LIBERIA'S SECOND PHASE NATIONAL ACTION PLAN

ON WOMEN, PEACE AND SECURITY 2019-2023

GOVERNMENT OF LIBERIA

2019

ACKNOWLEDGMENTS

The development of the second National Action Plan (NAP) on Women Peace and Security is a great achievement for Liberia. In this regard, it is with great appreciation and gratitude that I acknowledge the efforts of the various Agencies of Government, Civil Society Organizations, the United Nations, and other Partners, whose contributions have made this National Action Plan on Women, Peace and Security possible. We especially thank UN Women, the Swedish Embassy and the Peacebuilding Fund for their technical inputs and financial support.

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With the completion of this NAP, we stress the Government of Liberia's commitment to the promotion of women's rights. This commitment must continue to be translated into action through ongoing support, allocation of financial resources, and coordination as we move forward with the implementation.

Best regards,

Williametta E. Saydee-Tarr
Minister of Gender, Children and Social Protection

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LIST OF ACRONYMS

AFELL	Association of Female Liberian Lawyers
BCR	Bureau of Corrections
CSO	Civil society organization
CPA	Comprehensive Peace Agreement
CSE	Comprehensive sexuality education
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CCE	Criminal Court E
DAC	District Advisory Council
EMIS	Education Management Information System
FLY	Federation of Liberian Youth
FGM	Female genital mutilation
GSSNT	Gender and Security Sector National Taskforce
GBV	Gender-based violence
GESI	Gender equality and social inclusion
GRB	Gender-responsive budgeting
GAC	General Auditing Commission
GoL	Government of Liberia
HTPs	Harmful traditional practices
HIES	Household Income and Expenditure Survey
IIS	Institute for Inclusive Security
INCHR	Independent National Commission on Human Rights
IPU	Inter-Parliamentary Union
IRCL	Inter-religious Council of Liberia
LACC	Liberia Anti-Corruption Commission
LBBF	Liberia Better Business Forum
LDEA	Liberia Drug Enforcement Agency
LIS	Liberia Immigration Services
LNP	Liberia National Police
LNP-AIHRG	Liberia National Police Administrative Instruction on Human Rights and Gender (2018) and Implementation Plan
MARWOPNET	Mano River Women's Peace Network
MoD	Ministry of Defence
MoE	Ministry of Education
MoGCSP	Ministry of Gender, Children and Social Protection
MoH	Ministry of Health
MoIA	Ministry of Internal Affairs
MoJ	Ministry of Justice
MoYS	Ministry of Youth and Sports
M&E	Monitoring and evaluation

M&EL	Monitoring and evaluation learning
NAP	Liberia National Action Plan on Women, Peace and Security
NAP-GBV	National Action Plan on Gender-based Violence
NCSU	National Civil Society Union
NDMA	National Disaster Management Agency of Liberia
NEC	National Elections Commission
NGP	National Gender Policy
NSC	National Steering Committee
NTCL	National Traditional Council of Liberia
NGO	Non-governmental organization
OSC	One Stop Centre
PAPD	Pro-Poor Agenda for Prosperity and Development
PBO	Peacebuilding Office
PDO	Public Defenders' Office
PPCC	Public Procurement and Concession Commission
SRH	Sexual and reproductive health
SRHR	Sexual and reproductive health and rights
SSI	Security sector institution
SGBV	Sexual and gender-based violence
SGBV-CU	Liberia National Police Sexual and Gender-Based Violence Crimes Unit
SOP	Standard operating procedure
TWG	Technical Working Group of the NAP
ToR	Terms of reference
TRC	Truth and Reconciliation Commission
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNMIL	United Nations Mission in Liberia
UNODC	United Nations Office on Drugs and Crime
UNSCR	United Nations Security Council Resolution
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
USAID	United States Agency for International Development
VSLA	Village Saving and Loans Association
WACPS	Women and Children Protection Section of the LNP
WIPNET	Women in Peacebuilding Network
WONGOSOL	Women's NGO Secretariat of Liberia
WPS	Women, peace and security

EXECUTIVE SUMMARY

The UN Mission in Liberia (UNMIL) left the country on 31 March 2018, after 14 years. The transfer of security responsibilities from UNMIL to the government on 30 June 2016, the conduct of peaceful presidential and legislative elections and the political transition to a new democratically elected government on 23 January 2018 marked a new phase in the process of socio-political transformation. These successes have been accompanied by important national policy initiatives, such as Liberia Rising: Vision 2030, the Pro-Poor Agenda for Prosperity and Development (PAPD) 2018-2023, the National Gender Policy (NGP) 2018-2022, the first Liberia National Action Plan (NAP) for the Implementation of UN Resolution 1325, 2009-2013; the Strategic Roadmap for National Healing, Peacebuilding and Reconciliation (2013-2030) and the Liberia Peacebuilding Plan (2017).

The NAP was the first of its kind in a post-conflict country, and is seen as the Government of Liberia's acknowledgement of women's role in the country achieving the 2003 peace agreement. The NAP represented Liberia's efforts to localize UNSCR 1325, which urges all actors to increase the participation of women and incorporate gender perspectives in all UN peace and security efforts. The resolution also calls on all parties to conflict to take special measures to protect women and girls from gender-based violence (GBV), particularly rape and other forms of sexual abuse.

The NAP was developed through a rigorous consultative process that involved women's groups, youth groups, civil society actors, government agencies and ministries, and international partners. It was divided into four pillars:

- **Protection**
- **Prevention**
- **Participation and empowerment**
- **Promotion**

The pillars align with the global women, peace and security (WPS) agenda. Since the launch of the NAP in 2009, the Government of Liberia (GoL) has made significant strides, ranging from the development and operationalization of policies and strategies, to advocacy, awareness-raising, capacity-building and the provision of basic social services aimed at achieving the NAP's goals. Evaluations and assessments of the implementation of the action plan confirmed that progress has been made, but also highlighted the need to do more to achieve its full implementation.

The need for a second NAP was highlighted by the Committee of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in its 2015 Concluding Observations. It provided two recommendations: that the second phase NAP be regularly reviewed in order to address all areas of concern and to ensure durable peace, and, that the GoL give due consideration to the full spectrum of the WPS agenda. In addition, a second phase of the action plan supports the GoL's efforts to meet its international commitments on UNSCR 1325 and subsequent resolutions, which strengthen and support UNSCR 1325, and on General Recommendation 30 on Women in Conflict Prevention, Conflict and Post-Conflict Situations of CEDAW. The latter aims to ensure respect for women's human rights in all situations, not only during armed conflict but also during internal insurrections and emergencies.

Development of the second NAP was done through a broad consultative process that included:

- Consultation meetings and individual interviews in November-December 2018 in 15 counties with 189 participants on the implementation structure of the first NAP, to gather lessons learned and recommendations for the second NAP.

- A two-day workshop with over 30 participants in February 2019 in Monrovia, to draft the new implementation and monitoring structure for the second NAP, with detailed roles and responsibilities of proposed units.

- A needs assessment conducted with 51 members of the proposed new

implementing structure in April 2019, to assess the capacity gaps and members' abilities to carry out specific tasks as per their terms of reference (ToR).

- Two awareness-raising workshops in Bong and Grand Gedeh counties in May 2019 with 60 participants from key line ministries, agencies and commissions, as well as civil society organizations (CSOs) from various counties, to raise awareness about UNSCR 1325 and promote leadership, ownership and participation of local communities.

- A two-day monitoring and evaluation (M&E) workshop in Monrovia in May 2019 with 25 participants representing government, CSOs, women's groups, youth groups and media, to review the NAP logical framework, implementing structure and cost activities.

The resulting second NAP spans five years, from 2019 to 2023, builds on the successes of the first NAP and addresses the challenges to achieving full and successful implementation. It is constructed on five pillars:

1. **Prevention: Prevention of relapse into conflict and all forms of structural and physical violence against women and girls, including sexual and gender-based violence (SGBV) and violence done under the threat of terrorism.**

2. **Protection: Women, young women and girls' safety, physical and mental health are assured, and their human rights respected.**

3. **Participation: Participation of women, young women and girls in decision-making processes related to the prevention, management and resolution of conflicts, humanitarian action and countering terrorism.**

4. **Relief and recovery: Women and girls' specific needs are met in relief and recovery and peacebuilding interventions, including under the threat of terrorism and especially those most vulnerable to violence.**

5. **Coordination and accountability: Capacity and resources to coordinate, implement, monitor and report on WPS plans and programmes are ensured.**

The outcomes, outputs and activities under each pillar support the overall goal of: "Women and girls' safety, physical and mental health and security are assured; and are fully protected under legislation and policies that promote their empowerment and full participation at all levels, in building sustainable and inclusive, peace and security in Liberia."

The second NAP is fully aligned to key national policies and strategies, namely the PAPD, the revised National Action Plan on GBV (NAP-GBV) 2018-2023, and the NGP (2018-2022) amongst others. It addresses the government's priorities regarding its WPS agenda and includes recommendations from Towards a Reconciled, Peaceful and Prosperous Liberia: A Strategic Roadmap for National Healing, Peacebuilding, and Reconciliation (2013-2030), Final Report of the Truth and Reconciliation Commission

of Liberia (2008) and the Action Plan for the Implementation of Recommendations arising out of the new Review of Progress on the Implementation of the Liberia National Action Plan for UNSCR 1325 (2015).

In the NAP's proposed implementation and coordination structure, each unit is interlinked, and their roles and responsibilities have been incorporated in corresponding ToRs. All implementing bodies are responsible to the President of the Republic of Liberia, who in turn will be responsible for high-level advocacy, political will and mobilizing local and foreign resources. The monitoring, evaluation and reporting framework of the second phase NAP is clear, detailed and user-friendly. This will help to strengthen a sustainable approach, via a multidimensional and gender sensitive system, which supports the continuous improvement

of the implementation process. Part of the implementing structure includes a Monitoring and Evaluation Learning (M&EL) Unit, which has a critical role to play in developing a detailed M&EL plan.

With the new structure in place, reporting lines will be clear and effective, thanks to the use of templates, tools and training to ensure inclusiveness, transparency and accountability. The reporting cycle of the NAP is aligned to the GoL financial reporting cycle, which is quarterly and annually. Timelines for district, county and national level reporting will follow the fiscal year. Quarterly reporting will be done at district and county levels and fed into quarterly and annual reports that the M&EL unit will compile for the Technical Working Group (TWG). The TWG will update the National Steering Committee (NSC) on a quarterly basis and report annually to both the NSC and the President.

How to use the LNAP

The NAP can be used in many different and strategic ways to advance the women, peace and security agenda in Liberia, including those listed below.

Monitoring and evaluation: The NAP is in itself a monitoring tool for the GoL and its partners to assess the progress of the advancement of women's issues. It contains outcomes, outputs, indicators with baselines and targets, activities, timelines, an extensive list of stakeholders and is budgeted.

Strengthen coordination: Under the new implementation structure, roles and responsibilities of each coordinating body is simplified and clearly defined. This will enhance its ability to track activity implementation and will be a measure for accountability if efforts go off course. Membership in each body represents multiple government sectors and institutions with a schedule for meetings and reporting deadlines. The County Task Force and District Champions ensure that the needs of women, young women and girls outside of Monrovia are also represented. In order to coordinate, advise, facilitate and monitor effectively, a capacity building plan has been developed to strengthen the abilities of each member of the implementing structure to carry out specific tasks as per their terms of reference including research, data collection and analysis.

Promote partnerships and strategic linkages: Responsibility for activities outlined in the NAP are divided amongst relevant Ministries so implementation is not the sole responsibility the MGCSP. In this way the NAP can be used to promote strategic linkages and partnerships between the different stakeholders listed. For example, MGCSP can have one-on-one meetings with the Ministry of Education (MoE) with a view to strengthening gender and WPS issues in the national curriculum; Units of the implementing structure can increase advocacy and lobbying with Judiciary and SSIs for women's inclusion, participation and advancement to leadership positions in various sectors; similarly they can also work closely with public and private sector to deepen the relationship with the aim to promote partnership in the implementation of the UNSCR 1325 and the LNAP WPS.

Enhance financial commitment from Ministries and other Partners: The NAP has been designed in a way that activities are aligned to and compliment the Responsible Ministries own policies, strategies, workplans, etc. in an effort to ensure that taking on these activities is not far removed from their own priorities and therefore incorporating the NAP activities into their existing budgets should be sufficient. The LNAP can also be used as a fundraising tool by various Ministries to enhance donor commitments to the advancement of women, peace and security issues in Liberia.

Accountability and ownership: Responsibility and guidance for the implementation of the LNAP must rest at the highest levels of Government Ministries and Agencies. The reporting cycle of the NAP is aligned to Government's financial reporting, which is done quarterly and annually. Liberia's fiscal year runs from 1 July to 30 June, and the annual report for the fiscal year is published on 30 September. Timelines for district, county and national level reporting will follow the fiscal year. Quarterly reporting will be done at the district and county levels, feeding into quarterly and annual reports by the Monitoring and Evaluation and Learning unit for the Technical Working Group. The National Steering Committee will share the Annual report with

the President who will present it to the Cabinet, it is expected that the recommendations emerging from that meeting will facilitate and strengthen national ownership and advance the full implementation of the NAP. The NAP will undergo a mid-term (December 2021) review, of which the findings and recommendations will be fully implemented at all levels for successful completion of the NAP, and a final evaluation (December 2023) at the end of the period.

I. CONTEXT AND SITUATIONAL ANALYSIS

Liberia's civil wars lasted 14 years and ended in 2003 with the signing of the Accra Comprehensive Peace Agreement (CPA). Since then, the country has moved from a transitional government through three presidential elections, in 2005, 2011 and 2017. The first post-conflict elected President was Ellen Johnson Sirleaf, who was also the first woman President in Africa. She had a key role in the women's movement that advocated for an end to the conflict, and is credited with steering Liberia through tough post-conflict years. The 14 years of civil wars had a devastating impact on the Liberian people and destroyed social, political and economic governance systems at all levels, as government services were disrupted and skilled individuals fled the country or were killed[1].

Since 2010, overall human development trends in Liberia have shown modest progress. The Human Development Index moved from 0.406 in 2000 to 0.427 in 2015 but remains low compared to the region overall (0.525), and ranks Liberia at 177 out of 188 countries, in the 'low human development' category[2]. The Gender Development Index is at 0.789 and the Gender Inequality Index is at 0.649 (2015)[3]. Liberia started implementing the Sustainable Development Goals (SDGs) in January 2016, prioritizing 7 out of 17 SDGs. However, the process for mainstreaming the SDGs has been slow. In November 2018 the GoL approved the PAPD, which is the second in the series of five-year national development plans anticipated under the Liberia Vision 2030 framework. It follows the Agenda for Transformation 2012-2017.

Additionally, Liberia is a signatory to several human rights treaties, including: the International Covenant on Civil and Political Rights (ratified 2004), the International Covenant on Economic, Social and Cultural Rights (ratified 2004), the International Convention on the Elimination of All Forms of Racial Discrimination (ratified 1976), the Convention on the Elimination of All Forms of Discrimination against Women (ratified 1984; the Optional Protocol was signed in 2004 but is still to be ratified), the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (ratified 2004), the Convention on the Rights of the Child (ratified 1993; optional protocols related to children in armed conflict, sale of children, child prostitution and child pornography were signed in 2004 but are still to be ratified) and the Convention on the Rights of Persons with Disabilities (ratified in 2012).

