD and other Ministries and civil society organizations to present the LNAP and validate the issues highlighted;

- Strategic regional consultations were also organized with traditional leaders, county structures, rural women and others to validate the issues and indicators and to promote ownership of the LNAP;

- Two presentations were made to the UN Gender Theme Group and to UNIFEM;

- Throughout the process, monthly meetings have been held with the 1325 National Steering Committee and they have contributed to the final document.

January – March 2009

- The LNAP was presented to the Expert Group Meeting on Resolution 1325 and inputs from the participants were used to strengthen the final document.

- Input from the UN Gender Theme Group and UNMIL's Rule of Law Pillar was also incorporated into the final document.

- An **Indicators** workshop for the development of a short list of strategic priority indicators to guide the implementation of UN SC resolution 1325 and 1820, was conducted on February 19 and 20, 2009 and resulted in a preliminary list of priority indicators. Participants at this meeting included representatives of GOL ministries and agencies, civil society, private sector agencies, academia and the media.

A1.   Goals

The goals of the LNAP are to:

- Strengthen and develop prevention, response and protection policies, procedures and mechanisms that promote the human rights of women and girls and guarantee their security at both the national and the personal levels.

- Promote the design, development and institutionalization of economic, social and security policies that will empower women and girls to participate fully and effectively in Liberia's peace-building, reconstruction, recovery and development processes at all levels, including at the decision-making levels.

- Strengthen the coordination and coherence of gender mainstreaming activities in Liberia by raising awareness of the letter and intent of UN Security Council Resolution 1325 on women, peace and security and implementing its underlying principles.

A2.   Focus and Timeline

Discussions with the different stakeholders in Liberia highlighted the importance of implementing the LNAP at the **local national** and **sub-regional levels** over **four years**. The LNAP is a `living` document created through a participatory, inclusive and consultative bottom-up process. It is not exhaustive but allows for the identification and addressing of additional needs outside the perceived priorities highlighted within the document. The implementation period is designed as short (18 months), medium (30 months) and long-term (36 months and more) to cater to the requirements of a post-conflict recovery context and the needs and concerns of a multiplicity of actors.

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[10] The international consultant, Project Advisor is funded by UN-INSTRAW and the national consultant is funded by UNMIL OGA. The UN-INSTRAW funding is also administered by UNMIL and technical guidance is provided by the UNMIL OGA and by the Ministry of Gender and Development.

A3.   The LNAP Framework

UN SC Resolution 1325 is usually divided into 3 Ps – **Protection**, **Prevention** and **Participation** by the United Nations Agencies, but among the Non-Governmental (NGO) community, it is commonly called the 4Ps (**Promotion, Protection**, **Prevention** and **Participation**). These are the four overarching Pillars into which the issues emerging from the assessment and mapping of women's peace and security in post-conflict recovery Liberia can be grouped. These **Ps** form the priority Pillars of the LNAP. Each Pillar incorporates strategic issues that the Government of Liberia must address in order to advance women, promote gender mainstreaming and deliver sustainable peace and security to women and girls.

PILLAR I:	PROTECTION
The protection of women and girls from all types of violence including sexual and gender-based violence is divided into three strategic issues:	
Strategic Issue 1	Provide psycho-social and trauma counselling to women and girls.
Strategic Issue 2	Protect the rights and strengthen security for women and girls.
Strategic Issue 3	Increase access to quality health education for women and girls with a specific emphasis on reproductive health and HIV/AIDS.
PILLAR 2	**PREVENTION**
The prevention of all types of violence against women and girls including against rape and systematic rape, trafficking and other human rights abuses incorporates one main strategic issue**.**	
Strategic Issue 4	Prevent all types of violence against women and girls, including sexual and gender-based violence.
PILLAR 3	**PARTICIPATION AND EMPOWERMENT**
Promote women's full participation in all conflict prevention, peace-building and post-conflict recovery processes at community, county, national and sub-regional levels is divided into two strategic issues.	
Strategic Issue 5	Promote women's full participation in all conflict prevention, peace-building and post-conflict recovery processes.
Strategic Issue 6	Empower women through increased access to housing and natural resources
	and strengthen their participation in the management of the environment**.**
PILLAR 4	**PROMOTION**
Develop and implement strategies to ensure that the implementation of the LNAP is fully and sustainably resourced has four strategic issues.	
Strategic Issue 7:	Promote the involvement of women's groups in the implementation of the
	LNAP and advocate for increased access to resources for both the
	Government and women's groups.
Strategic Issue 8:	Promote the participation of girls in conflict prevention, early warning, peace
	security and post-conflict recovery issues through education and
	training.
Strategic Issue 9:	Enhance the technical and institutional capacities of governmental and civil
	society actors, including women's groups to effectively implement the LNAP.
Strategic Issue 10:	Promote the full involvement of governmental and civil society actors,
	including women's groups in the monitoring and evaluation of the LNAP.

B. The Liberia National Action Plan

PILLAR ONE: PROTECTION

Strategic Issue 1: Provide psycho-social and trauma counselling to women and girls
Strategic Issue 2: Protect the rights and strengthen security for women and girls
Strategic Issue 3: Increase access to quality health education for women and girls with specific emphasis on reproductive health and HIV/AIDS

UNSC Resolution 1325 (Art 8a): Consider the special needs of women and girls during repatriation, resettlement and for rehabilitation, re-integration and post-conflict reconstruction. [*United Nations. S/RES/1325 (2000)*].

UNSC Resolution 1325 (Art 8b): Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary. [*United Nations S/RES/1325 (2000)*].

UNSC Resolution 1820 (Art 13): Urges all parties concerned, including Member States, United Nations entities and financial institutions, to support the development and strengthening of the capacities of national institutions, in particular of judicial and health systems and of local civil society networks in order to provide sustainable assistance to victims of sexual violence in armed conflict and post-conflict situations. [*United Nations S/RES/1820 (2008)*].

UNSC Resolution 1820 (Art 4): Exhorts all actors to ensure that all victims of sexual violence, particularly women and girls, have equal protection under the law and equal access to justice and stresses the importance of ending impunity for such acts as part of a comprehensive approach to seeking sustainable peace, justice, truth and national reconciliation. [United Nations *S/RES/1820 (2008)*].

MDG 6: Combat HIV/AIDS, malaria and other disease [*United Nations Millennium Development Goals (2000)*].

Strategic Issues .	Priority Areas	Output	Indicator

Strategic Issue 1: Provide psycho social support to women and girls.

UNSC Resolution 1325 (Art 8a): Consider the special needs of women and girls during repatriation, resettlement and for rehabilitation, re-integration and post-conflict reconstruction. [*United Nations S/RES/1325 (2000)*].

Strategic Issues .	Priority Areas	Output	Indicator
The Government provides psycho- social and trauma counselling to women and girls affected by all types of violence, including sexual and gender-	**1.Policy and training:** MoHSW develops psychosocial and trauma management policies, systems and procedures and delivers standardized training of one month or more, that is participatory, safe	Psycho-social and trauma counselling policies developed and in place.	▪ Number and quality of policies, systems and procedures functioning and in place.

based violence committed against them during the war years.	and socially appropriate to women, girls and men.		
	1.1 Capacity building Build local capacities of women and men within communities to provide psycho-social and trauma management counselling and training in coherence with activities, outcomes and outputs already in place in the National GBV Action Plan and the GOL/UN Joint Plan.	Standardized training modules approved by the MoHSW and the MoGD are used to provide training to 150 women and selected men (including NGO staff) chosen from the 15 counties. Trainers and community health workers, including primary health care workers in medical centres and nursing institutions receive refresher training courses, follow-up and supervision following training. At least 150 additional potential women trainers selected from the local community become trainers after receiving training of trainers courses.	▪ Number and quality of training modules developed, approved and used for training, especially of the core group of 150 trainers. ▪ Evaluation forms and reports from trainings analyzed for lessons learned that can underpin future trainings. ▪ Number and quality of refresher training courses offered to health professionals. ▪ More reports on rape and SGBV generally are filed with the Liberia National Police indicating that women and girls are more willing to break their silence on this issue. ▪ Number of additional women trainers selected from each county.
	1.2 Strengthen, expand or initiate protection and basic counsellors' networks such as those initiated in the South East counties by medica mondiale and provide training according to standards set by the GoL.	Protection and basic counsellor networks in place in all counties and training – including refresher training provided for them.	▪ Number of counties with protection and support counsellor networks in place. ▪ Frequency of usage of protection and basic counsellor networks by communities. ▪ Degree of cooperation among protection networks measured as joined up programmes that benefit women, girls and men in the community. ▪ Standards set for training.