Liberia's post-war recovery efforts have been characterized by several major achievements, including the transfer of security responsibilities from UNMIL to the GoL on 30 June 2016, and the conduct of peaceful presidential and legislative elections. The UN peacekeeping mission in Liberia departed on 31 March 2018, after 14 years in the country. The end of peacekeeping marked a new phase in the process of socio-political transformation, as the period coincides with a political transition to a new, democratically elected government, which took power on 23 January 2018. These successes have been accompanied by important national policy initiatives such as Liberia Rising: Vision 2030, the PAPD (2018-2023), the NGP (2018-2022), the first NAP (2009-2013), the Strategic Roadmap for National Healing, Peacebuilding and Reconciliation (2013-2030), the Liberia Peacebuilding Plan (2017), the national reconciliation conference and the Liberia Moment, which took place in March 2018[4].

While Liberia has succeeded in ensuring a peaceful transition, it faces continued peacebuilding challenges as many of the root causes linked to the civil wars remain unaddressed. The Strategic Roadmap for National Healing, Peacebuilding and Reconciliation (2013-2030) created by the GoL after a number of consultations, listed the following conflict triggers[5]:

- Distrust in institutions and sense of injustice

- Inter-tribal/Inter-group tensions

- Suppressive cultural practices against women, SGBV and gross abandonment and persistent non-support by most men to their families

- Limited opportunities for youth, especially vulnerable youth

- Inadequate progress in reconciliation and healing, and limited dialogue between civil society and government institutions because of lack of trust in the GoL

- Unequal distribution of resources and feeling of exclusion and injustice

- Land and property disputes

- Unaccountability, perception of widespread corruption and culture of impunity

- Physical insecurity and daily risks of violence.

The Roadmap added that existing structural barriers to women's participation in peace and security processes include: weak and inadequate representation of women in national and local decision-making processes; insufficient and unequal access to natural and economic resources; strengthening of gender discriminatory relations within the society and family, and a poorly developed community infrastructure, which tend to increase feminization of poverty – creating barriers to women's participation in all spheres of public life and activities.

An UNMIL Gendered Country Profile report (2018)[6] emphasized that the lives of women are particularly insecure due to societal and customary inequalities, harmful traditional practices (HTPs), lack of accountability for human rights abuses, high rates of SGBV and insufficient access to social justice. It added that Liberian women and girls are widely discriminated against in the political, social and economic spheres, particularly due to traditional practices and strong gender stereotypes. For example, in 2018 women held only 11 out of a total of 103 seats in the legislature. There is a lack of respect for women's human rights and impunity for SGBV crimes, added the report.

In addition, youth are vulnerable due to their weakened economic status and there is an urgent need for interventions that would help channel their energies into productive vocational ventures[7]. Roughly 40% of the population is under the age of 15 and about a third are aged between 15 and 35. This relatively high share of the youth in the total population results in strong pressure for the provision of social services, such as education, health and employment[8]. It is worth noting that a majority of the youth grew up during the civil wars, therefore many of them are ex-combatants[9]. Youth constitute a volatile group that could be used by spoilers seeking to undermine stability[10].

Further to the above, there have been several conflict analyses and reports that offer additional insights into the conflict dynamics of Liberia, as well as to the root causes and enduring conflict factors, including: Common Country Assessment, Liberia (United Nations Country Team, 2018), Conflict Analysis of Liberia (Governance and Social Development Resource Centre, Applied Knowledge Service, 2014), Liberia Conflict Analyses (UMMIL 2003-2018), Liberia ICAF report and Conflict Vulnerability Assessment (United States Agency for International Development, 2010, 2016), SCORE, Centre for Sustainable Peace and Democratic Development (collected 2017-2018), State of Peace: Reconciliation and Conflict in Liberia (Catholic Relief Services 2016) and Truth and Reconciliation Commission: Consolidated Final Report (2009). Of particular note are the following peacebuilding challenges and grievances that continue to pose potential risks:

- Limited access to sustainable livelihoods, as well as limited opportunities for self-advancement in the formal and informal sectors, remains a critical challenge and

has been identified as the most likely conflict trigger[11].

- Land tenure and property rights: This issue has been identified as a key flashpoint for violent conflict[12]. The Land Rights Act, which encompasses concrete provisions for protection of women's rights, was passed in 2018; however evidence shows that women are not consulted in matters related to property ownership[13].

- Corruption is identified as one of the three root causes of the conflict in Liberia, and encompasses a spectrum of grievances harboured by citizens about political governance and leadership. This is reflected by a lack of accountability and transparency and misuse of public resources[14], and is related to the lack of inclusive democratic governance and low confidence in government institutions[15]. Liberia suffers from a lack of strong institutional frameworks and good governance practices. The Peacebuilding Plan 2017[16] stresses that governance reform is central to building peace and promoting reconciliation.

- Exclusion of women, rural women, women with disabilities and youth from peacebuilding processes is exacerbated by discriminatory practices where male political leaders discredit women's contributions and hence hinder a sustained peace[17] and weaken social cohesion in communities[18]. This, in part, is influenced by dominant traditional and cultural perceptions that women belong at home, and therefore matters such as security are 'male' issues. This results in men dominating and having control over formal peacebuilding and security mechanisms and priorities[19]. Other existing structural barriers to women's participation in peace and security processes include insufficient and unequal access to natural and economic resources[20].

- Concentration of political power at the national level has created discontent among the citizenry[21] due to the government's inability to respond to the needs and demands of its people, especially women, youth and vulnerable groups[22]. Governance capacity gaps exacerbate social grievances, and thus increase the risk for sporadic and localized violence[23]. Citizens have few mechanisms to hold government accountable for its actions. Despite the crucial contribution of women's organizations to conflict resolution and peacebuilding, they remain underfunded and lack the tools and information to hold governments accountable.

In March 2014, the outbreak and spread of the Ebola virus disease in Sierra Leone, Liberia and Guinea led to the closure of international land borders and hampered travel for Liberians, especially those involved in cross-border trade. The border closure caused significant impact to the livelihoods of border communities, given their mutual socio-cultural and economic interdependence, which further exacerbated the existing tense environment within the Mano River Union[24].

The challenge of restoring social cohesion nation-wide is compounded by weak capacities in the security and rule of law sectors and slow progress in advancing national reconciliation and implementing critical governance reforms. Poor economic performance and limited progress in addressing development further undermine the sustainability of post-war recovery[25].

2. LEGAL FRAMEWORKS ON WOMEN, PEACE AND SECURITY

Research on WPS has emphasized that to create lasting peace, women's active and meaningful participation in peace processes, from conflict prevention and conflict resolution to reconciliation and economic recovery post-conflict, needs to be a priority and ensured.

When the UN Security Council adopted resolution 1325 on WPS on 31 October 2000, it reaffirmed the important role of women in the prevention and resolution of conflicts, peace negotiations, peacebuilding, peacekeeping, humanitarian response and in post-conflict reconstruction. UNSCR 1325 also stresses the importance of women's equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.

Resolution 1325 urges all actors to increase the participation of women and to incorporate gender perspectives in all UN peace and security efforts. It also calls on all parties to conflict to take special measures to protect women and girls from GBV in situations of armed conflict, particularly rape and other forms of sexual abuse. The resolution provides a number of important operational mandates, with implications for UN Member States and entities of the UN system. Over the past 16 years, the Security Council has adopted subsequent resolutions: 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015) and 2349 (2017) to support and strengthen UNSCR 1325.

More recently, in October 2015 CEDAW adopted General Recommendation 30 on Women in Conflict Prevention, Conflict and Post-Conflict Situations[26]. It aims to ensure respect for women's human rights in all situations, not only during armed conflict but also during internal insurrections and emergencies. Besides urging Member States to draw up action plans on WPS, the recommendation requires that reporting on actions taken be incorporated into the periodic reporting on CEDAW implementation. This new reporting procedure will further promote cooperation with civil society and non-governmental organizations (NGOs) in the implementation of the WPS agenda and also make them accountable to the UN CEDAW Committee.

3. LIBERIA NATIONAL ACTION PLAN (NAP) 2009-2013 – PROGRESS MADE, BEST PRACTICES AND LESSONS LEARNED

Liberia's 14-year civil wars were marked by substantial violence against women, with sexual violence being used as a weapon of war. The World Health Organization estimated that 82 per cent of women were subjected to multiple forms of violence, and 77 per cent experienced rape[27]. Women also played many different roles during the civil wars. As in many conflicts, some women served as combatants, reaching the nominal rank of general in various rebel factions[28]. Many women's groups (Association of Female Liberian Lawyers , AFELL, Mano River Women's Peace Network, MARWOPNET and Women in Peacebuilding Network, WIPNET), played a significant role in the peacemaking process, protesting in Liberia during the presidency of former President Charles Taylor (1997-2003) and then again in Ghana during the final 2003 peace agreements[29].

The NAP was the first of its kind in a post-conflict country and acknowledges women's role in achieving the country's CPA in 2003. Women from different regions and religious backgrounds formed a peace movement (Women of Liberia Mass Action for Peace Campaign) to demand an end to the civil war[30]. The impact of this movement is a practical example of women's role in achieving peace. In the early years of her presidency, President Ellen Johnson Sirleaf was an outspoken advocate for women's inclusion in peace and security processes. The NAP is a national platform to advance this effort.

The NAP was supported by policymakers and members of civil society, despite political pushback to advance other gender equality initiatives. It was developed through a rigorous consultative process that involved women's groups, youth groups, civil society actors,

government agencies and ministries, and international partners. The NAP was divided into four pillars – protection, prevention, participation and empowerment, and promotion – and each pillar included a number of strategic issues, priority areas, outputs and indicators. The implementation timeframe was divided into short-term (18 months), medium-term (30 months) and long-term (36 months and more) to cater to the requirements of the post-conflict recovery context.

At the end of the NAP period in 2013, a number of assessments were done by various bodies. These include two analyses conducted by the Institute for Inclusive Security (IIS), in 2013 and 2014, and one done by the Ministry of Gender, Children and Social Protection (MGCSP) in 2015, which articulate some of the progress and challenges and yielded a revised action plan to implement 17 recommendations. The Women's NGOs Secretariat of Liberia (WONGOSOL), in collaboration with the Global Network of Women Peacebuilders, also conducted monitoring of UNSCR 1325 in Liberia and produced three reports (the latest in 2014). Additionally, in its 2015 Concluding Observations the CEDAW committee made two recommendations: that the NAP be regularly reviewed in order to address all areas of concern and ensure durable peace, and that the GoL give due consideration to the full spectrum of the WPS agenda. During the NAP period, the government made significant strides, ranging from the development and operationalization of policies and strategies, undertaking advocacy, awareness raising, capacity-building and the provision of basic social services aimed at achieving the goals of the NAP. Under the four pillars the following progress is notable:

3.1

PILLAR 1: PROTECTION

The GoL made considerable progress toward ensuring that women and girls across Liberia are protected against sexual harassment and other forms of SGBV. Several policies and strategies have been developed to ensure the maximum protection of women and girls. Prominent among those developed are the:

- NGP (2018-2022)

- Children's Law of 2011, which partly addresses female genital mutilation (FGM)

- Women and Children Protection Unit in the police service, launched in 2009

- Anti-trafficking Act, including National Action Plan on trafficking, launched in 2014

- National Health and Social Welfare plan, covering the period 2011-2021 and pertaining to health care at all levels

- Law Reform Commission Act of 2011, which provides for the revision of laws, including those with a bearing on women's rights

- National Security Strategy

- NAP-GBV (2009)

- Criminal Court E (CCE) in Montserrado County, mandated to hear cases of rape and other forms of sexual violence

- SGBV crimes unit within the prosecution system

- Social Protection Policy (2013).

A comprehensive analysis of the statistics available at the SGBV Division of the MGCSP indicated that the number of reported cases of SGBV have fluctuated in the period 2013-2018. They sharply decreased from more than 2,000 in 2013 to almost 1,400 in 2014, then between 2015 and 2017 fluctuated between 1,400 and almost 1,700 and then increased sharply in 2018 to over 2000. The GBV Division of the MGCSP attributes the fluctuations to a number of factors, including increased awareness of SGBV issues at the community level and expanded provision of services – One Stop Centres (OSCs), Women and Children Protection Sections (WACPS) and GBV Observatories at national and sub-national levels. The 2018 increase was due to an increase in reporting of SGBV, while the sharp decrease in cases reported in 2014 were related to the Ebola outbreak, when health centres focused more on management of the disease than on SGBV issues. Lack of functional referral services (especially health-related) and the low level of public trust in the health system also influenced overall reporting. The gradual increase in reports in 2015 was due to

the public regaining trust in the health sector, along with an increase in awareness-raising on SGBV issues at the community level, according to the GBV Division.

The findings of a report by conducted by UN Women in 2018, An Assessment of Existing Initial Services Available for Sexual and Gender-based Violence Cases, highlighted that SGBV prevention and response in Liberia face multiple challenges at all levels. Necessary policy instruments have been developed and remain available, however adherence to the dictates of the instruments remains challenging. Some institutions created by the policies are yet to be fully equipped to perform their roles and responsibilities. At the programme level, budgetary and logistical constraints tend to render many institutions with statutory responsibilities weak and nearly unresponsive. Additionally, service providers continue to lack essential equipment and capacity to properly deliver their respective mandates. Only eight counties[31] have established Safe Homes but most of them are not functional and have been abandoned over the years. The assessment adds that in Monrovia there are only five OSCs but services are not available on a 24-hour basis as the centres are not operational at night or on weekends. OSCs are also available in Bomi, Grand Bassa, Bong, Margibi, River Gee and Grand Gedeh counties, leaving seven counties[32] without the centres.

In a December 2018 report on the consultation process for the second NAP, conducted by MGCSP, the update on results achieved noted that the truth and reconciliation process[33] had provided the opportunity for a certain number of women and girls throughout Liberia to testify and share their stories with the commission. Women also participated through active outreach, statement taking, public hearings, research and investigation. A week-long workshop was also organized by the then Ministry of Gender (now the Ministry of Gender, Children and Social Protection), where 22 women's organizations came together to review the findings in the Truth and Reconciliation Commission (TRC) report. These different opportunities provided some space for women to participate and for some healing to take place.

With respect to security sector institutions (SSIs), women face a number of challenges including lack of skills, stereotypes, low salaries, lack of incentives among others. Women often occupy the "low level" positions and are not given deployment opportunities especially in the military. During the NAP period, many results have been achieved to address these challenges, provide further protection services and promote women's rights[34]. These include:

- Establishment of gender units with Gender Advisers or focal points in five security institutions, including the Liberia National Police (LNP), Bureau of Corrections (BCR), Liberia Drug Enforcement Agency (LDEA) and Ministry of Defence (MoD), as well as in the Fire Service, the Small Arms Commission and the Executive Protection Service.