	2. Training on effective usage of the standardized medical form for referral and reporting: MoHSW works with MoGD, relevant NGOs and health personnel to develop, consult and approve medical reporting and referral forms for use by all stakeholders working in the psycho-social and trauma management sector.	Medical reporting and referral forms developed, adopted and in use by all stakeholders working on psycho-social and trauma counselling. Traumatized women and girls receive better care and counselling demonstrated by long-term behaviour change and strengthened coping strategies as evidenced in the medical reporting and referral forms and the reports kept by counsellors.	▪ Number of cases reported using the agreed reporting and referral forms and action taken to support the individuals. ▪ Increased collaboration and coordination on the collection of psycho-social data between the MoHSW, MoGD and NGO protection officers. ▪ Number of women, girls and men referred for further treatment according to Medical Forms. ▪ Quality of care and counselling provided by newly constructed, well-equipped and well-staffed facilities.
	3.Construction and resourcing of health facilities, safe houses, and centres: Construction and effective technical and logistical resourcing of hospitals, clinics and other facilities in all counties to deliver psycho-social and trauma counselling and care.	Hospitals, clinics, safe houses, rehabilitation centres and other facilities in place across the country to offer psycho-social counselling, training and care. Skilled medical personnel encouraged to return from overseas to offer their services as needed by the MoHSW.	▪ Number of facilities constructed and percentage of the population using them measured by community, district and county figures. ▪ Incentives system in place to attract skilled counsellors to return and offer their services.
	3.1 Reconstruction of road networks: In line with the PRS, timely reconstruction of the road network is effected.	Accessible road networks in place across the country in coordination with the PRS deliverables.	▪ Number of major highways and arterial roads constructed and repaired to provide access to existing and new facilities in all counties.
	4. Economic empowerment for vulnerable and traumatized women and men.	Traumatized and vulnerable women such as the demobilized and war widowed are empowered through skills training, micro-credit and loan facilities and are provided plots of land to produce environmentally friendly bio-fuels grown from plants such as **jatrophas curcas** and **moringga.**	▪ Number of traumatized and vulnerable women with access to skills training, micro-credit and loan facilities. ▪ Number of traumatized and vulnerable women provided plots of land and follow-up support.

Strategic Issues	Priority Areas	Output	Indicator
	5. Research and documentation: - Conduct research to develop baseline data on numbers of trained certificated counsellors practicing in Liberia. - Percentage of the population displaying trauma symptoms by sex, age and county - Document and analyze data and publish.	Research conducted and results analyzed and documented for sharing and learning lessons. Results inform policy development.	▪ Availability of reliable data. ▪ Number of trained and certificated counsellors available. ▪ Reliability of data collected on percentage of traumatized persons and sources used. ▪ Quality of documentation and analysis ▪ Lessons learnt from the process.
	6. Monitoring and impact evaluation: MoHSW develops monitoring and evaluation systems and procedures and employs personnel skilled in such techniques to monitor and evaluate the impact of psycho-social and trauma policies, systems, procedures and training.	Mechanisms are developed and in place to monitor and assess the impact of psycho-social and trauma counselling policies, procedures, systems, training and personnel. MoHSW includes accountability criteria in monitoring and evaluation of health personnel. Personnel are trained to use the monitoring systems and procedures developed.	▪ Frequency with which quality, quantity and effectiveness of policies, procedures and systems are reviewed. ▪ Number of functional and well-resourced psycho-social counselling facilities are available and in use across the country. ▪ Usefulness of the monitoring, evaluation and accountability matrix developed. ▪ Number of personnel trained and effectiveness of training provided.

Strategic Issue 2: Protect rights and strengthen security for women and girls.

UNSC Resolution 1325 (Art 8a): Consider the special needs of women and girls during repatriation, resettlement and for rehabilitation, re-integration and post-conflict reconstruction. [*United Nations S/RES/1325 (2000*)].

UNSC Resolution 1820 (Art 4) Exhorts all actors to ensure that all victims of sexual violence, particularly women and girls, have equal protection under the law and equal access to justice and stresses the importance of ending impunity for such acts as part of a comprehensive approach to seeking sustainable peace, justice, truth and national reconciliation. [United Nations *S/RES/1820 (2008*)].

Strategic Issues	Priority Areas	Output	Indicator
Government provides security for	**1.Policy:** Develop, review and strengthen security	Security policy frameworks are assessed and reformed to ensure women's full participation	▪ Numbers of women and girls at the community, district, town, county and

women and girls promotes their human rights and protects them from all types of violence.	policy frameworks[11] with the involvement of SSIs, SOBs, the Women Legislative Caucus, the relevant Parliamentary Committee and women security groups to promote human rights and ensure security and protection for women and girls.	in the security sector and the implementation of the national security strategy to protect women's rights and ensure their security.	national levels that participate in dialogue and discussions on the integration, implementation and monitoring of the national security strategy. ■ Level of participation of the Women's Legislative Caucus members in reviews of gender equality policies developed and conducted by SSIs, SOBs and Parliamentary Committees.
	1.1 Advocacy and Lobby: Advocate and lobby for the development of institutional gender policies within SSIs. Review and revise existing curricula to incorporate women's rights issues including modules on '*Respect for women*' and '*Women's human rights*.' Advocacy and action research within SSIs to encourage and facilitate increased female participation in both the operational and tactical wings of the sector.	Institutional gender policies developed and implemented. Revised curricula incorporating women's rights modules in use. Gender themes identified by women in the sector and other concerned bodies form the basis of research.	■ Increased number of gender aware policies developed and implemented within SSIs. ■ Degree to which the culture of SSIs become more gender responsive. ■ Number of trainings conducted using new curricula. ■ Number and quality of research recommendations used for advocacy.

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[11]. Currently, only the Liberian National Police (LNP) has developed a Gender Policy.

	1.2 Review and revise Codes of Conduct: Review gender-blind Codes of Conducts and Standard Operating Procedures (SOPS) of SSIs to ensure compliance with UNSC Resolutions 1325 and 1820, the National Gender Policy, the PRS, the GBV National Action Plan and the Liberia National Action Plan (LNAP).	Codes of Conduct and SOPs reviewed and revised for compliance with international and domestic legislative frameworks.	▪ Reduced levels of workplace discrimination, violence and exploitation against women within SSIs. ▪ Number of gender sensitive Codes of Conduct that comply with both national and international legislation governing women's rights, protection and security.
	1.3 Amendment of the Constitution: Revise and amend the Constitution in line with the Fairness Bill[12] currently being presented by the Women's Legislative Caucus and other national and international legislation to ensure a quota system for women's participation in government and political parties is in place.	Constitution revised and amended in line with national and international legislation to include greater degree of gender sensitivity in time for the 2011 elections. Fairness Bill passed by the Legislature.	▪ Gender sensitive amendment of the Liberia Constitution as a result of the successful passage of the Fairness Bill and harmonization with other national and international legislation. ▪ Percentage of women integrated at decision-making levels in political parties and at all levels of society. ▪ Degree to which quota law is accepted and 30 percent or more women are prevalent at all levels of Liberian society.
	1.4 Recruitment, retention and promotion of women within the SSI sector: Government continues the recruitment, promotion and retention drive to gender mainstream the sector through increased sensitization and awareness-raising among the population.	Recruitment, promotion, retention drive continues as more women are targeted and appointed to SSIs[13]. Continued sensitization and advocacy to raise awareness among the population and increase recruitment of women to the security sector. Effective systems and mechanisms in place for regular review and monitoring of the campaign's impact in targeting women.	▪ Numbers of competent women recruited and retained and frequency with which they are promoted within SSIs over 2 years. ▪ Level and type of benefits provided to women measured against those provided to men. ▪ Degree of participation of women in individual SSIs and SOBs at the decision-making levels increasing to 20 percent within 2 years and more over 5 years. ▪ Greater understanding and knowledge among SSIs and

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[12] The Fairness Bill: Bill for the Increased Participation and Representation of Women in the Political Process is an Act proposed by the Women Legislative Caucus to increase representation of women in political parties by 30 percent with accountability mechanisms for non-compliance of political parties built-in.

[13] Currently, the LNP is making progress in the recruitment drive with 104 women graduating from the last batch of intakes and women in the majority in the current batch.

			women themselves of the importance of women's participation in SSI programmes at decision-making levels for their enhanced protection and security.
	1.5. Sensitization of the population: on the importance and benefits of women's participation in the security sector.	Launch of an hour long country-wide community radio programme called `*Women in Security* `*Hour.*`  30-45 minutes documentary aired on TV and reported in print media to encourage more female enrolment and participation in SSIs.  Research findings form the basis of a documentary on `*Good Female Role models in SSIs.*`	• Increasing degrees of change from negative to positive in perceptions of and public attitude to SSIs. • Frequency of airing of the `*Women in Security Hour*` programme and the documentary measured in audience numbers, including numbers of women and girls. • Research report and number of quality recommendations informing documentary.
	1.6 Research conducted on women in the SSIs: to highlight their contributions and profile them as `good role models` through a 30 minutes documentary.	Research findings inform advocacy and training to facilitate increased female participation in both the operational and tactical wings of the sector.	• Research report and number of quality recommendations informing documentary. • Degree to which analysis of available sex-disaggregated data is used to influence policy and operations. • Number of women and men security and law enforcement personnel engaged in operational and tactical services trained in GBV prevention and response.