- Establishment of the Gender and Security Sector National Taskforce (GSSNT) with a fully operational secretariat housed in the Ministry of Justice (MoJ). The GSSNT built the capacity of 40 Gender Focal Points from 10 security institutions on gender concepts and gender mainstreaming, information and technology, project management, leadership and M&E.

- A three-month training programme on WPS was delivered to uniformed and non-uniformed staff of SSIs and CSOs by the Kofi Annan Centre in the University of Liberia; 55 individuals graduated in 2018 and a second cohort is starting in 2019[35].

The LNP has a functional Gender Unit with a gender policy that was revised in 2019. Its priority areas include: recruitment and promotion, staff capacity development, conditions of service and gender mainstreaming. The LNP has also established WACPS in all 15 counties, which have been strengthened in part through capacity-building activities, and has created a Gender Board comprising female offices from Montserrado and the Leeward counties, with a purpose of communicating challenges faced by women at police duty posts. The programme of the Liberia Police Training Academy includes gender components, and there has been increased involvement and capacity-building of women in community policing. In 2018, recruitment of female police officers was at 19 percent.

3.2

PILLAR 2: PREVENTION

The Government of Liberia has developed a

number of legal frameworks that support the prevention of SGBV, including:

- Education Reform Act of 2011, which seeks to advance girls' education at all levels

- Rape law (2005), which stipulates 10 years' imprisonment if proven guilty and a life sentence in the case of statutory rape

- Domestic Relations Law

- Refugee Act

- Human Trafficking Act

- Inheritance Act

- National Commission on Disability Act

- Children's Law

- Penal Code 14.72,74[36]

- Domestic Violence Bill (has been drafted)

- Executive Order 92 on FGM

- National Public Health Law.

In addition, a policy on crime prevention outlines several priorities for combating crime, including incidents of a SGBV nature, and has been operationalized.

The NGP, formulated in 2009 and revised in 2017 for the period 2018-2022, has been successful in establishing a number of prevention and response activities, including education programmes on reproductive health and HIV/AIDS, which have been disseminated in communities and in schools. In addition, a Teacher Code of Conduct for safe schools was developed, adopted and disseminated. Anti-rape campaigns have been supported and held throughout Liberia, increasing awareness among men, women, young girls and young boys on women's rights, gender equality, rape and other forms of GBV, and town authorities and leaders have been targeted with programmes on not compromising rape cases in the communities. County-level SGBV multi-sectoral taskforces have been created, a referral pathway and standard operating procedure (SOP) on SGBV have been developed, adopted and disseminated to health, legal and social services practitioners in all counties and Monrovia, and psychosocial counselling for SGBV survivors has been made available in certain areas and cities[37].

A joint programme of the UN and the GoL on

SGBV and Harmful and Traditional Practices (2016-2020) funded by the Swedish Embassy is in its third phase and will end in December 2019. It includes components on prevention, response, institutional strengthening and advocacy, and is being implemented in 15 counties. The annual report for the period January-December 2018 noted the following key results: 180 traditional leaders, female zoes (traditional leaders) and religious leaders are educated and committed to address SGBV and HTPs and serve as agents of change in their communities. In addition, 11 existing youth centres in Cape Mount, Montserrado, Grand Bassa, Margibi and Bong counties are providing youth-friendly sexual and reproductive health (SRH) services, reaching 8,827 youths (73 per cent female, 27 per cent male). Also, 2,222 survivors of SGBV received services from 12 OSCs.

Justice actors and health officials can now provide rapid and coordinated medical, counselling and prosecutorial response to survivors of SGBV. These services for survivors will help to hold perpetrators accountable, which should reduce the incidence of sexual violence in Liberia, especially sexual violence against children[38]. There has also been improved coordination among all sectors through integrated trainings. As a result of strengthened and improved prosecutorial and victim support services, 83 cases were prosecuted through plea negation and full-scale trials in CCE. In the Justice and Security Hubs, 1, 2 and 3 regions, 28 cases were prosecuted[39].

The GoL has also been making efforts to improve the judiciary system to ensure protection of women and girls, including building courts in areas where none existed and improving the conditions of existing courts. It has also: established a judicial training Institute to provide magistrates and other court officers information on procedures for handling cases, including SGBV cases; developed a Sexual Assault and Abuse Prosecution Hand Book to provide guidance and direction for the prosecution of sexual offences, and trained prosecutors and judges on using the handbook[40].

CCE was established with a mandate to fast track rape and other sexual offences cases. However, respondents of the UN Women Assessment of Existing Initial Services Available for Sexual and Gender-based Violence Cases, 2018, noted that CCE services are only available in Montserrado

county, with one resident judge operating from the Temple of Justice in Monrovia. Respondents added that Circuit Court judges in every county have jurisdiction to adjudicate SGBV cases, however they are usually unavailable. In addition, there is a shortage of judges to prosecute SGBV cases, and those who are available do not prioritize SGBV cases.

The Public Defenders' Office (PDO) provides free legal representation to all persons accused of crimes. There are 28 public defenders deployed in the counties, 86 per cent of them male and 14 per cent female[41]. The services of the public defenders are often not available to provide free representation to SGBV-accused persons during trial processes, which some respondents attributed to lack of transportation and motivation of public defenders[42]. Furthermore, the MoJ-established SGBV Crimes Units (SGBV-CU) are available only in 9 counties[43], with staff strength of 42 officers, including prosecutors, case liaison officers and victim support officers. Only eight prosecutors, six of them females, provide free prosecutorial services to survivors through trial processes. The unit provides other services, including psychosocial counselling and support to survivors during and after court proceedings[44].

3.3

PILLAR 3: PARTICIPATION AND EMPOWERMENT

The Gender Equity Bill, which is aimed at increasing women's representation across government and political parties, was introduced in 2010. The bill endeavours to ensure special seats in the Senate and House of Representatives for women and other marginalized groups, however due to a number of setbacks in the legislature it has yet to be passed.

The MGCSP, with support from UN Women and other UN agencies, supported women's Peace Huts from 2009 to 2018. This resulted in:

- 40 new Peace Huts built
- Capacity-building in numeracy and literacy, business development and management, conflict mediation and resolution, financial literacy, tailoring, baking, and natural resource management, among others
- Formation and management of groups of

the Village Saving and Loans Association (VSLA)[45]

- Training on women's rights, SRH, GBV and referral pathways, to respond to incidents of SGBV.

In a systemization report (June 2019) concerning support provided to Peace Huts by UN Women from 2009 to 2018, it was noted that the groups contributed substantially to peacebuilding, women's economic empowerment, women's protection and their participation in decision-making[46].

The report noted a reduction in cases of household domestic violence and other violence against women, including SGBV. "In most of the Peace Hut VSLAs, the women save 50-500 Liberian dollars every week. These savings are loaned out to members at a small interest rate, ranging from 5-10 per cent, depending on the need. Embedded in the VSLA is a 20 per cent social fund, which is used to support members in difficult times, such as sickness or bereavement[47]." The report added that the integrated approach to empowering Peace Hut women, through human rights trainings and economic empowerment interventions like VSLAs and entrepreneurial skills-building, led to greater participation of women in decision-making at the household and community levels. In addition, women's participation in community meetings on governance and the utilization of community resources has increased greatly.

Additionally, since 2003 the Ministry of Education (MoE) has rebuilt the government formal and non-formal educational systems to meet the goal of providing equal access to education for all citizens regardless of age, disability and gender. The compulsory and free primary education policy developed by the GoL resulted in a net enrolment rate in primary schools of 48 per cent in 2015[48]. The GoL reported the rate was equal for male and female students across all academic levels[49]. The government also provided literacy training for women through the Economic Empowerment for Adolescent Girls project funded by the World Bank, which targets illiterate and semi-literate women whose education was interrupted by the civil war. To date the programme has benefited 1,131 women across Liberia. Literacy among Liberian women is at 54 per cent, compared to 77 per cent for men, with higher numbers of younger Liberians (88.2 per cent between 15-

19 years) able to read and write[50].

The construction of clinics and health centres across the country significantly contributed to improving access to health services, especially reproductive services (see Pillar 1: Prevention for details). The GoL also increased the number of midwifery and nursing training institutions, and encouraged women's enrolment at these institutions in a bid to increase the number of qualified female health practitioners. The availability of female nurses at health centres not only provides a space for survivors of SGBV to voice their concerns but also encourages reporting and enhances survivors' confidence in the health sector[51]. In addition, the GoL developed the National HIV & AIDS Strategic Plan to respond to HIV/AIDS, 2015-2020[52]. HIV/AIDs prevalence has increased from 1.5 per cent in 2007 to 1.9 per cent in 2013, and girls between the ages of 15-24 account for the vast majority of infected persons[53]. The number of HIV/AIDS counselling sites rose from 79 in 2007 to 369 in 2014, and a number of NGOs are providing testing, counselling, care and treatment services to infected persons[54].

The Household Income and Expenditure Survey (HIES) 2016 noted that slightly more than half of the Liberian population is poor (50.0 per cent). Poverty is higher in rural areas (71.6 per cent) than urban areas (31.5 per cent), with female-headed households facing food shortages more commonly than male-headed ones (54.6 per cent vs. 49.9 per cent). Informal and vulnerable employment rates are very high – 79.9 per cent and 79.5 per cent respectively, with informal employment higher in rural areas than in urban settings (86.5 per cent versus 72.5 per cent respectively). The difference between the rate of men and women working in the informal sector is 24.1 percentage points (69 per cent vs. 90.9 per cent), illustrating that women are more likely to work informally. Nationally, 79.5 per cent of the population are in vulnerable employment. In rural areas this percentage is 88.7 per cent and in urban areas it is lower than the national average, at 69.1 per cent. This is because in remote areas of the country wages are low and the employment market is small.

The GoL has worked to address these issues in a number of ways. With support from international partners it has launched programmes aimed at enhancing the economic status of women, namely skills training and business development programmes to reduce poverty and vulnerability. The Liberia Joint Programme for Gender Equality and Women's Economic Empowerment, developed with the UN, included skills development and also provided loans to business women to empower them financially and reinforce their independence. An evaluation of the UN Women Liberia Country Programme (2011) noted results including: establishing the Association of Women in Cross Border Trade and providing training on organizational development, management and leadership with 65 women leaders; consultations held between the Ministry of Commerce and Industry and the association on free movement of goods; designs for warehouses developed, and recruitment of a business and literacy training provider initiated.

The National Strategy for achieving 20 per cent representation of women in SSIs has influenced the recruitment of women into the LNP, the Armed Forces of Liberia, the Bureau of Immigration and Naturalization and the BCR. As of 2018, women's participation in SSIs was the following: 29 per cent in the Liberia Immigration Service[55], 19 per cent in the LNP[56], 3 per cent in the armed forces[57], 15 per cent in the LDEA[58], 7.7 per cent in the judiciary, 21 per cent in the corrections system and 5.4 per cent in prosecutions[59]. Females account for 100 of 190 officers in the LNP's WACPS, while in the SGBV-CU, all Victim Support Officers are female[60]. Also, 5.88 per cent of ministerial positions in the GoL are held by women[61].

3.4

PILLAR 4: PROMOTION

The GoL made noticeable progress in publicizing the NAP and UNSCR 1325. The MGCSP developed a website for the action plan and collaborated with a number of organizations to increase awareness of it, including through leaflets, radio messages and posters, which was found to have been very successful. In addition, as part of efforts to ensure wider promotion and coordination of the NAP's activities, the GoL established the UNSCR 1325 Secretariat, the Civil Society Observatory Group, the Technical Committee and the NSC. Of note was the role played by the Observatory Group with communities at the grassroots level, which has boosted the wider promotion of the NAP across the country.

In addition to the progress made, the IIS conducted an assessment of the NAP in February 2014. It examined the NAP's methodology, successes and challenges, and provided recommendations. IIS concluded that the NAP served as a useful model of best practices and lessons learned for post-conflict countries, some of which include:

- The NAP was developed using an inclusive process, which incorporated input from government officials, civil society and relevant international organizations. It culminated with the historic International Colloquium on Women's Empowerment, Leadership Development, International Peace and Security, in March 2009[62].

- The NAP was aligned with international frameworks and policies and required that reporting structures be consistent with CEDAW. This highlighted its relevance in the global context, resulting in broader support from high-level policymakers.

The NAP's creation and implementation catalysed critical conversations in Liberia about the important role of women in peacebuilding, and advanced the inclusive security agenda, both of which had impacts at local, national and international levels. The highest level of political support and engagement in NAP implementation facilitates sustained momentum and broader buy-in.

While the above significant progress was made during the reporting period of the NAP 2009-2013, and best practices highlighted during the assessment period, the GoL faces some significant challenges that continue to impede full and adequate implementation of the NAP. The assessment conducted in February 2014 provided a list of areas where the action plan fell short in fulfilling its objectives. The following are gaps identified that are impeding full and sustainable implementation of the NAP:

- There was a lack of awareness among Implementers of the NAP including: Ministers and their Deputies and Assistant Ministers; LNAP gender focal points (GFPs) in relevant ministries; Legislators in the House of Representatives; Civil society implementers, including the Women's NGO Secretariat of Liberia (WONGOSOL) and Individuals from a prominent private sector corporation, which reduced their abilities to coordinate the implementation of the NAP activities.

- No government funding was dedicated to NAP implementation and international funds were committed to support the Ministry of Gender and Development (MoGD) and coordination, but not to support activities. The lack of resources led to insufficiently trained staff and activities left incomplete or never started at all.

- Women's inclusion in peace and security processes was not a priority for sectors that do not address gender directly. The lack of knowledge of the link between women's inclusion and regional stability and peace led to reduced political will for NAP implementation across institutions.

- Despite the NAP's alignment with international policies, there was little effort to do the same with key national policies. The potential to amplify the impact of the NAP's value to Liberian national security and help combat misconceptions that women are incapable of participating in peace and security processes was lost because the action plan is not integrated into other national policy priorities.

- Implementers lack capacity to monitor and evaluate impact, which resulted in a lack of evidence of the NAP's impacts, and led to a decrease in overall commitment to advancing its mission and inability to use data to inform decisions regarding changes to programming, strategy and more.

- There was confusion about implementing responsibilities, despite roles and responsibilities being explicitly spelled out in the NAP, which left many unfulfilled in practice. This also meant that already limited resources were used inefficiently and there was no clear point of contact for activities, therefore decreasing ownership.

- There was ambiguity in the coordinating role of the MoGD, which was unclear to implementing actors inside and outside of the ministry. This resulted in a communication breakdown and information lost in the implementing process as there is no coordinating body to facilitate realization of the NAP.

Both assessments of the NAP, by the Institute for Inclusive Security in 2014 and the GoL in 2015, concluded with a number of recommendations for addressing the challenges that impede implementation. These were then complied by the MGCSP in the Action Plan for the Implementation of the Liberia National Action Plan on UNSCR 1325, with specific focus on the policy, institutional and technical levels. It sets out the activities that need to be implemented under each recommendation and a road map for doing so. The plan emphasizes the need to establish and operationalize an effective (M&E) mechanism to gauge progress on implementation. The plan has served as a key guide for development of the second phase NAP.