	2. Training and capacity building for SSIs: Continue decentralized `Community security and protection` training for all SSIs and SOBs with special attention to the needs of • The Criminal Justice sector and specifically the LNP and Corrections • Law enforcement agencies such as the Bureau of Immigration and Naturalization (BIN) and Customs.	Community security and protection training designed with input from MoGD and MoJ and approved by SOBs, in place for the training of SSIs - especially for the LNP, BIN and Corrections, to sensitize them to their role in protecting women and girls and guaranteeing their human rights. Technical and logistical capacities of LNP, BIN, Corrections and Customs strengthened with the appointment of competent community women trained in human rights and gender based violence.	• Number and quality of gender and community sensitive trainings delivered to SSIs in the counties and numbers of women participating. • Analysis of evaluation forms from participants attending the training. • Greater understanding among LNP of their protective role in communities evidenced by faster response time of the specialized units of the LNP to incidents involving the violations of the human rights of women and girls.
	2.1 Collaborate with the UNMIL and the AFL: to organize pre-deployment gender training on HIV/AIDS for peacekeepers and peace support personnel and to offer periodic trainings on the issue lasting at least three days.	Potential peacekeepers and peace support personnel receive quality gender sensitive including on HIV/AIDS issues to facilitate effective delivery of their protection and security mandate.	• Increased numbers of trained and qualified women incorporated within the specialized units of the LNP. • Increased protection and respect for the rights of women and girls in conflict and post-conflict situations evidenced by reduction in complaints of sexual abuse and exploitation by peacekeepers and the community at large.
	Strengthen capacity of the SSR desk at the MoGD.	MoGD's SSR desk is fully resourced financially, technically and with human-resources to coordinate gender and security sector reform programmes.	• Functional SSR desk established within the MoGD. Increased involvement of MoGD in the activities of the MoD SSIs, and SOBs.

3. The Justice System: Review, revise and harmonize policies and systems including gender blind codes of conducts underpinning the statutory and traditional justice systems.

Strengthen and enhance collaboration between the MoJ and the Judiciary. | Statutory and traditional justice systems harmonized to enhance the Rule of Law promote accountability and provide women greater access to justice. | ▪ Quality and quantity of revised policies, systems and procedures.

▪ Harmonization of the statutory and customary justice systems completed and in place to better benefit women and girls.

▪ Number of cases prosecuted through Court `E` and the circuit courts.

▪ Number and quality of gender sensitive codes of conduct in place and enforced. |
| **3.1 Capacity of the justice sector and the judiciary strengthened:** to deliver better access to justice for women and girls through

- Support for the introduction of a paralegal system

- Introduction of the legal aid clinic concept guided by Liberian Law and personnel.

- Technical and logistic support for the establishment of an SGBV Crimes Unit in the MoJ.

- Construction of necessary facilities where needed including court houses, detainment centres and | Paralegal system concept consulted, and approved.

Paralegals trained using approved standardized and systematic curricula.

The Judicial Training Institute provides training for Defence Counsels and other personnel in place and for new appointees.

Legal aid clinic concept consulted and approved in line with Liberian law practices.

Lawyers selected and trained to oversee the Legal Aid Clinics.

The SGBV Crimes Unit established within the MoJ is fully equipped and staffed with competent and gender sensitive staff including women

Court houses detainment centres and residences for Circuit Court judges constructed and Judges – including competent and gender sensitive women trained and in place.

Incentives, including gender specific incentives such as housing and health care programmes created to attract competent judges to deploy for time-specific periods to the counties. | ▪ Number of paralegals in place and trained using approved and standardized gender sensitive curricula.

▪ Number of fully equipped legal aid clinics established and accessible to communities and the quality of services they provide.

▪ Quality of training provided to lawyers overseeing legal aid clinics.

▪ MoJ SGBV Crimes Unit established, well equipped and fully staffed with competent, gender sensitive and gender aware women and men.

▪ Number of counties with court houses fully equipped with technical and logistical services that are staffed with trained and competent women and men and are accessible.

▪ Numbers of trained and competent judges, including female judges provided with incentives to deploy to the counties.

▪ Number of trained and gender sensitive Court Attorneys and Public Defenders in place in the counties. |

	residences for circuit court judges. - The appointment of trained and gender sensitive Court Attorneys and Public Defenders in all 15 counties. - Appointment of Victim Service and Community Liaison personnel in courts		
	3.2. Review, revise and reform: the juvenile justice policies, procedures and systems to facilitate access to justice for juveniles – especially girls.	Judicial and correction staff trained and in place to promote the protection of juveniles, especially girls.	▪ Increased number of trained judicial and correction staff, including females, in place. ▪ Number and quality of trainings taking place and reports produced.
	3.2.1 Standardized and improved training Design, develop and deliver training to juvenile justice and correction personnel on how to address juvenile crimes and protect juveniles.	Juvenile Justice system and Corrections personnel systematically trained on how to address juvenile crimes and juveniles in trouble with the law	▪ Reduction in numbers of juveniles in trouble with the law measured from police, detention centres and court records. ▪ 80 percent reduction in level of crimes against juveniles. ▪ Number of juveniles rehabilitated and released from prisons.
	3.2 Construct juvenile courts, safe homes and rehabilitation facilities in counties where needed.	Juvenile courts, detention centres, safe homes and rehabilitation centres constructed in counties where needed.	▪ Number of fully functioning juvenile courts, detention centres, rehabilitation centres and/or safe houses in place and accessible in the counties.

	4 Transitional and gender justice: Government commits to, and implements the recommendations from the Truth and Reconciliation Commission (TRC) to ensure access to gender justice and reparations for women and girls but no impunity nor amnesty for perpetrators.	Gender justice recommendations produced by the TRC are extensively disseminated to women across Liberia to provide women gender justice.	• Number of TRC recommendations implemented. • Type and quality of reparations received by women measured through analysis of questionnaires and media reports.

Strategic Issue 3: Increase access to quality health education for women and girls with specific emphasis on reproductive health and HIV/AIDS.

UNSC Resolution 1820 (Art 13): Urges all parties concerned, including Member States, United Nations entities and financial institutions, to support the development and strengthening of the capacities of national institutions, in particular of judicial and health systems, and of local civil society networks in order to provide sustainable assistance to victims of sexual violence in armed conflict and post-conflict situations. [*United Nations. S/RES/1820 (2008)*].

MDG6: Combat HIV/AIDS, malaria and other diseases [*United Nations Millennium Development Goals (2000)*].

Strategic issues	**Priority Areas**	**Output**	**Indicator**
Government puts in place policies, programmes and procedures to promote increased access to quality health education for vulnerable women[14] and girls with a specific emphasis on reproductive health and HIV/AIDS.	**1.Health education policy:** Review, revise and develop health education policy that promotes access to quality health education for women and girls with a special emphasis on reproductive health and HIV/AIDS.	Health education policies are developed and implemented to promote the access of women and girls' to quality health education, especially reproductive health and HIV/AIDS.	• Greater number of women and girls educated about reproductive health and HIV/AIDS. • Number of women and girls HIV/AIDS positive women and girls or those caring for people living with HIV/AIDS with increased access to programmes on HIV/AIDS.

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[14] Vulnerable women refers to women associated with the fighting forces (WAFF), widows of all ages, women in poverty as well as survivors of sexual and gender-based violence.

	1.1 Training of health personnel: Health personnel, including HIV/AIDS positive individuals are selected from the community using strict selection criteria, and offered training to enable them to provide better health education to women and girls with HIV and AIDS.	Standardized training modules including topics on myth, stigmatization and confidentiality, consulted with and approved by the MoHSW and MoGD developed and training delivered to provide better health education to women and girls with HIV/AIDS.	▪ Number of trainings conducted and attendance of women and girls at such trainings.
	2. Testing, nutrition, care and medication: Facilities that provide women and girls with HIV/AIDS information on available testing services, nutritional advice and access to medication – including opportunistic drugs, are made available.	Health centres and one-stop shop facilities offering nutritional information, education, testing and medication are made available and staffed with personnel competent to provide education on reproductive health and HIV/AIDS.	▪ Increased community awareness measured in changes in attitudes and behaviour of women and girls in the community over a specific time period. ▪ Increased numbers of women and girls living with or caring for those with HIV/AIDS, aware and knowledgeable of available testing, nutrition, care facilities and opportunistic medication.
	2.1 Sensitization: The sensitization campaign on HIV/AIDS and related issues is reviewed by MOGD, MoHSW and UNMIL and relaunched with the support of women's groups focusing on HIV/AIDS.	Continuation and expansion of the sensitization campaign at community, county and national levels across Liberia.	▪ Number of women and girls at community, county and national levels that is aware of the sensitization campaign.

	3. Empowerment of women and girls including those living with HIV/AIDS: Opportunities are created to empower, include, advance and promote women and girls living with, or caring for those living with HIV/AIDS.	HIV positive women and girls (including Women Associated with the Fighting Forces-WAFF) are included in scholarship and economic empowerment programmes. Increased numbers of HIV positive women and girls are empowered through opportunities for education, scholarship, micro-credit and loan facilities as well as training for jobs in the male dominated labour sector.	▪ Numbers of HIV positive women and girls empowered through opportunities for scholarship, micro-credit and loan facilities and training for jobs in the male dominated labour sector. ▪ Quality of education and empowerment programmes for HIV/AIDS positive women and girls or those caring for women and girls with HIV/AIDS.

PILLAR TWO: PREVENTION

Strategic Issue 4: Prevent all types of violence against women and girls, including sexual and gender-based violence.

UNSC Resolution 1325 (Art.10) Calls on all parties ….to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict. [*United Nations S/RES/1325 (2000*)].

UNSC Resolution 1325 (Art 11) Emphasizes the responsibility of all States to put an end to impunity and to prosecute…. those responsible for war crimes including those relating to sexual and other violence against women and girls …. [*United Nations S/RES/1325 (2000*)].

UNSC Resolution 1820 (Art 4) ensure that all victims of sexual violence, particularly women and girls, have equal protection under the law and equal access to justice and stresses the importance of ending impunity for such acts as part of a comprehensive approach to seeking sustainable peace, justice, truth and national reconciliation. [United Nations *S/RES/1820 (2008)*].