4. ALIGNMENT WITH INTERNATIONAL, REGIONAL AND NATIONAL WPS-RELATED PROTOCOLS, POLICIES, COMMITMENTS AND INSTRUMENTS

A key element to the success of a national action plan is its ability to align with and mainstream other existing policies, protocols and instruments that seek to promote gender equality and women's participation and representation in decision-making, in order to help build a common global framework. The previous NAP clearly outlined the international instruments it aligned with, which was important in highlighting its relevance in the global context and gaining broader support from high-level policymakers. However, it failed to detail regional and national alignment, which meant the potential to amplify the action plan's impact was lost because it was not highlighted or integrated into other national policy priorities.

At the international level, the GoL is party to CEDAW, an important instrument that provides a guiding framework to move from high-level dialogue to grassroots action. The following is a list of relevant protocols, policies and instruments to which this second phase NAP is aligned:

4.1

GLOBAL COMMITMENTS AND INSTRUMENTS

- **The Convention on the Elimination of all forms of Violence against Women (CEDAW) (1979):** Adopted in 1979 by the UN General Assembly, CEDAW is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women, and sets up an agenda for national action to end such discrimination. The Convention provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life – including the right to vote and to stand for election – as well as education, health and employment. States Parties agree to take all appropriate measures, including legislation and temporary special measures, so that women can enjoy all their human rights and fundamental freedoms. It is the only human rights treaty that affirms the reproductive rights of women, and targets culture and tradition as influential forces shaping gender roles and family relations.

- **Beijing Declaration and Platform for Action (1995):** The Beijing Declaration is an agenda for women's empowerment. It aims at removing all the obstacles to women's active participation in all spheres of public and private life through ensuring women a full and equal share in economic, social, cultural and political decision-making. It advocates that the principle of shared power and responsibility should be established between women and men at home, in the workplace and in the wider national and international communities.

- **UNSCR 1325 (2000):** UNSCR 1325 focuses on the importance of active

women's participation in conflict prevention, negotiations, peacekeeping and peacebuilding efforts, under four pillars: participation, protection, prevention, and relief and recovery.

- **UNSCR 1820 (2008):** This resolution calls on all parties to armed conflict to take immediate measures to protect civilians from sexual violence, including training of armed forces and enforcing penal measures on perpetrators of such crimes.

- **General Recommendation No. 30 of CEDAW (2013):** Issued on 18 October 2013 during the 56th session of the CEDAW Committee, the General Recommendation addresses women in conflict and post conflict, as well as conflict prevention. It "specifically guides States Parties on the implementation of their obligation for due diligence in respect of acts of individuals or entities that impair the rights enshrined in the Convention, and makes suggestions as to how non-state actors can address women's rights in conflict-affected areas[63]." It also presents tools that NGOs can use to approach women's rights issues in regions affected by conflicts.

- **UNSCR 2106 (2013):** This resolution calls for continued development of preventive and advisory work, and reiterates the importance of women's participation in preventive work and in mediation and peace processes.

- **UNSCR 2122 (2013):** This resolution underscores the importance of women's full participation in peace processes as well as in other sectors of society. It stresses that the issue of gender equality must be given utmost importance in order to fully implement UNSCR 1325. Equality between the sexes and women's inclusion are prerequisites for sustainable peace and a stable society.

- **UNSCR 2106 (2013):** This resolution focused on ensuring accountability for perpetrators of sexual violence in conflict and women's political and economic empowerment.

- **Presidential Statement 2014/21 (2014):** The statement by the President of the UN Security Council addressed the particular needs of displaced women, highlighted the impact of violent extremism on women and welcomed the UN Secretary-General's commissioning of a global study on the implementation of UNSCR 1325 (2015).

- **UNSCR 2242 (2015):** This Resolution builds on the existing WPS framework by providing a road map for implementation of UNSCR 1325 and the accompanying resolutions towards increasing women's leadership in peace making and conflict prevention. It emphasizes greater integration of the WPS, counter-terrorism and countering violent extremism agendas, and urges gender as a cross-cutting issue within these agendas. It encourages assessment of strategies and resources for implementation of the WPS agenda, and recognizes the importance of integrating WPS strategies and resources across all country situations. UNSCR 2242 highlights the importance of collaboration with civil society and calls for increased funding for gender-responsive training, analysis and programmes.

- **Presidential Statement 2015/25 (2015):** This statement focuses on trafficking in persons in situations of conflict, with a particular focus on ISIS and the impact on women and children.

- **SDGs (2016):** Otherwise known as the Global Goals, the SDGs are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. The 17 goals build on the successes of the Millennium Development Goals and include new areas, such as climate change, economic inequality, innovation, sustainable consumption and peace and justice. The goals are interconnected – often the key to success on one will involve tackling issues more commonly associated with another.

- **UNSCR 2331 (2016):** The first-ever resolution on human trafficking, UNSCR 2331 condemned the phenomenon and stressed how human trafficking can exacerbate conflict and foster insecurity.

- **Presidential Statement 2016/9 (2016):** This statement focused on the role of women in conflict prevention and resolution in Africa.

- **UN Secretary-General's Plan of Action to Prevent Violent Extremism A/70/674 (2016):** This plan provides a comprehensive approach encompassing not only essential security-based, counter-terrorism measures but also

systematic preventive steps to address the underlying conditions that drive individuals to radicalize and join violent extremist groups. It offers more than 70 recommendations to Member States and the UN system to prevent the further spread of violent extremism.

4.2

REGIONAL COMMITMENTS AND INSTRUMENTS

- *Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (2003):* guarantees comprehensive rights to women including the right to take part in the political process, to social and political equality with men, improved autonomy in their reproductive health decisions, and an end to female genital mutilation.

- *African Union Gender Policy (2009):* This is relevant specifically for the policy commitment on "Maintaining peace, security, settlement of conflicts, reconstruction and promoting the effective participation of women in peacekeeping and security, including efforts aimed at reconciliation in post-conflict reconstruction and development."

- *Policy Framework for Security Sector Reform (2011)*: The Framework focuses on inclusion of women-specific activities, gender awareness and responsive programming in security sector reform processes, and aims to bring about transformative possibilities for gender equity within the security sector.

- *The Dakar Declaration & ECOWAS Plan of Action for the Implementation of UNSCR 1325 and UNSCR 1820 in West Africa:* These documents support implementation of the two resolutions in the areas of women's participation in conflict prevention, protection of women and girls and equal participation of women and men in peace, security and reconstruction processes.

4.3

NATIONAL POLICIES AND STRATEGIES

- *The Pro Poor Agenda for Prosperity and Development (2018-2023):* The NAP supports the four focus areas of the PAPD: Pillar one: Power to the people – building human capacity for a knowledge economy, expanding access to essential health services, ending vulnerability and disparity, Pillar two: The economy and jobs – increasing competitiveness of existing industries, Pillar three: Sustaining peace – ending fragility and root causes of conflict, ensuring access to justice, rule of law and human rights, complying with international, regional and national human rights, improving security service delivery, Pillar four: governance and transparency.

- *The National Security Strategy of Liberia (2008):* This is constructed on the basis of promoting security comprehensively, including to individuals, communities and ethnic and religious groups. It sees promotion of human security as one of the prerequisites for national stability, peace and security. Pillar 3 of the NAP logical framework promotes the inclusion of women working within SSIs (e.g.: army and police) at varying levels for a more effective and accountable security sector.

- *The National Gender Policy (2018-2022):* The NAP is aligned to the following strategy areas: women's economic empowerment, gender-responsive budgeting, GBV and VAW, and women, peace and national security

- *Liberia National Police Administrative Instruction on Human Rights and Gender (2018) and Implementation Plan (2019-2023):* The NAP supports – Goal 1: Increased recruitment of women, Goal 2: Strengthened communication and outreach, Goal 3: Creating an enabling environment, Goal 4: Strengthened and coherent operationalization of gender mainstreaming.

- *The revised NAP-GBV (2018-2023):* The NAP is aligned with the GoL's existing approach to prevention and response to SGBV, particularly provision of psychosocial support and strengthening the capacity of health care providers to effectively respond to GBV survivors.

- *The revised Youth Policy (2012-2017):* The NAP is aligned to priority themes of

the Youth Policy, specifically education, training, employment and the inclusion of youth, especially young women and girls, in peacebuilding processes.

- **The Gender Responsive Planning and Budgeting Policy (2019-2023):** GRB activities of the NAP is aligned to the policy rationale that mainstreaming gender in the planning and budgeting processes will facilitate an equitable resource allocation and expenditure to meet the gender-specific needs of the different social groups to eliminate gender inequality and benefit society as a whole. The policy is aligned with policy rationale and expected outcomes.

- **National Social Protection Policy and Strategy (2013-2017):** The NAP is aligned with the strategies on reduction in poverty, vulnerability and inequality, through the provision of economic empowerment initiatives and training for women and girls.

- **Towards a Reconciled, Peaceful and Prosperous Liberia: A Strategic Roadmap for National Healing, Peacebuilding and Reconciliation (2013-2030):** The NAP addresses thematic components of the Roadmap that account for the past (Palava Hut process of addressing past wrongs), manage the present (conflict prevention and mediation, women's recovery and empowerment, children and youth recovery and empowerment and psychosocial recovery, and empowerment for persons with disabilities) and plan for the future (transformative education system).

- **Final Report of the Truth and Reconciliation Commission of Liberia (2008):** Activities for the second phase NAP incorporate findings of this report.

- **Action Plan for the Implementation of Recommendations arising out of the new Review of Progress on the Implementation of the Liberia National Action Plan for UNSCR 1325 (2015):** Some activities from this action plan have been adopted and incorporated into the second phase NAP.

5. GOAL, OBJECTIVES AND THEORY OF CHANGE OF THE NAP

The overall goal of the NAP is: "Women and girls' safety, physical and mental health and security are assured; and are fully protected under legislation and policies that promote their empowerment and full participation at all levels, in building sustainable and inclusive, peace and security in Liberia." This is guided by UNSCR 1325 and subsequent UN resolutions on WPS, regional commitments and instruments, national policies and strategies, as well as the Action Plan for the Implementation of the Liberia National Action Plan on UNSCR 1325 and consultation meetings with invested actors. The NAP's objectives are the following:

- **Prevention:** Prevention of relapse into conflict and all forms of structural and physical violence against women and girls, including SGBV and violence committed under threat of terrorism

- **Protection:** Women, young women and girls' safety, physical and mental health are assured, and their human rights respected

- **Participation:** Participation of women, young women and girls in decision-making processes related to the prevention, management and resolution of conflicts, humanitarian action and countering terrorism

- **Relief and recovery**: Women and girls' specific needs are met in relief, recovery and peacebuilding interventions, including under threat of terrorism, and especially those most vulnerable to violence

- **Coordination and accountability:** Capacity and resources to coordinate, implement, monitor and report on WPS plans and programmes are ensured.

The theory of change that supports the overall goal is:

If (1) women, young women and girls are empowered at all levels and can lead early warning and conflict prevention mechanisms, and if (2) perpetrators of SGBV are held to account and survivors have access to comprehensive and timely redress, and if (3) women's capacity and influence to engage in the peace process is strengthened and their participation is increased, and if (4) women, young women and girls participate in and benefit from peacebuilding and recovery efforts, then (5) conflict prevention efforts and peace agreements will be more successful and sustainable, women and girls will be safer and their human rights respected, security reforms will benefit all, and economic recovery will be accelerated, because (6) women, young women and girls' participation at all levels is proven to shift power dynamics towards peace, inclusiveness and equality, and including them in recovery efforts brings broader benefits to communities and the country, and counters terrorism.

6. IMPLEMENTATION STRUCTURE

The proposed implementation and coordination structures were developed by the members of the 1325 working groups[64], GSSNT and Gender Focal Points from key line ministries and specialized government institutions, in a workshop held in February 2019 organized by the MGCSP. Each unit is interlinked in the new structure and the roles and responsibilities of each unit listed below have been adopted into corresponding ToRs, included in Annex 1. All implementing bodies are responsible to the President of the Republic of Liberia, who will be responsible for high-level advocacy, political will and mobilizing local (national budgetary allocation) and foreign resources, in addition to reviewing the annual report and presenting recommendations to the legislature.

FIGURE: NAP Organogram (2019-2023)
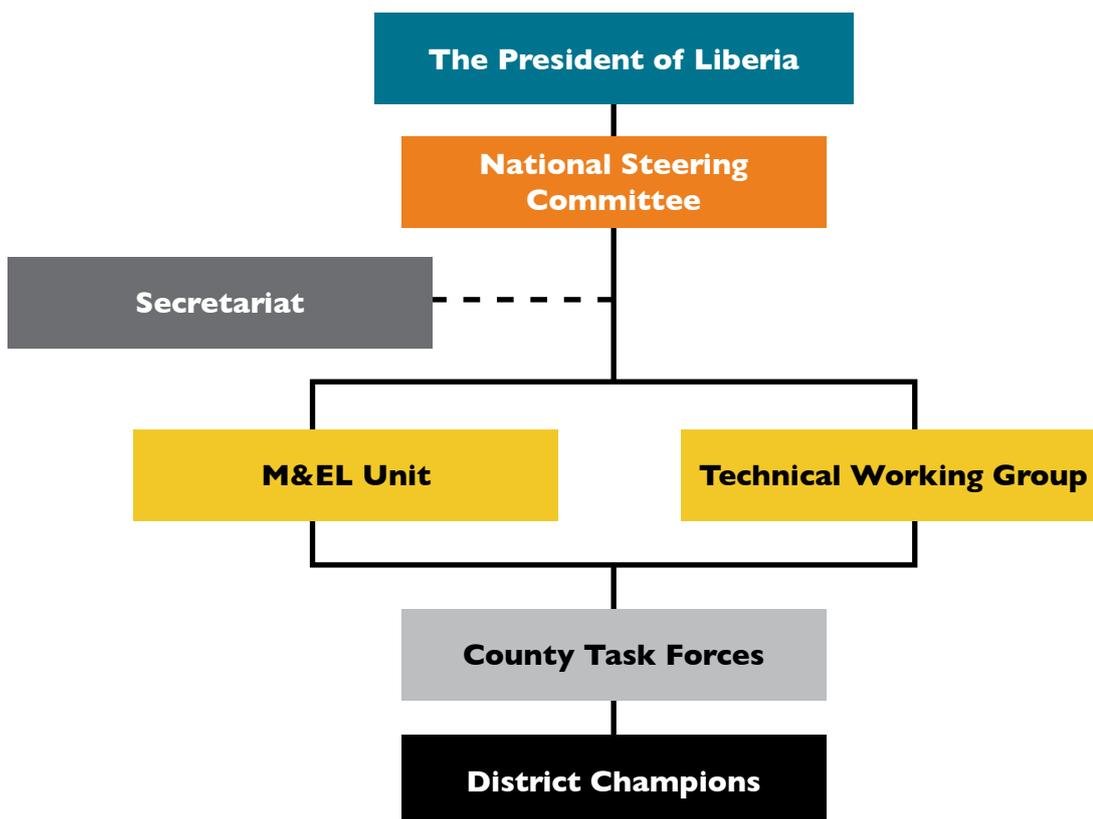
7. MONITORING, EVALUATION AND REPORTING FRAMEWORK

M&E is critical in tracking the success of any programme or policy. It paves the way for learning and subsequent improvement. M&E encourages transparency and accountability, which are crucial to effective governance. In its assessment of the first NAP (see section 3) the Institute for Inclusive Security listed as challenges to successful coordination and monitoring of implementation: ambiguity in the coordinating role of the MGCSP, huge turnover in those working as Gender Focal Points and lack of dedicated government funding to the NAP in most government ministries and agencies.