UN SC 1820 (Art 13) Urges all parties concerned, including Member States, United Nations entities and financial institutions, to support the development and strengthening of the capacities of national institutions, in particular of judicial and health systems, and of local civil society networks in order to provide sustainable assistance to victims of sexual violence in armed conflict and post-conflict situations. [*United Nations S/RES/1820 (2008)*].

Strategic Issues	**Priority Areas**	**Outcome**	**Indicator**

Government takes measures to prevent all types of violence against women and girls and especially sexual and gender-based violence, exploitation and abuse and develops programmes to change the attitudes and behaviour of citizens.	**1.Policy:** Review, revise and develop policies, structures and mechanisms to prevent violence against women and girls, including those with disabilities and special needs. Policy should also include actions for schools.	Laws governing prevention of all types of violence against women (VAW) and particularly rape, domestic violence, sexual offences including sexual harassment and abuse of young girls, harmful traditional practices, and human trafficking, are enacted, amended and enforced with serious penalties for perpetrators. Gender Focal Points for SGBV should be appointed in schools. Parents should be educated and religious leaders and community elders trained on the negative effects of all types of violence against women and girls.	- Number of cases reported, including by young girls, prosecuted and resolved and number of perpetrators penalized. - Number of Focal Points appointed in schools and number of schools participating in the programme. - Number of educated, traditional and religious leaders, community elders and parents sensitised to the problem. - Quality and frequency of trainings.
	1.1 Advocacy, lobbying and sensitization: Community individuals known as`*1325 Champions*` including women and girls, men, and boys, lobby national, county and community structures and SSIs to strengthen prevention of violence policies.	Outreach programmes targeting women, girls and men, including those with disabilities and special needs, are designed, developed and delivered to protect them against GBV. *1325 Champions* develop advocacy strategies with the support of the MoGD, Gender Focal Points and women's organizations and lobby community, county and national structures.	- Number of outreach programmes addressing GBV developed and in place. - Number of women and girls especially widows, WAFFs and those with disabilities and special needs, with access to outreach programmes. - Number of men participating in outreach programmes. - Number of women participating in the *1325 Champions'* initiative and the effectiveness of the advocacy and lobby strategies employed.

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	1.2 Development of a programme on `civic education`: which includes a series of topics such as `the role of families in preventing violence against women and girls` and `the role of women in socializing the community to peace` that can be aired through MICAT, UNMIL community radio network and other Liberian radio stations. Sensitisation of parents on how to instil confidence in the girl child.	A civic education programme based on a series of topics including `the role of families in preventing violence against women and girls` developed and aired twice weekly. Sensitization dialogues launched on the radio with parents and girl children engaged in dialogue on issues such as `How to be confident`	▪ Number of times programme is aired. ▪ Audience numbers and response collected through figures collected from radio and TV records. ▪ Degree of change in attitudes and behaviour evidenced by reduced incidents of rape and other types of violence against women and girls.
	2. Training and capacity building for MoGD County Gender Coordinators: NGO protection officers and health professionals receive gender sensitive and GBV training.	Gender Coordinators, protection officers and health professionals in the field receive systematic and continuous training of not less than 2 weeks with at least one refresher course annually.	▪ Number and quality of trainings conducted, including refresher training courses. ▪ Number of MoGD Gender Coordinators, Protection officers and 1325 Focal Points from the districts that participate in the training. ▪ Evaluation reports.
	2.1 Disaggregated research on GBV: In-depth research on GBV conducted in line with the Joint GoL/UN SGBV Plan, the National GBV Plan of Action the National Gender Policy and the LNAP to provide baseline data on women, girls and men that form the basis for policies, training and programmes.	MoGD and MoHSW collaborate with UL, the new Angie Brooks International Centre[15] and others to commission research on GBV, focusing on data disaggregated by sex, age, county and type of GBV incidents and underlying causes.	▪ Quality of research findings and recommendations produced, disseminated and implemented in GBV policies, procedures and programmes. ▪ Number of recommendations informing advocacy and lobbying activities.

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[15] The Angie Brooks International Centre is a concrete result of the forthcoming International Colloquium on Women's Empowerment, Leadership Development and International Peace and Security.

	2.2 Build local capacities and support community structures: Build local capacities to develop and adopt prevention of violence strategies and mechanisms in coherence with the Joint GOL/UN SGBV Plan, the National GBV Plan of Action and the PRS.	Local capacities built and community structures supported in developing and adopting strategies and systems for the prevention of violence against women and girls.	▪ Number and types of community initiatives developed, supported and in place to prevent violence against women and girls.
	2.3 Rehabilitation of GBV perpetrators Standardized programmes designed, consulted and approved to rehabilitate perpetrators of GBV and other forms of violence against women.	Rehabilitation centres built and standardized programmes in place to address perpetrators of all forms of violence against women and girls.	▪ Quality of programmes designed and approved and numbers of perpetrators participating. ▪ Number of rehabilitation centres established. ▪ Number of perpetrators enrolled in programmes. ▪ Number of perpetrators rehabilitated and released.
	2.4. Establishment of shelters and safe houses: Rapid identification, establishment, equipping and staffing of shelters and safe houses that provide a range of services including psycho-social support programmes and economic betterment opportunities for GBV survivors.	Furnished and staffed shelters and safe houses for GBV survivors identified and established in all counties.	▪ Number of fully staffed and equipped shelters and/or safe homes established and accessible in each county to provide services for GBV survivors, including psycho-social support facilities and programmes as well as economic empowerment for women and girls.

	2.5. Strengthen internal capacity of MoGD to coordinate initiatives addressing prevention of all types of violence against women, including SGBV: MoGD is provided with technical expertise to strengthen its internal capacity to coordinate GBV activities as outlined in the National Plan of Action on GBV.	Competent staff, including: ▪ two lawyers with expertise on GBV. ▪ one database expert and, ▪ one data analyst appointed to the MoGD to strengthen the GBV secretariat.	▪ Improvement in coordination efforts to address prevention of all types of violence women including SGBV. ▪ Availability at the MoGD of accurate information and data on GBV crimes. • Number of additional programmes to respond to and prevent GBV in place as a result of MoGD's strengthened coordination capacity.

PILLAR THREE: PARTICIPATION AND EMPOWERMENT

Strategic Issue 5: Promote women's full participation in all conflict prevention, peace building and post-conflict recovery processes.

Strategic Issue 6: Empower women through increased access to housing and natural resources and strengthen their participation in the management of the environment.

UN SC Resolution 1325 (Art 1): Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management and resolution of conflicts [*United Nations S/RES/1325 (2000)*].

UN SC Resolution 1325 (Art 8a): Calls on all actors involved, when negotiating and implementing peace agreements to adopt a gender perspective including inter alia the special needs of women and girls during repatriation and resettlement and for the rehabilitation, reintegration and post-conflict reconstruction [United Nations S/RES/1325 (2000)].

Strategic Issues	Priority Areas	Output	Indicator

Strategic Issue 5: Promote women's full participation in all conflict prevention, peace building and post-conflict recovery processes.

UNSC Resolution 1325 (Art 1): Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanism for the prevention, management and resolution of conflict. [*United Nations S/RES/1325 (2000)*].

UNSC Resolution 1820 (Art 12): Urges the Secretary-General and his Special Envoys to invite women to participate in discussions pertinent to the prevention and resolution of conflict, the maintenance of peace and security and post-conflict peace building, and encourages all parties to such talks to facilitate the equal and full participation of women at decision-making levels. [*United Nations S/RES/1820 (2008)*].

Strategic Issues	Priority Areas	Output	Indicator

Government promotes women's full participation in all conflict prevention, peace building and post-conflict recovery processes at community, county, national and sub-regional levels.	**1.Policy** Review and revitalize the Mano River Union (MRU) Peace Commission[16] and ensure the appointment of gender sensitive staff	Mano River Peace Commission revitalized and reviewed with an added gender perspective.	▪ Number of competent and gender sensitive women appointed to the MRU Peace Commission.
	1.1 Revitalize the Traditional non-Aggression Pacts Revitalize the traditional non-aggression pacts developed within the countries in the region[17] and include women.	Mano Pact in Liberia; Kono and other pacts in the region revitalized. Other mechanisms developed to prevent conflict and promote peace between ethnic groups in Liberia.	▪ Number of pacts revitalized and in use and number of competent women included. ▪ Number and quality of country specific conflict prevention mechanisms developed in Liberia to promote peace among ethnic groups.
	1.2 Policies governing women's access to cross-border trade: Policies to be strengthened and implemented across the region –including enforcement of the ECOWAS Protocol on Freedom of Movement of Peoples.	Codes of Conduct, Complaint mechanisms and Women's Cross-Border Trade Union developed in Liberia strengthened, implemented and replicated across MRU.	▪ Number of gender sensitive Codes of Conduct in place across the region. ▪ Number of Cross-border complaint mechanisms in place and frequency of complaints. ▪ Number of functioning Women's Cross Border Trade Unions set up and in place
	1.3 Harmonization and simplification of existing regional conflict prevention frameworks: Simplification and dissemination of the ECOWAS Conflict Prevention Framework (ECPF) and harmonization of the pillar on women, peace and security with LNAP.	Simplified version of the ECPF used as an advocacy tool to facilitate the implementation of LNAP and women's involvement in conflict prevention and early warning systems in Liberia and across the region.	▪ Greater number of women involved in conflict prevention and early warning systems at regional, MRU, national, county and community levels
	1.4 LNAP on Women, peace and security: Widespread translation,	LNAP translated and widely disseminated to all actors across the country – especially, women and girls.	▪ Number of local dialects into which LNAP is translated. ▪ Level of knowledge and awareness of the LNAP

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[16] The Mano River Union (MRU) consists of Liberia, Guinea Conakry, Ivory Coast and Sierra Leone. The region was created in 1973.

[17] A number of Traditional non-Aggression Pacts like the Mano Pact (Liberia) and the Kono Pact exist in the MRU but need revitalization.

	popularization and dissemination of the LNAP across Liberia through cultural sensitizations, translation and dialogue.	Inter-agency dialogue and strategic policy advocacy with key peace and security actors on the LNAP as a policy tool. Cultural tools such as skits, dramas and other cultural means to publicize the LNAP and promote peace and conflict prevention. Progress on the implementation of LNAP is tracked and used as advocacy points to promote gender mainstreaming.	within Liberia. ▪ Increased awareness and knowledge of the principles of UN SC Resolution 1325. ▪ Implementation of the LNAP by SSIs, SOBs, GoL and civil society stakeholders. ▪ Degree to which cultural mechanisms are employed to popularize the LNAP.
	2.Training and capacity building: Expand and re-design existing peace training curricula to develop and deliver a certificated peace-building training programme for women at national, county, community and sub-regional levels in consultation with UL, WIPNET, WIPSEN, DRC and MARWOPNET.[18]	Re-designed and expanded peace training curricula developed, agreed translated and in place to deliver quality training.	▪ Number of local dialects into which curricula is translated. ▪ Number and quality of trainings delivered and number of women, women peace monitors and women's peace committees across the MRU sub-region participating.
	2.1 Standardized and certificated training: Standardized and sustainable certificated training curricula in gender-sensitive conflict early warning reportage developed to systematically and sustainably target the media (especially female media personnel).	Capacities of 150 female media personnel strengthened to facilitate gender-sensitive conflict early warning reportage Trained women living close to border areas better able to identify and address trafficking, sexual abuse and exploitation and small arms issues.	▪ Number of female media personnel and female monitors participating in training. ▪ Number of trainings provided and early warning indicators developed. ▪ Greater degree of gender perspectives in information gathering for early warning. ▪ Reduced reporting of trafficking and sexual abuse and exploitation incidents. ▪ Quality and number of country-specific gender sensitive early warning indicators developed.
	3. Research and Documentation:	Roster available and used in advocacy to promote increased	▪ Number of women on the roster that are trained in

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[18] The training programme should include modules on early warning, conflict management, conflict resolution, peace building, negotiation, crisis management, mediation.

	Design and develop a centralized roster of competent women[19] working in different thematic areas on women, peace and security at national and sub-regional levels and publicize it.	representation of women. Roster database created and housed at MoGD. Names of competent women continuously submitted to MoGD for input into roster. MoGD periodically informs MoFA of names on roster.	different aspects of conflict prevention and peace building. ▪ Degree to which roster is publicized and used in advocacy. ▪ Frequency with which women whose names are on the roster are appointed to strategic decision-making positions. ▪ Degree to which gender mainstreaming becomes widespread within Liberian governmental structures, within the media and in the private sector. ▪ Number of best practices in peace-building of Liberian women. ▪ Analysis conducted, lessons learnt and advocacy points developed from the documented research.
	Research and document best practices of Liberia women in peace building and conflict prevention.	Research conducted and documented to facilitate analysis and identification of best practices and lessons learnt for extensive dissemination.	
	Monitoring and impact evaluation: Monitoring and reporting on women, peace and security issues.	Monitoring and impact evaluation conducted on Policies, Codes of Conduct, MRU Peace Commission, women's peace mechanisms, training and LNAP.	▪ Use and value of training curricula ▪ Quality of research and documentation conducted, best practices and lessons learnt identified. ▪ Functioning and gender sensitivity of MRU Peace Commission and women's peace mechanisms. ▪ Number of Traditional Non-Aggression pacts revitalized ▪ Number and quality of gender sensitive polices developed and Codes of Conduct in place across the sub-region.

Strategic Issue 6: Empower women, increase their access to housing and natural resources and strengthen their participation in the management of the environment.

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[19] Selection criteria will be developed by the MoGD in consultation with national and international partners for the women who will be on the roster.

Strategic Issues	Priority Areas	Output	Indicator
Government empowers women to increase their access to housing and natural resources and strengthens their participation in the management of the environment.	1.Policy: Develop, review and/or strengthen national housing, natural resources and environmental policies, structures and systems to fully include and empower women.[20]	Gender sensitive National Housing and Shelter (NHA) policies and implementation strategies formulated and in place. Women integrated into the decision-making structures of the Land Reform Commission (LRC) Women and women's groups at national, county and community levels participate in the consultations to develop the TORS of the LRC. National property registration process in place.	▪ Number of women with access to decent and affordable housing and land. ▪ Number of women participating in LRC and NHA at decision-making levels. ▪ Number of competent women accessing and participating in the reform and gender mainstreaming of the Property Registration Systems (PRS). ▪ Quality of information made available to women and number of women with access to such information.
	1.1 Advocacy and Lobby: Advocate for the allocation of public expenditure to promote women's economic empowerment, including equal access to productive resources. Advocate and lobby for the NHA to accelerate measures to enforce zoning laws and provide low cost housing. Free sensitization and education courses on land, inheritance and property rights provided to women by trained paralegals.	Women's economic empowerment guaranteed through allocation of a percentage of public expenditure. NHA puts in place measures that enforce zoning laws and that facilitate access to low-cost housing. Women's knowledge of their property and contractual rights strengthened through access to free educational courses on property rights, land and inheritance issues.	▪ Percentage of the public expenditure allocated to women's economic empowerment. ▪ Increased numbers of women that own land and with increased knowledge of their contractual and property rights. ▪ Quality and frequency of education courses on land and property rights offered to women, and level of increased understanding among women.

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[20] The issue of women's access to housing and natural resources is not explicitly stated in UN Resolution 1325 but was a priority issue emerging from the consultations with Liberian stakeholders and especially rural women. Similarly, the issue of the environment and climate change issues and their effect of women is a priority in the Liberian National Action Plan for the implementation of resolution 1325.

	2. Training and Capacity Building: Train women in specialized skills to prepare them for work in traditionally male dominated labour markets.	Competent women are trained in specialized skills and provided access to resources and opportunities to new housing construction and other technology	▪ Number of female architects, city planners, builders, contractors trained. ▪ Number of women trained in production of roofing tiles and bricks. ▪ Number of women homeowners accessing credit. ▪ Number of homes restored or constructed.
	2.1 Standardized and certificated training: Standardized and sustainable certificated training curricula in gender sensitive conflict early warning reportage developed to systematically and sustainably target the media, especially female media personnel.	Capacities of 150 female media personnel strengthened to facilitate gender sensitive conflict early warning reportage. Trained women living close to border areas better able to identify and address trafficking, sexual abuse and small arms issues.	▪ Number of female media personnel and female monitors participating in training. ▪ Number of trainings provided and early warning indicators developed. ▪ Greater degree of gender perspectives in information gathering for early warning. ▪ Quality and number of country specific gender sensitive early warning indicators developed. ▪ Reduced reporting of trafficking, sexual abuse and exploitation and small arms incidents.
	2.2. Women regional peace committees, peace monitors and other sub-regional peace mechanisms: strengthened and replicated across all countries in the sub-region to promote cross-border linkages with other women's groups and with national and regional security forces.	A comprehensive, inclusive and certificated curriculum on peace issues translated and in place for women, women peace monitors and women's peace committees. Training modules designed and translated into relevant local languages, including sub-regional border languages and dialects. Capacity of MRU parliamentary committees on women and gender and security strengthened. Critical mass of female peace and security monitors trained and certified.	▪ Quality of translation and degree of usage. ▪ Number and quality of trainings provided to women, women peace monitors and women's peace committees across the MRU sub-region. ▪ Type and effectiveness of mechanisms developed to empower and promote women peace monitors` linkages with official MRU security forces. ▪ Increased linkages between women and women's peace groups nationally, regionally and sub-regionally. ▪ Increased numbers of women represented at

			decision-making levels in peace and security processes at sub-regional, national, county and community levels.
	3. Enhancement of women's participation: in natural resources management and environmental protection.	Community women involved in protection and management of forestry, mineral and other natural resources.	▪ Number of women living in forest and mineral resource rich areas that participate in protection and management of forestry and natural resources from FDA and EPA records. ▪ Number of women participating in the mining and logging industries.
	3.1 Initiate and expand economic empowerment programmes: for women including the provision of support to female farmers and entrepreneurs.	Women at the community, district and peri-urban levels are supported with credit lines and strategic linkages that increase their productivity and move them from the informal to the formal sector. Women are provided with information relating to opportunities for their economic empowerment.	▪ Numbers of women supported to move from the formal to the informal sector. ▪ Quality and number of economic empowerment and training programmes developed and made accessible to women and girls.
	3.1.1 System of Agricultural extension workers strengthened and expanded to identify and train both male and female extension workers.	Women are supported to form single or mixed-sex cooperative networks and agricultural business units as a means of increasing their control of assets. MoA, MoE, MoCI, MoGD and UL develop agreement ensuring a specified number of scholarships for girls to study agriculture.	▪ Number of extension workers systems in place across the country and number of women and girls participating. ▪ Frequency with which girls are offered scholarships to study agriculture and related subjects at UL or external universities.
	3.2. Government develops policies: to promote women's access to loans, credit lines guarantees including reviewing repayment terms and accessibility to	Policies and mechanisms developed and women informed of how to access guarantees for loans from the GoL. Women are provided with information relating to opportunities for their economic empowerment.	▪ Degree of increase in women's access to credit facilities and financial resources. ▪ Quality of information provided and number of women with access to the information.

financial resources generally.	Women at the community, district and peri-urban levels are supported with credit lines and strategic linkages.	• Frequency with which information is updated. • Number of women able to access substantive loans guaranteed by the government and other credit facilities. • Quality of policies underpinning payment terms and number of women with access to information of terms and conditions • Number of women able to meet repayment terms and conditions.	