With this in mind and for effective tracking of implementation of the second phase NAP, it is critical to put a clear and user-friendly M&E tool in place. This will help to strengthen its

sustainable approach, which is based on a multidimensional and gender sensitive system, and support continuous improvement of the implementation process.

The lifespan of the NAP is five years, 2019-2023, which is in an effort to align it with the following key national frameworks: The PAPD (2018-2023), the revised NAP-GBV (2018-2023) and the NGP (2018-2022). During this time, the NAP will undergo a mid-term (December 2021) review and final evaluation (December 2023). The M&EL Unit has a critical

role to play in developing a detailed M&EL plan, including creating templates and tools for the various levels of reporting, training responsible actors in M&E, and supporting the mid-term and final assessments.

The reporting cycle of the NAP is aligned to GoL financial reporting, which is done quarterly and annually. Liberia's fiscal year runs from 1 July to 30 June, and the annual report for the fiscal year is published 30 September. Timelines for district, county and national level reporting will follow the fiscal year. Quarterly reporting will be done at the district and county levels, feeding into quarterly and annual reports by the M&EL unit for the TWG. The TWG will update the NSC on a quarterly basis and report annually to the NSC and the President. Responsible actors identified in the plan will report on progress during their monthly meetings, and quarterly progress reports will be submitted to the Secretariat for tracking overall implementation.

The role of credible CSOs are key in the monitoring and reporting process. CSOs are represented at the district, county, TWG and NSC levels. With the new structure in place, reporting lines will be clear, including templates, tools and training to ensure inclusiveness, transparency and accountability. Aside from the yearly review, the NAP will also be reviewed quarterly to ensure adherence to accountability and reporting mechanisms.

TABLE: REPORTING MECHANISM

LEVEL OF REPORTING	TYPE OF REPORT	TO WHOM	RESPONSIBLE PARTY	TIMELINE
International level	State Party report	CEDAW Committee	The State Party (legislature, government and judiciary)	Nov 2019 Nov 2024
	Secretary-General's annual report on WPS	UN Security Council		Every year in October
National Level	Annually	President and legislature	NSC and the TWG/ M&EL Unit	Every 30th of June, during the period 2020 – 2023
County Level	Quarterly progress report	M&EL unit	County task force	Every 30th of Sept, Dec, Mar, during the period 2020-2023
District Level	Quarterly progress report	County task force	District task force	Every 15th of Sept, Dec, Mar, during the period 2020-2023

8. LOGICAL FRAMEWORK FOR LIBERIA SECOND PHASE NATIONAL ACTION PLAN ON WOMEN, PEACE AND SECURITY TIME FRAME: 2019-2023

The logical framework reflects UN Security Council Resolution 1325 and subsequent UN resolutions on WPS, regional commitments and instruments, national policies and strategies, as well as the Action Plan for the Implementation of the Liberia National Action Plan on UNSCR 1325 and consultation meetings (Nov-Dec 2018, Feb 2019 and May 2019) with stakeholders. The framework reflects five pillars: Prevention, Protection, Participation, Relief and Recovery, and Coordination and Accountability. Many priorities and gaps were highlighted during these consultations and in order to have a realistic and measurable five-year, second phase plan, a number of more critical and strategic objectives at the output level have been included, which are meant to contribute to the outcome level results. Activities that will be implemented to achieve the overall goal: Women and girls' safety, physical and mental health and security are assured, and are fully protected under legislation and policies that promote their full participation at all levels, empowerment and in building sustainable and inclusive, peace and security in Liberia, will be conducted mainly through line ministries as part of their ongoing plans. The NAP was costed using a gender-responsive budgeting (GRB) approach, as part of a two-day workshop that reviewed the NAP logical framework, including baseline, targets, data sources, responsible institutions and timeline information. Participants included government, CSOs, women's groups, youth groups and media professionals.

PILLAR 1. Prevention of relapse into conflict and all forms of structural and physical violence against women and girls, including SGBV violence and under the threat of terrorism.

OUTCOMES	OUTPUTS	INDICATORS
Outcome 1: Enhanced legal frameworks, strategies and systems that prevent reoccurrence of conflict and all forms of violence against women, young women and girls. **Indicator 1a:** Number of legal frameworks that addresses non-discrimination on the basis of sex, nationality, disability and in compliance with international human rights standards. **Baseline:** Alien & Nationality Law, Refugee Act, Human Trafficking Act, Inheritance Act; National Commission on Disability Act; Children's Act; Penal Code 14.72,74; Executive Order 92 on FGM; National Public Health Law. **Year:** 2019 **Target:** Gender equity Bill, Legal Aid legislation **Year:** 2023 **Source:** MGCSP	**Output 1.1:** Legal and constitutional reforms to promote security of women, young women and girls enacted	**1.1.1.:** Number of laws drafted/amended to promote accountability and end impunity for perpetrators of SGBV. **Baseline:** 0 laws that align to international human rights standards and address impunity for perpetrators **Year:** 2019 **Target:** 3 laws amended (the Rape Law, the New Penal Law and Domestic Relations Law) **Year:** 2023 **Source:** MGCSP
		1.1.2.: Number of persons with knowledge and skills at national and sub-national levels to develop, amend and implement legislation and policies in line with gender and human rights standards disaggregated by age, sex and region. **Baseline:** 75 legislators trained **Year:** 2019 **Target:** 50 members from parliamentary committees, staff from the legislative drafting bureau 200 legislators 200 Government officials **Year:** 2023 **Source:** Reports from trainings
		1.1.3.: Number of gender sensitive legislations, policies, strategies and practices aimed at preventing and countering violent extremism that comply with international standards **Baseline:** The Liberian Anti-Terrorist Act (2017), New Penal Law of 1976 **Year:** 2017 **Target:** Anti-Terrorism Act Implementation Strategy **Year:** 2021 **Source:** UN Office on Drugs and Crime (UNODC)
Indicator 1b: Decrease in cases of impunity related to SGBV **Baseline:** 44% (physical violence) 29% (violence in the last 12 months) 18% (sexual violence in the last 12 months) **Year:** 2019 **Source:** (DHS 2013)	**Output 1.2.:** Strengthened capacity of rights holders to demand /claim their rights and actively engage in reconciliation and peacebuilding efforts and demand justice	**1.2.1.:** Percentage of rights holders with strengthened capacity to engage in justice and rule of law, reconciliation and peacebuilding processes, disaggregated by sex, age and location **Baseline:** 0% **Year:** 2019 **Target:** 20% of citizens reached by public awareness campaigns **Year:** 2023 **Source:** MGCSP
Target: At least 15% reduction for physical violence and sexual violence and 10% reduction violence and sexual violence in the last 12 months **Year:** 2020, 2021, 2022, 2023 **Source:** DHS (Biennial)	**Output 1.3.:** Favourable social norms, attitudes and behaviours are promoted at community and individual levels to prevent SGBV	**1.3.1.:** Number of key informal decision makers (traditional religious and community leaders) and community members with capacities to advocate for the implementation of policies, strategies and programmes on gender equitable social norms, attitudes and behaviours. **Baseline:** 1,773 **Year:** 2018 **Target:** 8,000 (2000 per year) **Year:** 2023 **Source:** Progress and annual Spotlight Initiative reports

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
1.1.1.1.: To review SGBV-related laws including the Rape Law, the New Penal Law and Domestic Relations Law, to ensure they align with international human rights standards and commitments, and address impunity for perpetrators **1.1.1.2.:** NSC members to advocate with Women Legislative Caucus for adopting amended Rape Law	MGCSP, Parliament, MoJ, SGBV Inter-Agency Task Force, Women's Legislative Council, Law Reform Commission, Governance Commission, Association of Female Liberian Lawyers (AFELL), NSC	100,000		X	X	X	X
1.1.2.1.: To strengthen the capacity of legal drafters of ministries, Parliament, agencies and commissions on human rights-based legal review and drafting	MGCSP, Parliament, MoJ, SGBV Inter-Agency Task Force, Women's Legislative Council, AFELL, NAP, NSC	200,000		X	X	X	X
1.1.3.1.: MoD and MoJ to take the lead to develop a gender-sensitive and inclusive implementation strategy, including capacity-building, to support The Liberian Anti-Terrorist Act (2017) that aligns to the recommendations of the UN Plan of Action to Prevent Violent Extremism (2016)	MoD, MoJ, MoE, Governance Commission, CSOs, WONGOSOL, Federation of Liberian Youth (FLY), Inter-Religious Council of Liberia, private sector, academia, Palava Hut Committees[66]	200,000		X	X		
1.2.1.1.: MGCSP to coordinate with LNP on conducting training of trainers for NGOs and CSOs to undertake programmes and advocacy on legal rights, including women's rights, sexual and reproductive health and rights (SRHR), HIV/AIDS, SGBV and HTPs **1.2.1.2.:** MGCSP to work with the Media Association to develop and implement public awareness campaigns through various mediums (print, TV, radio) on "Know your Rights" with respect to human rights, Liberian constitution, women's rights, sexual and reproductive health rights (SRHR), HIV/AIDS, SGBV and Harmful practices	MGCSP, LNP, Governance Commission, Media Association, CSOs, NGOs, traditional and religious leaders, youth groups,	500,000			X	X	X
1.3.1.1.: MGCSP to collaborate with local government to engage the community through media, theatre, and other forms of entertainment to examine perceptions around traditional gender roles and gender norms with the aim to promote gender equality and women's empowerment. **1.3.1.2.:** MGCSP to identify, train and work with local male champions to establish peer-to-peer focus groups to change discriminatory attitudes and behaviours and examine toxic masculinities **1.3.1.3.:** MGCSP to organize a national conference on combating violence against women and children, early and forced marriage, HTPs, and all forms of violence and discrimination against women.	MGCSP, MIA, SGBV Inter-Agency Task Force, CSOs, WONGOSOL, FLY, National Traditional Council of Liberia (NTCL), Inter-religious Council of Liberia (IRCL), Women's Peace Hut Committees, Palava Hut Committees	2,500,000		X	X	X	X

OUTCOMES	OUTPUTS	INDICATORS
Outcome 1: Enhanced legal frameworks, strategies and systems that prevent reoccurrence of conflict and all forms of violence against women, young women and girls. **Indicator 1a:** Number of legal frameworks that addresses non-discrimination on the basis of sex, nationality, disability and in compliance with international human rights standards. **Baseline:** Alien & Nationality Law, Refugee Act, Human Trafficking Act, Inheritance Act; National Commission on Disability Act; Children's Act; Penal Code 14.72,74; Executive Order 92 on FGM; National Public Health Law. **Year:** 2019 **Target:** Gender equity Bill, Legal Aid legislation **Year:** 2023 **Source:** MGCSP **Indicator 1b:** Decrease in cases of impunity related to SGBV **Baseline:** 44% (physical violence) 29% (violence in the last 12 months) 18% (sexual violence in the last 12 months) **Year:** 2019 **Source:** (DHS 2013) **Target:** At least 15% reduction for physical violence and sexual violence and 10% reduction violence and sexual violence in the last 12 months **Year:** 2020, 2021, 2022, 2023 **Source:** DHS (Biennial)	**Output 1.4.:** Educational curricula and programmes addressing gender equality and SGBV including HTPs are developed and integrated into formal and non-formal education	**1.4.1.:** Comprehensive sexuality education (CSE) component of new curriculum includes gender equality, SGBV and HTPs **Baseline:** No **Year:** 2018 **Target:** Yes **Year:** 2021 **Source:** MoE
	Output 1.5: Guidelines and training programmes for security forces, law enforcement agencies and justice institutions, on responding to all forms of SGBV/HTPs including under threat of terrorism and natural disasters, developed and conducted	**1.5.1.:** Number of guidelines to train security forces, law enforcement agencies and justice institutions on responding to all forms of SGBVs, HTPs and sexual harassment, including under natural disasters and threat of terrorism **Baseline:** 1 (Administrative Instruction on Gender and Human Rights – LNP) **Year:** 2018 **Target:** 2 (1 per sector) **Year:** 2021 **Source:** MoD, MoJ, and LNP
		1.5.2.: Percentage of staff in security forces, law enforcement agencies and justice institutions with enhanced knowledge on responding to all forms of SGBV and HTPs disaggregated by sex **Baseline:** 0 % **Year:** 2018 **Target:** 100% of security forces, law enforcement agencies and justice institutions **Year:** 2023 **Source:** MoD, MoJ and GSSNT
	Output 1.6.: Early warning system, including on violent extremist activities, is gender responsive	**1.6.1.:** Percentage of national and regional reports that reflect a gender analysis **Baseline:** 0 **Year:** 2018 **Target:** 100% **Year:** 2021 **Source:** MoD and GSSNT
	Output 1.7.: Reduced land-related conflicts and enhanced access to land for women ensured	**1.7.1.:** Number of mappings of land-based conflict throughout Liberia undertaken, along with compiling of gender-disaggregated data to understand trends in land and border-based disputes **Baseline:** 0 **Year:** 2019 **Target:** One comprehensive and inclusive mapping of land-based conflict throughout Liberia produced **Year:** 2021 Source: Land Authority
		1.7.2.: Percentage of women who have more security and decision- making powers over land and other productive resources, contributing to improvement in food security and capacity to resist marginalization and all forms of SGBV. **Baseline:** Not known **Year:** 2019 **Target:** 60% **Year:** 2021 **Source:** Land Commission

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
1.4.1.1.: MGCSP to collaborate with MoE to review the CSE component of the school curricula to promote culture of tolerance, dialogue, peaceful coexistence, gender equality, prevention of SGBV/HTPs and acceptance of others without discrimination (before it is distributed to all formal and informal schools)	MGCSP, MOE	200,000			X		
1.5.1.1.: MoD, MoJ, Members of GSSNT and LNP Gender Task Force, with technical assistance from the SGBV Inter-agency Task Force[67], to review existing gender related guidelines, policies, strategies or administrative instructions to mainstream guidelines on responding to SGBV, HTPs and sexual harassment (if not included) and coordinate the drafting of said document where none exists	MoD, MoJ, GSSNT, SGBV Inter-agency Task Force, LNP	30,000		X	X		
1.5.2.1.: MoD, MoJ and LNP to coordinate training programmes for their respective staff on handling SGBV/HTPs cases, women's rights, gender equality and human rights, including coordination with service providers.	MoD, MoJ, LNP	50,000			X	X	X
1.6.1.1.: Independent gender-responsive assessment of the existing early warning system to be conducted. **1.6.1.2.:** To design and conduct capacity-building activities for the Peacebuilding Office (PBO)[68] on gender-sensitive data analysis/reporting and gender-responsive early warning systems	Peacebuilding Office (MIA), MoD MoJ, Governance Commission, GSSNT, WONGOSOL, FLY, Mano River Women's Peace Network-MARWOPNET, WIPNET, National Peace Huts Network	250,000		X	X		
1.7.1.1.: Land Authority to lead on designing and conducting mapping exercise of land-based conflict throughout Liberia, including gender-disaggregated data to understand trends in land and border-based disputes. **1.7.1.2.** Land Authority to implement the Land Rights Act and mainstream gender to provide gender sensitive services	Land Authority, Governance Commission, WONGOSOL, MARWOPNET, WIPNET, National Peace Hut Network	1,900,000		X	X	X	X
1.7.2.1.: Land Authority to coordinate with relevant actors to organize education and awareness workshops with women networks on legal and constitutional education on land	Land Authority, Governance Commission, AFELL WONGOSOL, MARWOPNET, WIPNET	1,350,000			X	X	X