PILLAR FOUR: PROMOTION

Strategic Issue 7: Promote the involvement of women's groups in the implementation of the LNAP and advocate for increased access to resources for both the government and women's groups.

Strategic Issue 8: Promote the participation of girls in conflict prevention, early warning, peace security issues and post-conflict recovery issues through education and training.

Strategic Issue 9: Enhance the technical and institutional capacities of governmental and civil society actors, including women's groups to effectively implement the LNAP.

Strategic Issue 10: Promote the full involvement of governmental and civil society actors, including women's groups in the monitoring and evaluation of the LNAP.

UNSCR 1325 (Art 7): Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter-alia, the United Nations Fund for Women and the United Nations Children's Fund and the Office of the United Nations High Commissioner for Refugees, the Peacebuilding Fund and others. [*United Nations* (*S/RES/1325 2000*)].

Strategic Issues	Priority Areas	Output	Indicator

Strategic Issue 7: Promote and advocate for increased access to resources for both the government and women's groups to effectively implement the LNAP.

UNSCR 1325 (Art 7): Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmers, inter-alia, the United Nations Fund for Women and the United Nations Children's Fund and the Office of the United National High Commissioner for refugees, the Peace building Fund and others. [*United Nations (S/RES/1325 2000)]*.

Strategic Issues	Priority Areas	Output	Indicator

Government develops and implements strategies to ensure that the implementation of the LNAP is fully and sustainably resourced.	**1.Website page development for the LNAP:** Development of a page for the LNAP in the website coordinated by the MoGD to facilitate donor access to, and engagement in funding the LNAP.	Website page developed to host the LNAP, promote awareness and encourage donor funding.	▪ Number of donors accessing the website page and contacting the MoGD regarding funding of the LNAP.
	2. Use the International Colloquium on Women's Leadership: as an opportunity to publicize the LNAP and inform the Liberian public and international guests of its existence.	Donor sign- up sheets and information packs on the LNAP produced and available at the International Colloquium. Communication task Force comprised of CBOs, LNGOs, INGOs, MICAT, FLY MoGD Gender county coordinators sensitize the population to 1325 and the existence of the LNAP. Launch of LNAP at International Colloquium. Discussion of the LNAP at localized events following the International Colloquium.	▪ Number of donors requesting copies of the LNAP and indicating interest in signing up to fund specific aspects. ▪ Degree of sensitization of the public to 1325 and to the LNAP. ▪ Level of interest and participation of international guests ▪ Level of participation of Government of Liberia ministers and others in the discussion on the LNAP.
	3.Donor round table meetings: Donor roundtable meeting organized to present the LNAP after its official launch in March 2009. Each actor listed within the LNAP will identify their role in the implementation of the LNAP and integrate it into their workplan for funding by donors or MoF.	Organization of one roundtable donor meeting to present the LNAP. Workplans and funding proposals developed by ministries, civil society and other actors. Each actor develops a monitoring and accountability framework for its implementation plan that is mainstreamed into the frameworks and mechanisms already in place for monitoring the implementation of the PRS.	▪ Number of donors attending the roundtable meeting. ▪ Number of donors indicating interest in and providing funding for the implementation of the LNAP. ▪ Number of actors with workplans that integrate the LNAP. ▪ Number of workplans shared with MoGD. ▪ Number of implementation plans and accountability frameworks developed. ▪ Number of women's groups participating and requesting capacity building from MoGD to implement the LNAP.
	4.Dissemination of the LNAP to donors: Copies of the printed LNAP are widely disseminated to all relevant actors and donors.	LNAP will be distributed to all relevant donors.	▪ Numbers of donors acknowledging receipt of the LNAP and offering either financial resources or technical expertise. ▪ Effective database of donors established.

	5. Local fundraising activities: Private sector agencies and institutions are encouraged to support the implementation of the LNAP.	Systematic engagement of the private sector in supporting the implementation of the LNAP.	▪ Amount of financial and in-kind contributions received from the private sector for the implementation of the LNAP.
	6. Donors provide resources to women's groups and other civil society actors to effectively implement the LNAP on UN SC Resolution 1325.	Women's groups and other actors develop and present workplans and funding proposals to donors to demonstrate their keen interest in implementing the LNAP.	▪ Numbers of proposals presented to donors by women's groups and other civil society actors. ▪ Number of proposals funded. ▪ Numbers of workplans presented to the MoGD.

Strategic Issues	**Priority Areas**	**Output**	**Indicator**

Strategic Issue 8: Promote the participation of girls in conflict prevention, early warning, peace security issues and post-conflict recovery issues through education and training.

Strategic Issues	**Priority Areas**	**Output**	**Indicator**
Government will promote the participation of women and girls in, and train them on conflict prevention, early warning, peace and security and post-conflict recovery issues.	**1.Policy:** Advocate and lobby for the development of a national service scheme for university graduates including girls. Advocate and lobby for the incorporation of leadership and critical thinking and peace education courses in curricula for junior high and secondary schools.	National service scheme in place and operational to expose young women to public service. Curricula of schools including at the primary reviewed and revised to include select courses on leadership, critical thinking and political education, especially for girls.	▪ Number of young women from rural areas enrolled in the national service programme annually. ▪ Number of schools that introduce leadership and critical thinking courses. ▪ Number of girls from the rural areas participating in the courses. ▪ Number of girls participating in public policy issues and debates.
	2. Succession planning for girls including: Education and training of girls at all levels for participation and promotion in peace and conflict prevention activities.	Peace curricula and training modules developed by institutions catering for pre-primary to university levels developed and delivered.	▪ Numbers of girls, including from the rural areas trained and quality of training delivered.
	2.1 Design, develop and deliver systematic: `Young Leaders` training courses for girls.	Leadership capacities of girls and young women are strengthened.	▪ Number of leadership camps organized for girls and number of girls from the urban and rural areas participating.

	2.2 Initiate annual leadership camps: for girls.	Platform provided to young girls to develop skills for leadership, representation in peace and security processes Capacities of girls strengthened to handle public policy matters.	▪ Number of leadership camps organized for girls. ▪ Increased levels of enrollment and engagement of girls in security institutions and processes. ▪ Number of girls that become young leaders
	2.3 Create a Youth Parliament: Create opportunities for the setting up of Youth Parliaments where youth can be trained in conflict prevention, peace building and post-conflict recovery issues.	Youth participate in youth parliament Girls are facilitated to participate in youth parliament activities.	▪ Number of girls from rural areas supported to attend the youth parliament annually. ▪ Quality of programmes developed by the youth parliament. ▪ Participation of girls from rural areas of the counties in the youth parliament.
	2.4 Volunteers and internship programme: Design and administer a volunteer, internship and mentorship programme for young girls.	Young girls are groomed for leadership through holiday internship. Volunteer programmes with institutions working on peace and security. Progress on volunteer mentoring and internship for girls is monitored.	▪ Number and quality of volunteer and mentoring programmes initiated. ▪ Number of young girls volunteering. ▪ Progress reports prepared by past volunteers.
	3. Participation of girls in peace building, conflict prevention and post-conflict recovery issues: Formation and empowerment of peace clubs for girls established in junior high and secondary schools.	Capacities of young girls developed to sustain work on women peace and security. Junior High and Secondary Schools in each country initiate peace clubs. At least 5-6 girls enrolled in peace and security institutions each year for the next 4 years,	▪ Number of schools across the countries and the MRU generally participating in the Peace Clubs initiative. ▪ Number of peace clubs established and in operation in the counties. ▪ Quality of programmes run by clubs and numbers of girls attending. ▪ Number of girls enrolled in clubs over next four years.

Strategic Issues	Priority Areas	Output	Indicator
	3.1 Involvement of the media to ensure community support: programmes are in place for the enrolment of girls in the SSI sector. Targeted engagement of parents-teachers associations and the community as mechanisms to increase female enrolment in the sector Advocate and lobby for the inclusion of UNSCR 1325, 1820 and gender studies in the curriculum of junior high and secondary schools	Universities and other educational institutions are included to specifically target girls. Numbers of PTAS participating and degree to which they are involved and effective in convincing girls to join the sector. Gender studies with modules on women, peace and security issues, including UN SC resolutions 1325 and 1820 is incorporated into the curriculum of junior high and secondary schools as well as universities.	▪ Number of community structures such as PTAs and YWCAs involved in supporting the enrolment of girls in the SSI sector. ▪ Number of schools offering scholarships to girls to apply and train for appointments within SSIs. ▪ Improved attitudinal and behavioural changes towards gender equality and women's empowerment.
Strategic Issues	**Priority Areas**	**Output**	**Indicator**

Strategic Issue 9: Enhance the technical and institutional capacities of governmental and civil society actors, including women's groups to effectively implement the LNAP.