OUTCOMES	OUTPUTS	INDICATORS
Outcome 1: Enhanced legal frameworks, strategies and systems that prevent reoccurrence of conflict and all forms of violence against women, young women and girls. **Indicator 1a:** Number of legal frameworks that addresses non-discrimination on the basis of sex, nationality, disability and in compliance with international human rights standards. **Baseline:** Alien & Nationality Law, Refugee Act, Human Trafficking Act, Inheritance Act; National Commission on Disability Act; Children's Act; Penal Code 14.72,74; Executive Order 92 on FGM; National Public Health Law. **Year:** 2019 **Target:** Gender equity Bill, Legal Aid legislation **Year:** 2023 **Source:** MGCSP **Indicator 1b:** Decrease in cases of impunity related to SGBV **Baseline:** 44% (physical violence) 29% (violence in the last 12 months) 18% (sexual violence in the last 12 months) **Year:** 2019 **Source:** (DHS 2013) **Target:** At least 15% reduction for physical violence and sexual violence and 10% reduction violence and sexual violence in the last 12 months **Year:** 2020, 2021, 2022, 2023 **Source:** DHS (Biennial)	**Output 1.8.:** Dialogue platforms to enhance social cohesion at county and district level strengthened	**1.8.1.:** Number of peace infrastructures established/ strengthened and operational, in line with human rights and gender principles at the local level disaggregated by type and location **Baseline:** Peace committees: 6 Maryland, 6 River Gee (2017); County Security Council: 15 (All the 15 counties) established; Women Peace Huts: 35 (2019); Palava Huts: Grand Gedah and Lofa (2016) **Year:** **Target:** **Peace committees:** Operational in 15 Counties; County Security Council: 15 strengthened and operational; Women Peace huts: 5 new; Palava Huts: 15 in all counties **Year:** 2023 **Source:** INHRC
	Output 1.9.: Design and completion of research on women's roles in violent extremism, including on identifying the drivers that lead women to join violent extremist groups, and on the impacts of counter-terrorism strategies on women's lives	**1.9.1.:** Number of studies conducted on women's roles in violent extremism and motivation to join violent extremist groups **Baseline:** 0 **Year:** 2018 **Target:** 1 **Year:** 2023 **Source:** MoD

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
1.8.1.1.: To refurbish/renovate existing peace structures that are dilapidated and construct new structures where needed **1.8.1.2.:** Gender-sensitive and human rights-based protection mechanisms mainstreamed in the peace structures' operations. **1.8.1.3.:** Training of trainers in gender-sensitive human rights, Liberian legal systems and mediation principles.	MGCSP, Governance Commission, Independent National Commission on Human Rights (INCHR), WIPNET, MIA, County Security committees,Women Peace Hut committees, Palava Hut committees	2,200,000		X	X	X	X
1.9.1.1.: MoD to commission study on women's roles in violent extremism and their motivation to join violent extremist groups	MoD, Academia	150,000				X	X
TOTAL RESOURCES OUTCOME 1:		**9,630,000**					

PILLAR 2. Protection. Women, young women and girls' safety, physical and mental health are assured, and their human rights respected

OUTCOMES	OUTPUTS	INDICATORS
Outcome 2: Strengthened protection of human rights and security of women, young women and girls' **Indicator 2a:** Number of 2015 CEDAW concluding observations implemented **Baseline:** 0 **Year:** 2019 **Target:** 20% per year realization of concluding observations implemented **Year:** 2023 **Source:** Report of CEDAW Committee **Indicator 2b:** Number of cases of SGBV and other forms of violence reported to recognized authorities and (addressed) disaggregated by sex, and age. **Baseline:** 1,664 reported cases **Year:** 2018 **Source:** WACPS 2018 annual report **Target:** 8,000 SGBV cases by 2023 (2000 per annum) **Year:** 2023 **Source:** WACPS annual report	**Output 2.1:** Strengthened protection and support systems to respond to the security, physical and mental health needs of women, young women and girls' who are survivors of all forms of violence.	**2.1.1.:** Number of well-resourced WACPS stations in each county to respond to SGBV incidences including HTPs **Baseline:** Not known **Year:** 2019 **Target:** 30 WACPS stations supported with vehicles and cash allocated for fuel and maintenance **Year:** 2023 **Source:** WAPCS Annual Report
		2.1.2.: Number of rehabilitation programmes for women, young women and girls engaged in survival sex transactions **Baseline:** To be determined **Year:** 2019 **Target:** To be determined **Year:** 2021 **Source:** MHSS
		2.1.3.: Number of rehabilitation programmes for women, young women and girls engaged in survival sex transactions **Baseline:** To be determined **Year:** 2019 **Target:** To be determined **Year:** 2021 **Source:** MHSS
		2.1.4.: Number of maternal and child health (MCH) facilities in hospitals, health centres and clinics trained and equipped to address the MCH needs of survivors of SGBV **Baseline:** 0 **Year:** 2019 **Target:** 727 health facilities **Year:** 2023
		2.1.5.: Number of One Stop Centres (OSCs) established within government referred and private hospitals providing inclusive and quality health, psychosocial and legal services to all SGBV survivors including HTPs **Baseline:** 12 established in 8 counties **Year:** 2019 **Source:** Assessment of the Existing Initial Services available for SGBV cases, UN Women **Target:** Additional 14 established in 7 counties **Year:** 2023 **Source:** UNFPA
		2.1.6.: Number of fully functioning Safe Homes set up to provide safe and secure temporary shelter, psychosocial, justice continuum and formal schooling support to SGBV survivors including victims of rape and HTPs **Baseline:** 2 fully functioning (9 established in 9 counties) **Year:** 2018 **Source:** Assessment of the Existing Initial Services available for SGBV cases, UN Women **Target:** Additional 6 established in 6 counties **Year:** 2023 **Source:** MGCSP

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
2.1.1.1.: LNP to build, equip and staff new WACPS stations as well as adequately equip and staff stations in underserved communities/counties, ensuring provision of vehicles, fuel and office equipment to efficiently respond to SGBV cases including HTPs. **2.1.1.2.:** LNP to increase the number of Female police officers appointed in all WACP stations across the country, ensuring gender balance in the appointment of WACPS officers **2.1.2.3.:** LNP to finalize the LNP Standardized Training Curriculum on the Prevention and Investigation of SGBV and HTPs.	LNP, WACPS, MHSS, BCR	1,220,000		X	X	X	X
2.1.2.1.: MHSS to revise definition of vulnerable population in its Essential Package of Social Services (2011-2021) to include women and girls engaged in survival sex transactions **2.1.2.2.:** Expand services of MHSS rehabilitation centres to include services for women and girls engaged in survival sex transactions, guided by UNFPA's Essential Service Package for Women and Girls Subject to Violence.	MHSS, SGBV Inter-Agency Task Force, FLY, WONGOSOL	200,000		X	X		
2.1.3.1.: MHSS to revise definition of vulnerable population in its Essential Package of Social Services (2011-2021) to include women and girls engaged in survival sex transactions **2.1.3.2.:** Expand services of MHSS rehabilitation centres to include services for women and girls engaged in survival sex transactions, guided by UNFPA's Essential Service Package for Women and Girls Subject to Violence	MHSS, SGBV Inter-Agency Task Force, FLY, WONGOSOL	200,000		X	X		
2.1.4.1.: MHSS to provide necessary equipment and training for all MCH facility staff on GBV protocol for addressing health care needs (especially MCH needs) of survivors of SGBV.	MHSS	200,000		X	X	X	X
2.1.5.1.: MHSS to increase number of fully equipped OSCs within hospital facilities in 7 counties that do not have OSCs (at least two per country), particularly in rural communities. **2.1.5.2.:** MHSS to increase awareness through social and print media and radio ads on the location of the OSCs and that their services are free of charge and confidential **2.1.5.3.:** MHSS to review administrative and operating capacity of existing OSCs to provide required supplies, equipment and trained staff needed to efficiently meet the needs of survivors of all forms of SGBV including HTPs.	MHSS, WACPS, SGBV-CU, SGBV Inter-Agency Task Force	875,000		X	X	X	X
2.1.6.1.: MGCSP to refurbish/renovate existing Safe Home that are dilapidated and construct new Safe Homes where needed **2.1.6.2.:** MGCSP to collaborate with the MoJ and the MHSS to strengthen the networking mechanism between Safe Homes, OSCs and SGBV-CU, and increase public awareness on how to report SGBV cases Including HTPs.	MGCSP, MoJ, SGBV-CU, MHSS, SGBV Inter-Agency Task Force	1,600,000		X	X	X	X

OUTCOMES	OUTPUTS	INDICATORS
Outcome 2: Strengthened protection of human rights and security of women, young women and girls' **Indicator 2a:** Number of 2015 CEDAW concluding observations implemented **Baseline:** 0 **Year:** 2019 **Target:** 20% per year realization of concluding observations implemented **Year:** 2023 **Source:** Report of CEDAW Committee **Indicator 2b:** Number of cases of SGBV and other forms of violence reported to recognized authorities and (addressed) disaggregated by sex, and age. **Baseline:** 1,664 reported cases **Year:** 2018 **Source:** WACPS 2018 annual report **Target:** 8,000 SGBV cases by 2023 (2000 per annum) **Year:** 2023 **Source:** WACPS annual report	**Output 2.2.:** Strengthened capacity of key government justice and security institutions to promote access to justice for women, young women and girls at the national and local levels	**2.2.1.:** Number of decentralized CCEs established and operational in the counties with appropriate systems for children to accelerate the processing of SGBV cases including rape and HTPs. **Baseline:** 1 court established **Year:** 2019 **Target:** 7 courts established (1 per county) **Year:** 2023 **Source:** MoJ
		2.2.2.: Number of government authorities at national and subnational levels with enhanced knowledge and skills to strengthen access to justice and address SGBV cases including HTPs Baseline: 50 WACPS officers **Year:** 2019 **Target:** 200 **Year:** 2023 **Source:** WACPS
		2.2.3.: Number and type of training for security sector and justice sector personnel on addressing gender and human rights and SGBV cases including HTPs **Baseline:** 0 **Year:** 2019 **Target:** 8 (2 per sector per year) **Year:** 2023 **Source:** MoJ
	Output 2.3.: Strengthened assistance mechanisms to facilitate women, young women, girls' and disabled and rural women's access to protection and support services for all forms of SGBV including HTPs	**2.3.1.:** Number of effective networks that facilitate women, young women, girls and disabled and rural women access to protection from and support services for all forms of SGBV including HTPs **Baseline:** 0 **Year:** 2018 **Source:** Assessment of the Existing Initial Services available for SGBV cases, UN Women **Target:** 2 (Informal networks, networking among MGCSP, SGBV-CU and MHSSS **Year:** 2021 **Source:** MGCSP
	Output 2.4.: Coordination between different actors at all levels to ensure the protection of women a nd girls is strengthened	**2.4.1.:** Number of coordination mechanisms between various concerned parties that effectively monitor and evaluate institutions responsible for SGBV protection and response including HTPs **Baseline:** 0 **Year:** 2018 **Source:** Assessment of the Existing Initial Services available for SGBV cases, UN Women **Target:** 1 (SGBV Inter-Agency Task Force) **Year:** 2021 **Source:** MGCSP

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
2.2.1.1.: MoJ amend/draft laws and policies required to establish decentralized courts in counties **2.2.1.2.:** SGBV-CU of the MoJ to take the lead in reviewing policies/procedures of CCE in relation to children in contact with the law **2.2.1.3.:** Office of The Court Administrator to allocate land/building space to house courts and oversee the establishment of the courts. **2.2.1.4.:** Office of The Court Administrator to oversee the recruitment of magistrates and prosecutors, especially female magistrates and prosecutors	MoJ, The Temple of Justice, Office of The Court Administrator, LNP, Governance Commission, SGBV Inter-Agency Task Force, MGCSP – Child Welfare Office, AFELL	1,300,000		X	X	X	X
2.2.2.1.: MoJ to review the curriculum of the Judicial Training Centre to gender mainstream modules and integrate a module on WPS, and design and conduct training of trainers for the centre's trainers on the revised curriculum.	MoJ, The Temple of Justice, Office of The Court Administrator, LNP, SGBV Inter-Agency Task Force, MGCSP – Child Welfare Office, AFELL	200,000			X	X	X
2.2.3.1.: GSSNT to collaborate with Gender Focal points of the Justice sector to design and conduct trainings on women's human rights and handling SGBV cases including HTPs	Ministry of National Defence, MoJ, GSSNT	150,000		X	X	X	X
2.3.1.1.: MGCSP to collaborate with MoJ and the MHSS to promote community awareness on how to report SGBV cases including HTPs and availability of referral pathways, including roles and responsibilities of each service provider. **2.3.1.2.:** MGCSP to coordinate with informal service providers (traditional leaders, women's organizations, and religious leaders) for effective response and prevention on SGBV including HTPs, as well as working with formal service providers, training on types of cases they should address, when and how to refer cases.	MGCSP, MoJ – SGBV-CU, MHSS, traditional leaders, WONGOSOL, and religious leaders	450,000		X	X		
2.4.1.1.: MGCSP to strengthen the monitoring and evaluation role of the SGBV Inter-Agency Task Force by increasing the number of gender coordinators to adequately cover all counties, including hard-to-reach-areas, and collaborating with MoJ – SGBV-CU and MHSS to strengthen knowledge sharing/exchange among field staff on SGBV data including HTPs	MGCSP, MoJ – SGBV-CU, MHSS, SGBV Task Force – UN agencies, traditional leaders, NGOs, WONGOSOL	150,000		X	X	X	X
TOTAL RESOURCES OUTCOME 2:		**6,945,000**					

PILLAR 3. Participation of women, young women and girls in decision-making processes related to the prevention, management and resolution of conflicts and countering terrorism.

OUTCOMES	OUTPUTS	INDICATORS
Outcome 3: Effective participation and leadership of women, young women, disabled and rural women at all levels of decision-making in peacebuilding, peacekeeping, conflict management and resolution and countering terrorism **Indicator 3a:** Number of peacebuilding peacekeeping, conflict management and resolution and countering terrorism strategies, policies and laws are inclusive and gender-responsive **Baseline:** 3 (LNP Gender Policy, Community Policing Policy, BRC Gender Policy) **Year:** 2019 **Target:** At least 5 **Year:** 2023 **Source:** PAPD 2018-2023 monitoring reports **Indicator 3b:** Proportions of position by sex, age, persons with disability in justice and security institutions. **Baseline:** As of 2018, 29% women in the Liberia Immigration Service (Source: LIS) As of 2018, 19% in LNP (Source: LNP) As of 2017, 3% women in the armed forces (Source: GSSNT) As of 2018, 5.88% women held ministerial positions (Source: IPU) As of 2018, 15% women in the LDEA; judiciary -7.7%; corrections -21%; prosecution-5.4% **Target:** LNP 30% females LIS 30% AFL 10% DEA 20% **Source:** Justice & security sector data survey; MoJ & judiciary annual reports	**Output 3.1:** Implementation of measures to ensure women's, young women's and girls' political participation and leadership in elections, political parties, constitutional and legislative processes..	**3.1.1.:** Number of policies and strategies formulated that support a percentage of women, young women and disabled women's political participation. **Baseline:** 0 **Year:** 2017 **Source:** National Elections Commission (NEC) Liberia – Final Report, Carter Centre, 2017 **Target:** 1 (Affirmative Action Bill) **Year:** 2021 **Source:** Inter-Parliamentary Union (IPU)
		3.1.2.: Number of election laws and parties' internal regulations that guarantee the effective representation and participation of women in election processes **Baseline:** Legislated candidate quota (no less than 30% of each gender) **Year:** 2018 **Source:** IPU **Target:** 50% **Year:** 2022 **Source:** IPU
		3.1.3.: Percentage of women's participation in committees to draft constitutions and legislations **Baseline:** 0 **Year:** 2019 **Target:** 30% **Year:** 2022 **Source:** MGCSP
		3.1.4.: Number of studies and reports conducted on the obstacles facing women's political representation **Baseline:** 0 **Year:** 2019 **Target:** 1 **Year:** 2022 **Source:** NEC
	Output 3.2.: Laws and strategies regulating SSIs and the extent to which they promote participation and leadership of women and young women in these institutions are reviewed and appropriate actions taken	**3.2.1.:** Number of gender-sensitive policies and strategies that promote the inclusion of women in SSIs at all levels **Baseline:** 2 (National Strategy to achieve 20% women's representation in SSIs, LNP Gender Policy) **Year:** 2019 **Target:** 3 **Year:** 2021 **Source:** MoD, MoJ, LNP
	Output 3.3.: Women's and young women's participation and leadership in SSIs including armed forces, police forces and UN peacekeeping forces, promoted.	**3.3.1.:** Percentages of women's participation in armed forces, police forces and UN peacekeeping forces disaggregated by position **Baseline:** 19% women in LNP, 3% women in armed forces **Year:** 2018, 2017 **Source:** LNP, GSSNT **Target:** 30% quota adopted to support the inclusion of women in SSIs **Year:** 2023 **Source:** GSSNT

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
3.1.1.1.: NSC to collaborate with the Women's Legislative Council to advocate for the adoption of the Affirmative Action Bill before next general elections in 2023	NAP – NSC, Women's Legislative Council, Gender Committee of the House of Representatives and the Senate, Judiciary Committee, Governance Commission, Women's Rights Advocates, WONGOSOL, AFELL	50,000		X	X		
3.1.2.1.: TWG to initiate collaboration with NEC to host a workshop with women legislative council, senior leaders of the different political parties and civil society movements to share global best practices and recommendations NEC and Political Parties could adopt to ensure gender equality in electoral processes before next General Elections in 2023.	NAP Technical Working Group (TWG), NEC, Women's Legislative Council, political party leaders, WONGOSOL, AFELL, UN Women, UNDP	65,000		X	X	X	
3.1.3.1.: TWG to collaborate with the Women's Legislative Council to create a Steering Committee with women from Civil Society, National Institutions and Political Parties to promote the inclusion and participation of interested women leaders and CSOs in constitution and legislation processes, including capacity building and mentoring.	NAP TWG, Women's Legislative Council, Political Parties, WONGOSOL, AFELL, UN Women	150,000		X	X	X	
3.1.4.1.: NEC to commission study on the obstacles facing women's political representation and make recommendations to relevant authorities	NEC, Academia, AFELL,UN Women	50,000		X	X		
3.2.1.1.: Ministry of National Security supported by the GSSNT to update National Security Strategy (2008) to be gender inclusive and responsive to further promote women's participation in SSIs. **3.2.3.2.:** Relevant SSI to design and conduct capacity-building for staff to develop and implement gender-sensitive strategies and policies	Ministry of National Security, Ministry of National Defence, Ministry of Justice, LNP, GSSNT	500,000		X	X	X	X
3.3.1.1.: GSSNT to enhance advocacy efforts to increase women's participation in SSIs including capacity-building for the GSSNT on WPS issues and encouraging MoD and MoJ and to draft gender policies similar to the LNP.	MoD, MoJ, LNP, GSSNT	500,000		X	X	X	X

OUTCOMES	OUTPUTS	INDICATORS
Outcome 3: Effective participation and leadership of women, young women, disabled and rural women at all levels of decision-making in peacebuilding, peacekeeping, conflict management and resolution and countering terrorism **Indicator 3a:** Number of peacebuilding peacekeeping, conflict management and resolution and countering terrorism strategies, policies and laws are inclusive and gender-responsive **Baseline:** 3 (LNP Gender Policy, Community Policing Policy, BRC Gender Policy) **Year:** 2019 **Target:** At least 5 **Year:** 2023 **Source:** PAPD 2018-2023 monitoring reports **Indicator 3b:** Proportions of position by sex, age, persons with disability in justice and security institutions. **Baseline:** As of 2018, 29% women in the Liberia Immigration Service (Source: LIS) As of 2018, 19% in LNP (Source: LNP) As of 2017, 3% women in the armed forces (Source: GSSNT) As of 2018, 5.88% women held ministerial positions (Source: IPU) As of 2018, 15% women in the LDEA; judiciary -7.7%; corrections -21%; prosecution-5.4% **Target:** LNP 30% females LIS 30% AFL 10% DEA 20% **Source:** Justice & security sector data survey; MoJ & judiciary annual reports	**Output 3.4.:** Women's inclusion and participation in the justice sector, including the legislature and judiciary, promoted	**3.4.1.:** Percentage of women in the justice sector, disaggregated by division and position **Baseline:** 7.7% in judiciary, 21% in corrections, 5.4% in prosecution **Year:** 2018 **Source:** UN Development Assistance Framework (UNDAF) **Target:** Increase by 30% in each division **Year:** 2023 **Source:** UNDAF
		3.4.2.: Number of leadership programmes for female officers of the court and civil servants from the legislature and judiciary promoted **Baseline:** 0 **Year:** 2019 **Target:** 4 (1 per year) **Year:** 2023 **Source:** MoJ
	Output 3.5.: Strengthened ability of women and young women leaders, women's rights advocates, and CSO representatives to foster women's leadership roles in peacekeeping and peacebuilding efforts, mediation and negotiations and countering terrorism	**3.5.1.:** Number of training and capacity-building programmes for women and young women leaders, women's rights advocates, and CSO representatives in peacekeeping and peacebuilding efforts, mediation and negotiations and countering terrorism. **Baseline:** 0 **Year:** 2019 **Target:** 6 (3 training programmes offered every 2 years) **Year:** 2023 **Source:** MGCSP
		3.5.2.: Number of women and young women representing Liberia at international meetings/conferences on peace talks, peace-building and countering terrorism **Baseline:** 0 **Year:** 2019 **Target:** 12 (3 women per year) **Year:** 2023 **Source:** MGCSP
	Output 3.6.: Greater participation of women, young women, disabled and rural women in peacebuilding and conflict management and resolution processes, including national dialogues and transitional justice	**3.6.1.:** Number of existing peacebuilding and reconciliation mechanisms operating in line with human rights and gender principles disaggregated by type and location **Baseline:** 35 women Peace Huts, Peace Committees: 0, County Security Council: 0 **Palava Huts:** 0 **Year:** 2019 **Target:** 5 new mechanisms **Year:** 2023 **Source:** Training reports, quarterly reports on TRC recommendations and implementation (PBO)
		3.6.2.: Percentage of women and young women participating in national dialogues on peacebuilding and countering terrorism **Baseline:** 0 **Year:** 2019 **Target:** 40% (10% increase over 4 years) **Year:** 2023 **Source:** MGCSP

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
3.4.1.1.: Various divisions of the justice sector (magistrates, prosecution, public defenders, etc) to increase advocacy efforts including capacity-building and assigning a quota to promote women's inclusion and participation in the justice sector.	Gender focal points of the legislature and judiciary	100,000		X	X	X	X
3.4.2.1.: Gender Focal Point of the judiciary and legislature to design and conduct leadership trainings to promote women to leadership roles	Gender Focal Points of the legislature and judiciary	250,000		X	X	X	X
3.5.1.1.: MGCSP to collaborate with UN Women, UNODC and PBO to design and conduct trainings on peacekeeping and peacebuilding efforts, mediation and negotiations and countering terrorism.	MGCSP, Governance Commission, PBO, UN Women, UNODC, women leaders and rights advocates, FLY, WONGOSOL, traditional and faith-based organizations	300,000			X		X
3.5.2.1.: MGCSP to advocate with relevant international donors to support suitably qualified women CSO/NGO representatives to represent Liberia at meetings/conferences on peace talks, peace-building and countering terrorism	MGCSP, Governance Commission, donors, WPS Working Group, women CSOs/NGOS, UN Women, UNODC	750,000		X	X	X	X
3.6.1.1.: MGCSP to coordinate with PBO to design and conduct trainings for Women Peace Huts, Peace Committees, County Security Council and Palava Huts to lead in conflict mediation and countering violent extremism behaviours.	INCHR, NTCL, IRCL, MGCSP, Governance Commission, PBO, UN Women, UNODC, Women Peace Committees, Palava Hut Committees, County Security Council	500,000		X	X	X	X
3.6.2.1.: MGCSP to collaborate with Women Peace Committees, CSOs, women's rights advocates and FLY to ensure qualified women are participating in national dialogues on peace-building and countering terrorism	MGCSP, Governance Commission, Women Peace Committees, CSOs, women's rights advocates, WONGOSOL, FLY, INCHR, UN Women, UNODC	300,000		X	X	X	X
TOTAL RESOURCES OUTCOME 3:		**3,765,000**					

PILLAR 4. Relief and recovery. Women and girls' specific needs are met in relief, recovery and peacebuilding interventions, including under threat of terrorism and especially those most vulnerable to violence

OUTCOMES	OUTPUTS	INDICATORS
Outcome 4: Strengthened integration of gender perspectives into relief, recovery and peacebuilding interventions considering the particular needs of vulnerable and marginalized women, young women and girls. **Indicator 4a:** Proportion of population below national absolute poverty line, dis-aggregated by sex, age, location (national, rural and urban). **Baseline:** National: 50.9%; rural: 71.6%; urban: 31.5%; female: 46.3%; male: 52.3%; Age 15-19 yrs: 41.8%; 20-29 yrs: 43.0%; 30-39 yrs: 47.5%; 40-49 yrs: 53.4%; 50-59 yrs: 53.0%; 60+: 60.2% **Year:** 2016 **Target:** Increase in reduction by 10% across sex, age, location every year **Year:** 2022 (10%), 2022 (20%), 2022 (30%), 2023 (40%) **Source:** HIES 2016 **Indicator 4b:** Number of jobs created in agriculture sector. **Baseline:** (M)= 67.9% (F)= 91.1% **Year:** 2016 **Target:** (M)=(F)=58.3% **Year:** Increasing every 2 years (2020, 2022) **Source:** HIES 2016 **Indicator 4c:** Employment rate disaggregated by age, sex, formality (formal and informal), activity (sector) **Baseline:** formal: 64.9% private sector, 19.5% government; informal: 79.9%, vulnerable: 79.5%; urban informal: 72.5%, urban vulnerable: 69.1%; rural informal: 86.5%, rural vulnerable: 88.7%; male informal: 69.0%, male vulnerable: 67.9%, female informal: 90.9%, female vulnerable: 91.1% **Year:** 2016 **Source:** HIES 2016 **Target:** Productive employment increased for 500,000 working poor; 120,000 jobs to be created for the unemployed; 250,000 jobs created for new entrants into the labour market **Year:** 2023 **Source:** Ministry of Labour, National Employment Policy 2009 and Action Plan 2013-2017	**Output 4.1.:** Humanitarian/ crisis response planning, frameworks and programming are gender inclusive & responsive	**4.1.1.:** Number of national action plans and coordination mechanisms for advancing gender-responsive climate resilience and climate-smart agriculture implemented **Baseline:** National Adaptation Plan of Action / First National Communication to UNFCCC / National Determined Contributions. **2000:** Mineral & Mining Law **2003:** Environmental Protection & Management Law **2012:** National Disaster Management Policy 2016: Establishment of National Disaster Management Agency (NDMA). **Year:** 2019 **Target:** Development of disaster risk strategies and action plans **Year:** 2019, 2020, 2021, 2022, 2023 **Source:** EPA – State of the Environment Report
		4.1.2.: Percentage of affected women and women's CSOs that meaningfully participate, and are engaged in humanitarian/ crisis planning, response frameworks and programming **Baseline:** Not known **Year:** 2019 **Target:** 40% (10% increase per year) **Year:** 2023 **Source:** NDMA
	Output 4.2.: Promotion of economic empowerment, sustainable livelihood and capacity development to build resilience of women, young women and girls, including rural and disabled women and SGBV survivors.	**4.2.1.:** Number of training/capacity-building projects providing economic opportunities and entrepreneurial skills to women, young women and girls, particularly those engaged in survival sex, disabled and rural women Baseline: 5,180 women and men across six counties: Grand Bassa, Margibi, Maryland, Montserrado, River Gee and Sinoe. **Year:** 2019 **Target:** 1,000 additional reached every year **Year:** 2020, 2021, 2022, 2023 **Source:** MGCSP
		4.2.2.: Number of agricultural initiatives/trainings that promote women's inclusion and make provisions for their sustainable livelihood **Baseline:** 4,000 rural women supported to start businesses; 750 rural women farmers engaged in agriculture entrepreneurship, and organized into women's agriculture cooperatives **Year:** 2019 **Source:** Beijing National Report (GoL) **Target:** 210 trainings (1 per county/district every 2 years) and 1,500 initiatives created **Year:** 2023 **Source:** MGCSP
		4.2.3.: Number of youth entrepreneurship programmes that provide mentorship and equip young people with skills to meet local labour demands **Baseline:** 0 **Year:** 2019 **Target:** 1,600 training opportunities provided **Year:** 2023 **Source:** MYS