UNSC Resolution 1325 (Art 7) Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmers, inter-alia, the United Nations Fund for Women and the United Nations Children's Fund and the Office of the United National High Commissioner for Refugees, the Peacebuilding Fund and others. [*United Nations (S/RES/1325 2000)*].

Strategic Issues	Priority Areas	Output	Indicator
Enhance technical and institutional capacities of governmental and civil society actors for effective coordination, coherence and implementation of the LNAP.	**1.MoGD – Policy:** Develop policies, appoint personnel and set timeframes for the coordinated and coherent implementation of the LNAP	Database in place, policies developed and appropriate technical personnel appointed to ensure coherence and coordination in the implementation of the LNAP.	▪ Effectiveness of the database in monitoring the implementation of the LNAP and number of technical experts in place for this purpose. ▪ Number of Ministries and other government bodies that develop workplans and implement the LNAP.

	2.Capacity building and training: Government ministries and agencies are supported with technical and logistical support to facilitate implementation of the LNAP.	Appointment of Senior Gender Advisers trained on gender mainstreaming, gender analysis and collection of disaggregated data to oversee the implementation of the LNAP in all relevant ministries thus creating a layer above that of Gender Focal Points. Gender Focal Points systems within ministries strengthened with standardized, approved and certificated training provided.	▪ Number of Senior Gender Advisers appointed and trained in gender mainstreaming, gender analysis and effective collection of disaggregated data in place in ministries and other governmental bodies. ▪ Number of competent Gender Focal Points trained in gender mainstreaming, gender analysis and effective collection of disaggregated data in place in ministries and other governmental bodies.
	Strengthen the capacity of the MOGD to effectively coordinate the work of civil society organizations, including women's groups on gender mainstreaming, gender analysis and the collection of disaggregated data for the effective implementation of the LNAP.	Appointment of a number of Technical Advisers including lawyers, data analysts, database experts and psychologists.	▪ Number and quality of technical experts appointed and in place.
	2.1 Gender Budgeting: Gender budgeting capacity building for staff of ministries and government departments as well as civil society actors.	Gender budgeting training modules developed and delivered to relevant stakeholders.	▪ Number of representatives of ministries and other stakeholder representatives participating in gender budgeting training courses. ▪ Effectiveness of gender budgeting courses measured by implementation of gender budgeting principles. ▪ Percentage of funding allocated by MoF to LNAP and gender mainstreaming activities in Ministries. ▪ Percentage of budgets for ministries allocated to the implementation of the LNAP and National Gender Policy.
	2.2. Development of strategic linkages and partnerships: Public and private strategic	Partnerships of different types that foster coherence and promote coordination developed.	▪ Number of strategic partnerships such as between ministries, civil society actors, private sector agencies, donors, UN agencies and UNMIL

Strategic Issues	Priority Areas	Output	Indicator
	partnerships and linkages created.		that are developed to facilitate implementation of the LNAP
	3. Volunteer programme initiated: An exchange volunteer programme institutionalized within MoGD to promote awareness and knowledge and to develop strategies for the implementation of the LNAP.	MoGD's technical capacity to coordinate the implementation of the LNAP strengthened through the initiation of a `Four Years Technical Volunteers Programme` with universities, UN or other related agencies, following discussion on how to implement the programme and who with.	▪ Number and quality of technical expert volunteers participating in the programme. ▪ Number of universities and agencies participating. ▪ Number and quality of technical experts provided through the programme. ▪ Reports provided by the Technical Volunteers.

Strategic Issue 10: Promote the full involvement of governmental and civil society actors, including women's groups in the monitoring and evaluation of the LNAP.[21]

Strategic Issues	Priority Areas	Output	Indicator
Promote the full involvement of governmental and civil society actors in the monitoring and evaluation of the LNAP.	**1.Policy** Develop, consult and create monitoring and evaluation procedures and systems to monitor the implementation of the LNAP.	Monitoring and evaluation forms created and adopted Training provided on use of the monitoring and evaluation forms.	▪ Number of actors utilizing monitoring and evaluating forms. ▪ Numbers of staff attending training and utilizing the monitoring and evaluation forms.
	2.Monitoring mechanisms Transformation of the existing national Steering Committee into an effective monitoring body.	National Steering Committee (NSC) restructured as a monitoring and evaluation body and includes Senior Gender Advisers from each relevant government ministry.	▪ Number of Gender Advisers attending the NSC. ▪ Frequency of monthly monitoring and evaluation meetings undertaken by the restructured NSC. ▪ Quarterly reports presented to MoGD. ▪ MoGD reports to the President annually on the progress of the implementation of the LNAP.

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[21] Monitoring and evaluation of the LNAP must be mainstreamed into systems already established to monitor the implementation of the PRS.

	3. Involvement of civil society actors: Strategic engagement of civil society actors – especially women's groups in monitoring the implementation of the LNAP.	Creation of a civil society monitoring and evaluation *Observatory* of CBOs, LNGOs and INGOs, including women's groups to monitor the implementation of the LNAP.	▪ Number of women's groups that are active members of the *Observatory*. ▪ Frequency of meetings held by the *Observatory*. ▪ Number of parallel reports including mid-term Progress report, produced and disseminated. ▪ End of implementation *Shadow Report* produced to complement Final report coordinated by MoGD.
	4.MoGD 1325 Secretariat strengthened: Secretariat based at MoGD strengthened with 2 additional staff (total of 4) including 2 Technical Experts, an Administrator and a Project Officer for 6 months to begin training on how to implement the LNAP.	Secretariat staffed and functioning to provide training on UNSC Resolutions 1325 and 1820.	▪ Training modules developed and approved by MoGD. ▪ Numbers of training provided to MoGD staff, Gender Advisers, Gender Focal points, staff of other ministries, media, CBOs, LNGOs, INGOs and private sector organizations.

C. How to use the LNAP

The Liberia National Action Plan can be used in many different and strategic ways including those listed below.

Monitoring and evaluation: The LNAP is in itself a monitoring tool for the government of Liberia and its partners to assess the progress of the advancement of women's issues. It contains suggested outputs, suggested timelines, progress indicators and an extensive list of stakeholders.

Strengthen coordination: The LNAP is designed to strengthen the coordination and standard setting role of the Ministry of Gender and Development (MoGD). To promote effective coordination and coherence, the capacity of the MoGD to coordinate, advise, facilitate and monitor effectively as well as its database, research and analysis capacity will need to be strengthened. Adequate technical expertise on databasing and analysis as well the appointment of lawyers experienced in GBV issues will need to be undertaken.

Promote partnerships and strategic linkages: The LNAP can be used to promote strategic linkages and partnerships between the different stakeholders listed. Ministries can partner with non-governmental organizations of various types as well as with other ministries. Similarly, private sector organizations may wish to develop short, medium or long-term partnerships with civil society organizations or para-statal institutions in order to achieve a specific goal defined in the LNAP. Creative solutions can often solve seemingly insurmountable problems.

Data collection, storage and analysis: The LNAP can catalyze the institutions responsible for the collection, storage and analysis of accurate and reliable data. Policy implementation normally involves the interests of different stakeholders and the setting up of administrative structures to achieve timelines and often face a number of challenges. Among the challenges that will be faced in the implementation of the LNAP is the accessing of reliable data. The challenge is both in the **data collection** which requires specific methodologies and trained enumerators and the **analysis** of such data which requires technical expertise. The soon to be launched Angie Brooks International Centre and the universities, LISGIS and the Ministry of Planning and Economic Affairs (MPEA) may be able to help in this respect and also to contribute to the development of a national database of accurate and reliable sex-disaggregated data on women, peace and security issues. Moreover, the process of collecting, storing and analyzing the data may result in meaningful national qualitative indicators for the measurement of the implementation of the LNAP.

Enhance donor commitment to Liberia: The LNAP can be used as a fundraising tool and to enhance donor commitments to gender mainstreaming and the advancement of women, peace and security issues in Liberia. While some donors such as the United Nations Fund for Women (UNIFEM), the Department for International Development (DFID) and the United Nations Population Fund (UNFPA) have already indicated interest in providing funding, the mobilization of adequate resources will be one of the significant challenges to implementation. To address this challenge, the four-year LNAP incorporates within itself strategies for resource mobilization using opportunities such as the forthcoming International Colloquium on Women's Empowerment, Leadership and Peace and Security to create linkages with donors and others who may wish to support the advancement of women and gender mainstreaming in Liberia. Donor sign-up sheets to facilitate those who may be interested in providing support will be available before, during the event and beyond.

Strengthen monitoring and watchdog role of civil society: Civil society, especially women's groups will, based on strict selection criteria, be appointed to a **Civil Society Monitoring Observatory** (CSMO) that will monitor the implementation process from the perspectives of civil society and women's groups. The CMSO will prepare a *Shadow Report* at the end of the four-year implementation period that will parallel the official government report to the UN Security Council and the Office of the Special Adviser on Gender Issues to the UN Secretary-General (OSAGI), the United Nations (UN) Agency that is mandated to promote the development and implementation of national action plans on UN SC Resolution 1325.

The existing National Steering Committee will need to be strengthened and a Technical Monitoring and Evaluation Task Force set up to monitor the implementation of the LNAP. In addition, the existing Gender Forum Network and the Gender Focal Points system should be revitalized and strengthened and Senior Gender Advisers appointed to all ministries and government agencies as salaried appointments under each respective ministry and with close linkages to the MoGD. The capacity of the existing Gender county coordinators needs to be strengthened with at least two week-long refresher courses on gender and human rights issues per year.

Accountability and ownership: Responsibility and guidance for the implementation of the LNAP must rest at the highest levels of government ministries and agencies and mechanisms for ensuring compliance in the form of workplans and incentives must be developed. Progress reports will be required from the communities and counties on a quarterly basis with annual reports presented to the President and Cabinet by the MoGD. An **Interim Progress Report** coordinated by the MoGD and following the format of the CEDAW report will be required after 18 months and a **Final Report** will be due at the end of the four year implementation period.

D. Towards Implementation

Roles and responsibilities for the full implementation of the LNAP must be clear and must involve everyone as outlined below.

Government of Liberia: As the primary recipient of public trust and governance responsibility for developing and setting the policy agenda, the Government of Liberia has the lead in promoting and implementing the national action plan.

UN Partners: At the international level, the United Nations are responsible for setting the international policy agenda for the advancement of women and for gender mainstreaming. In Liberia, however, the United Nations are the custodians and administrators of international funds and supporters of the Government of Liberia. They must therefore organize themselves in a coherent manner to implement the GoL's policies.

Civil Society: Known for creativity and ingenuity and as the architects and implementers of new ideas and paradigms for success, civil society organizations at the national, international and community levels must function as watchdogs for the use of national and international resources. However, their criticisms of the government must be constructive and solution based

International and National NGOs – as the new driving force of global development and equalization should not commit to the top down approach which sees projects untended and failing after resource diversion, but must commit to a bottom top approach emphasizing sustainability and the ability to replicate projects and successes.

Donors: Pledges and commitments made by donors must be honoured and funds should be disbursed in a timely manner to facilitate the implementation of the national action plan to ensure that indicators are met and the expected outcomes are fully realized.

Private Sector: The private sector in Liberia must also own the national action plan and involve themselves in its implementation.

Beneficiaries: Target populations must realize that trust and sustainability are key in the execution and success of all projects.

E. Next Steps

a) **Presentation of the LNAP** to the President and Cabinet of the Republic of Liberia that would possibly result in a Directive from the President to the line Ministries outlining the GoL's priorities, the importance of the LNAP and calling for strict adherence to the Government's own position of support for the LNAP.

b) **Ownership, commitment and political will** from Government Ministries and agencies. Ministries need to take the National Action Plan and within each of their respective areas of responsibility, task the appropriate departments with a priority agenda for its implementation.

c) **Beneficiaries must acknowledge the importance** and also make it their own in terms of how to sustain the action, how to make it work properly, how to monitor and evaluate effectively, especially when adjustments in strategy and implementation are necessary.

d) **User friendliness and applicability** is key for ease of use and implementation in the various regions and counties and must be a foremost concern and indicator in the successful realization of the expected outcomes.

e) **Accountability** is necessary for the successful achievement of the goals and objectives of the plan.

f) **Popularization, simplification and translation of the LNAP** will increase knowledge and ownership and promote applicability, sustainability and accountability.

g) **Sustainability** will be strengthened if funding is available for institutional capacity building.

F. Guide to stakeholders and their responsibilities

Activity	Lead Agency	Collaborators
Validate and direct Ministers that the LNAP be implemented	The President and Cabinet	MoGD
Dissemination, popularization and translations of the LNAP	MoGD – Office of the Minister	Women's groups, UN agencies, UNMIL, Translators MICAT, CBOs, INGOs, LNGOs,
Organize donor roundtable and funding dialogues to secure funding to strengthen MoGD capacity to coordinate implementation.	MoGD – office of the Minister Deputy Ministers	Donors, UN agencies, UNMIL
Strengthen MoGD capacity – Gender coordinators, research and analysis division, GBV Secretariat	Donors, UN agencies, UNMIL	Technical experts MoGD
Sensitization and communication strategy in place to publicize and popularize the LNAP	MoGD – Office of the Minister, Deputy Minister for Research and Technical Services, MoGD Gender county coordinators	Women's groups, LNGOs, CBOs, INGOs, MICAT, UNMIL, UN agencies
Training on topics including `**How to use the LNAP`** and **Developing indicators for implementing and monitoring a NAP`**	UN-INSTRAW	UNMIL, UNIFEM, LISGIS, LIPA, CBOs, LNGOs, INGOs
Develop workplans and share with MoGD to facilitate coordination	CBOs, LNGOs, INGOS, ministries and government agencies	MoGD
Collect and database information on which CBOs, INGOs and LNGOs are working on one or multiple pillars of the LNAP	MoGD - Deputy Minister for Research and Technical Services, Assistant Ministers, Heads of Departments	INGOs, LNGOs, CBOs, women's groups
Develop policies and procedures for standardized training on the use of the medical reporting forms for the collection and referral of clients.	MoHSW, MoGD	Protection networks, county administration teams UN agencies, UNMIL, CBOs. LNGOs, INGOs
Construction of health facilities	MoHSW, MPW, MPEA	MoGD, UN agencies, UNMIL
National security strategy disseminated, popularized and implemented	The National Security Agency, The Executive, the security sector institutions, Security Oversight Bodies	MoGD, Women's Legislative Caucus INGOs, CBOs, LNGOs, UNMIL UN agencies
Oversee the Amendment of the Constitution	The Executive, Women Legislative Caucus, Governance Reform Commission.	Women's groups including COPPWIL, CBOs, INGOs, LNGOs, NEC, MoGD, UN agencies, UNMIL
Research conducted on women as good role models in the SSIs	MoGD – Department of Research and technical Services. SSR desk.	Angie Brooke International Centre, University of Liberia
Development of policies, training and capacity building for SSIs including the Justice system, LNP, BIN	SSIs, SOBs, Police Academy, Women's groups.	LNGOs, CBOs, INGOs, Parliamentary Committee NSA
Construction of court facilities and homes for justice personnel	MoJ, Judiciary, SSIs, SOBs	MPW, MPEA, MIA, MoGD
Construction of safe homes and rehabilitation centres for GBV survivors.	MoJ, MoHSW, MoGD	MPW, MPEA, MoF, Women's groups, CBOs, INGOs, LNGOs
Monitor implementation of TRC recommendations	TRC, TRC Gender Committee, MoGD	UNIFEM, UNMIL, Women's groups, CBOs, INGOs, LNGOs
Development of policies to promote access to quality health education on reproductive health and HIV/AIDS and provides training.	MoHSW, MoGD	MoGD, UNFPA, UNMIL, CBOs, INGOs, LNGOs, Women's groups, MOCI

Sensitization campaign, empowerment of survivors		
Policies, programmes and systems to prevent violence against women and girls	MoGD	SSIs (Justice, Defense), Law enforcement agencies, 1325 Champions, UN System
Development of a programme on civic education	MoE, MoGD	UN agencies, MICAT, UNMIL, CBOs, LNGOs, INGOs, Women's groups
Disaggregated research on GBV Training for personnel Rehabilitation of BGV perpetrators	MoGD, MoHSW	Researchers, Angie Brooke International Centre
Revitalize MRU Peace Commission	MoFA, Female Ambassadors, MRU	Women's regional umbrella groups, CBOs, INGOs, LNGOs,
Harmonization of regional conflict prevention framework	MoFA, ECOWAS	Women's regional umbrella groups, CBOs, INGOs, LNGOs, ECOWAS
Standardize and certificate conflict prevention and early warning training	MoGD	CBOs, INGOs, LNGOs, ECOWAS Women's regional umbrella groups
Develop roster of competent women in peace-building and conflict prevention	MoGD, CSA	Women's groups, CBOs, INGOs, LNGOs
Develop/or review policy to increase women's access to low cost housing, access to natural resources and participation in environment sector	NHA, MoGD, MLME	LRC, Women's groups, CBOs, LNGOs, INGOs, EPA,
Advocate and lobby for allocation of public expenditure to promote women's economic empowerment and to accelerate zoning laws Provide training, promote participation	Women's groups	CBOs, LNGOs, INGOs, MoGD, AFELL
Put in place system of agricultural extension	MoA, MoGD	UL, MoE, MoF, Agricultural colleges
Promote access to loans, credit lines, microcredit finance, loan guarantees	Central Bank of Liberia LWCC	MoGD, The Legislature, CBOs, LNGOs, INGOs, Women's groups, UN agencies, UNMIL
Development of website to house plan for easy access and to track donor commitment to implementation of LNAP	MoGD technical expert	All relevant ministries and agencies, UN – INSTRAW, UNIFEM UNMIL, Donors
Donor roundtable meeting	MoGD	Donors, UN agencies, UNMIL
Create Youth Parliament, Advocate and lobby for national service scheme for girls, education and training on conflict prevention and peace-building for girls Create volunteer internship programme for mentoring young girls, formation of peace clubs	MoYS, MoGD, MoE	CBOs, LNGOs, INGOs, MoF, UNICEF, UN agencies, UNMIL