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
4.1.1.1.: NDMA to integrate gender analysis into all post-disaster planning tools and processes; ensure recovery efforts provide equal economic opportunities for women including access to assets, such as land and credit; promote social protection, and sustainable livelihoods, prioritize women's needs in key sectors such as transportation, shelter and health care, during and after disasters. **4.1.1.2.:** NDMA to incorporate gender analysis in the assessment of disaster risks, impacts and needs; address women's unique needs and value women's knowledge in disaster reduction and recovery policies, plans and programmes; strengthen women's networks and organizations to facilitate women's active engagement. **4.1.1.3.:** NDMA to provide capacity building for all relevant actors to mainstream gender in all Humanitarian/crisis response planning, frameworks and programming	Humanitarian Country Team, Humanitarian Cluster System in Country and corresponding ministries and Gender Focal Points, National Disaster Management Agency, NDMA	300,000			X		X
4.1.2.1.: NDMA to support women's representation in emergency response operations, including capacity building, the development of women's networks and institutions for conflict prevention during disasters, disaster risk reduction and post-disaster reconstruction. **4.1.2.2.:** NDMA to ensure women's and girls' needs in planning and allocation of resources, especially internally displaced persons, victims of violence against women and girls and SGBV, disabled women, female heads of households, and women affected by HIV-AIDS are included.	NDMA, National Disaster Commission, MGCSP, Gender Focal Points, Ministry of Health, Humanitarian Cluster System in Country and Corresponding Ministries, Non-Communicable Diseases	200,000		X	X	X	X
4.2.1.2.: MGCSP to upscale efforts to increase women's access to finance through its capacity-building programmes on small business management skills, literacy and numeracy especially targeting women, young women and girls, particularly those engaged in survival sex, disabled and rural women.	MGCSP, Ministry of Youth and Sports (MYS), MHSS, The National Commission on Disabilities (NCD), WONGOSOL, FLY, private sector, Central Bank of Liberia, USAID	600,000		X	X	X	X
4.2.2.1.: MGCSP to coordinate with Local Government to provide technical training for women that are involved in agricultural activities at county and district level **4.2.2.2.:** MGCSP to coordinate with local government to create outlets for sale of women's agricultural produce in the counties and districts including increasing extension and advisory services	MGCSP, county task forces, District Champions, MIA local government, county council, District Advisory councils, chiefdom administration, clan administration and town administration	450,000		X	X	X	X
4.2.3.1.: MYS to collaborate with FLY and private sector companies to provide paid on-the-job training opportunities including mentorship.	MYS, Ministry of Labour, FLY, private sector, Millennium Challenge Corporation	450,000		X	X	X	X

OUTCOMES	OUTPUTS	INDICATORS
Outcome 4: Strengthened integration of gender perspectives into relief, recovery and peacebuilding interventions considering the particular needs of vulnerable and marginalized women, young women and girls. **Indicator 4a:** Proportion of population below national absolute poverty line, dis-aggregated by sex, age, location (national, rural and urban). **Baseline:** National: 50.9%; rural: 71.6%; urban: 31.5%; female: 46.3%; male: 52.3%; Age 15-19 yrs: 41.8%; 20-29 yrs: 43.0%; 30-39 yrs: 47.5%; 40-49 yrs: 53.4%; 50-59 yrs: 53.0%; 60+: 60.2% **Year:** 2016 **Target:** Increase in reduction by 10% across sex, age, location every year **Year:** 2022 (10%), 2022 (20%), 2022 (30%), 2023 (40%) **Source:** HIES 2016 **Indicator 4b:** Number of jobs created in agriculture sector. **Baseline:** (M)= 67.9% (F)= 91.1% **Year:** 2016 **Target:** (M)=(F)=58.3% **Year:** Increasing every 2 years (2020, 2022) **Source:** HIES 2016 **Indicator 4c:** Employment rate disaggregated by age, sex, formality (formal and informal), activity (sector) **Baseline:** formal: 64.9% private sector, 19.5% government; informal: 79.9%, vulnerable: 79.5%; urban informal: 72.5%, urban vulnerable: 69.1%; rural informal: 86.5%, rural vulnerable: 88.7%; male informal: 69.0%, male vulnerable: 67.9%, female informal: 90.9%, female vulnerable: 91.1% **Year:** 2016 **Source:** HIES 2016 **Target:** Productive employment increased for 500,000 working poor; 120,000 jobs to be created for the unemployed; 250,000 jobs created for new entrants into the labour market **Year:** 2023 **Source:** Ministry of Labour, National Employment Policy 2009 and Action Plan 2013-2017	**Output 4.3.:** Education system delivers increased access and quality education as well as fosters peacebuilding, non-violent problem-solving skills and prevents violent extremism	**4.3.1.:** New curriculum for both primary and secondary levels that includes comprehensive sexuality education (CSE) to promote reproductive health, peacebuilding and human rights adopted by all schools **Baseline:** No **Year:** 2018 **Target:** Yes **Year:** 2020 for public schools; 2022 for private and informal schools **Source:** MoE
		4.3.2.: Number of primary and junior high public schools providing knowledge on non-violent, problem-solving skills and preventing violent extremism. **Baseline:** 0 **Year:** 2019 **Source:** Getting to Best Education Sector Plans 2017-2021 **Target:** 100 primary and 100 junior high public schools with Peace Clubs (every two years) **Year:** 2021 and 2023 **Source:** MoE
	Output 4.4.: Informal schooling and adult education programmes to enhance functional literacy amongst women and young women promoted	**4.4.1.:** Percentage of women and young women who are functionally literate **Baseline:** 54% **Year:** 2016 **Source:** HIES **Target:** 36% increase from baseline over 4 years **Year:** 2023 **Source:** MoE
	Output 4.5.: Enhanced collaboration among existing institutions to support the continued need for effective, transparent, accountable and inclusive governance.	**4.5.1.:** Number of platforms through which citizens can address emerging socio-political challenges especially those which negatively affect democratic governance, stability and peace. **Baseline:** 0 **Year:** 2019 **Target:** 15 (One in every county) **Year:** 2023 **Source:** UNODC/UNDP

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
4.3.1.1.: MoE to train all primary and secondary level teachers including those in informal schools (for out of school adolescents and youth) on the new curriculum	MoE, public, private and informal schools, donors	200,000		X		X	
4.3.2.1.: FLY to collaborate with MoE and Palava Hut Committees/ Peace Hut Network to design and pilot test "Peace Clubs" in public schools in Monrovia in order to build skills in non-violent, problem-solving skills and preventing violent extremism.	MoE, Governance Commission, FLY, PBO, Palava Hut Committees, USAID	150,000			X		X
4.4.1.1.: MoE to increase number of informal schools offering adult literacy education, namely the Accelerated Learning Programmes and Alternative Basic Education Programmes, under its "Getting to Best Education Sector Plans (2017-2021)"	MoE, Accelerated Learning Programmes, Alternative Basic Education Programmes, USAID	200,000		X	X	X	X
4.5.1.1.: LACC to provide multi-stakeholder dialogue platforms to address development and social challenges as well as potential or existing conflicts in a participatory and inclusive manner. Stakeholders to include local communities, local government, Faith Based Organizations, CSOs, political party representatives, women's organizations, the private sector and youth organizations.	Liberia Anti-Corruption Commission-LACC, General Auditing Commission-GAC, and Public Procurement and Concession Commission-PPCC, Governance Commission, UNODC, UNDP, Mano River Youth Parliament Liberia, MIA, WONGOSOL, political party representatives	150,000				X	
TOTAL RESOURCES OUTCOME 4:		**2,700,000**					

PILLAR 5. Coordination and accountability: Capacity and resources to coordinate, implement, monitor and report on WPS plans and programmes are ensured

OUTCOMES	OUTPUTS	INDICATORS
Outcome 5: Increased coordination, implementation, reporting and accountability on Liberia's second NAP **Indicator 5a:** Liberia's second phase NAP endorsed by the MGCSP and all other responsible parties and implemented **Baseline:** Drafted Mar-Jun 2019 **Year:** 2019 **Target:** Endorse Jul 2019 **Year:** Jul 2019 **Source:** MGCSP	**Output 5.1.:** A clear implementation structure indicating roles and responsibilities of government ministries and partners is endorsed by the GoL and all other responsible parties	**5.1.1.:** Functional and sustainable implementation and coordination structure in place with clear roles and responsibilities **Baseline:** 0 **Year:** Mar 2019 **Target:** One implementing and coordinating structure approved and in place **Year:** Oct 2019 **Source:** MGCSP
		5.1.2.: Number of units envisioned under the implementing structure of the NAP are established **Baseline:** 1 Secretariat established **Year:** 2018 **Target:** 4 units established **Year:** Oct 2019 **Source:** MGCSP
		5.1.3.: The Secretariat to support NAP implementation is fully equipped and functioning with necessary supporting resources (logistics and staff) **Baseline:** 1 Secretariat established **Year:** May 2019 **Target:** Secretariat fully equipped and functioning **Year:** Oct 2019 **Source:** MGCSP
Indicator 5b: Annual Report on NAP implementation presented by President to the legislature **Baseline:** 0 **Year:** 2019 **Target:** 1 annual report **Year:** September 2020 **Source:** MGCSP	**Output 5.2.:** Ongoing monitoring and reporting on the NAP involving government, civil society, women`s organizations, youth, traditional leaders and media is effective and holds all actors accountable for implementing their commitments on WPS and human rights	**5.2.1.:** M&E framework for national, county and district level monitoring developed and in place including user-friendly reporting templates, tools and M&E capacity-building plan **Baseline:** 0 **Year:** 2019 **Target:** 1 M&E framework in place **Year:** 2020 **Source:** MGCSP
		5.2.2.: Number of trainings conducted on monitoring and financial reporting on the NAP **Baseline:** 0 **Year:** 2019 **Target:** 3 trainings conducted **Year:** 2021 **Source:** MGCSP
		5.2.3.: Number of quarterly and annual narrative and financial reports on the NAP produced and disseminated at national, county, district levels and to other partners **Baseline:** No report produced **Year:** 2018 **Target:** 12 quarterly reports and 4 annual reports **Year:** 2020, 2021, 2022, 2023 **Source:** MGCSP
		5.2.4.: End of NAP evaluation 2019-2023 conducted. Recommendations of mid-term evaluation are fully implemented at all levels for successful completion. **Baseline:** No report produced **Year:** 2018 **Target:** Mid-term and year-end evaluation conducted **Year:** 2021 and 2023 **Source:** MGCSP

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
5.1.1.1.: National Steering Committee to draft and approve ToR of the implementation and coordination structure for the NAP	MGCSP, relevant line ministries, proposed members of the NSC, TWG, Secretariat, M&EL Unit, County Task Force, District Champions,	10,000	X				
5.1.2.1.: MGCSP to coordinate with relevant line ministries to establish the TWG, M&EL Unit, County Task Force and District Champions	MGCSP, relevant line ministries, Gender Focal Points, M&EL Focal Points, media, CSOs, women's groups, youth groups, traditional leaders	15,000	X	X	X	X	X
5.1.3.1.: MGCSP to ensure the Secretariat has all the needed equipment and human resources to be fully functional and effectively support the other implementing units **5.1.3.2.:** The Secretariat to organize a NSC meeting to agree on the priorities for the year and mobilize financial resources for the implementation of the NAP **5.1.3.3.:** The Secretariat to coordinate the implementation of the capacity-building strategy for the members of the implementation structure and dissemination of the NAP	MGCSP	500,000	X	X	X	X	X
5.2.1.1.: Provide technical assistance and guidance for the establishment and implementation of coordination, monitoring and evaluation mechanisms. **5.2.1.2.:** Develop a methodology and tools for tracking implementation of NAP, with standardized formats for monitoring and reporting **5.2.1.3.:** Train line ministries and security institutions at national and local level to monitor and report on the implementation of WPS and human rights commitments **5.2.1.4.:** Facilitate consultative processes and review quarterly and annual reports on the NAP	Members of the NAP WPS M&EL Unit	500,000		X	X	X	X
5.2.2.1.: Members of the M&EL Unit to conduct capacity building for the TWG, County Task Force and District Champions, including reporting, refresher trainings for the M&E Unit on the M&E framework, including how to use the reporting templates, how to conduct gender-sensitive data collection and other tools.	Members of the M&EL Unit, TWG, County Task Force, District Champions, Secretariat, MGCSP	500,000		X	X		
5.2.3.1.: The M&EL Unit to draft quarterly and annual narrative and financial reports to be submitted to the Secretariat and TWG respectively and disseminated at national, county, district levels and to other partners	Members of the M&EL Unit, TWG, County Task Force, District Champions, Secretariat, MGCSP	50,000		X	X	X	X
5.2.4.1.: TWG supported by the M&EL Unit and Secretariat coordinates the conduct, including hiring consultancy firm, of a mid-term review in December 2021 and the final evaluation in December 2023.	Members of the M&EL Unit, TWG, County Task Force, District Champions, Secretariat, MGCSP, relevant line ministries, UN Women	100,000			X		X

OUTCOMES	OUTPUTS	INDICATORS
Outcome 5: Increased coordination, implementation, reporting and accountability on Liberia's second NAP **Indicator 5a:** Liberia's second phase NAP endorsed by the MGCSP and all other responsible parties and implemented **Baseline:** Drafted Mar-Jun 2019 **Year:** 2019 **Target:** Endorse Jul 2019 **Year:** Jul 2019 **Source:** MGCSP	**Output 5.3.:** Ongoing awareness raising and dissemination of the NAP at national, local, county and district level	**5.3.1.:** Existence of an advocacy strategy to disseminate and raise awareness about the NAP at the national, local, county and district level including high-level key messages and capacity-building is developed by the TWG and adopted by all units **Baseline:** 0 **Year:** 2019 **Target:** 1 advocacy strategy developed **Year:** 2020 **Source:** MGCSP
	Output 5.4.: Ownership and participation of local communities in the implementation of the NAP ensured	**5.4.1.:** Number of county level action plans that identify and respond to local WPS priorities and concerns **Baseline:** 0 **Year:** 2019 **Target:** 7 counties **Year:** 2022 **Source:** MGCSP
Indicator 5b: Annual Report on NAP implementation presented by President to the legislature **Baseline:** 0 **Year:** 2019 **Target:** 1 annual report **Year:** September 2020 **Source:** MGCSP	**Output 5.5.:** Annual government budgets to implement NAP activities are allocated using a GRB approach	**5.5.1.:** Percentage of responsible Line ministry staff including Gender Focal Points trained in Gender-Responsive Planning and Budgeting guided by the Gender-Responsive Planning and Budgeting Policy (2019-2023) **Baseline:** 0 **Year:** 2019 **Target:** 30% **Year:** 2021 **Source:** Ministry of Finance and Development Planning
		5.5.2.: Percentage of annual government budgets that reflects WPS commitments. **Baseline:** 0% **Year:** 2018 **Target:** 15% **Year:** 2023 **Source:** Ministry of Finance and Development Planning

ACTIVITIES	RESPONSIBLE MINISTRY AND COORDINATING PARTNERS[65]	COST (USD)	TIME FRAME				
			2019	2020	2021	2022	2023
5.3.1.1.: Members of the TWG to draft evidence-based advocacy strategy including dissemination, awareness raising and capacity-building components **5.3.1.2.:** TWG to conduct trainings with members of the Secretariat, M&EL Unit, County Task Force and District Champions on WPS resolutions and the NAP, including evidence-based advocacy and awareness raising	Members of the NAP TWG, the Secretariat, County Task Force and District Champions, MGCSP, UN Women	400,000		X	X	X	X
5.4.1.1.: Strengthen the capacity of local authorities to conduct localization workshops that discuss WPS resolutions and the NAP, analyse WPS issues and the sociopolitical and cultural context to identify concrete actions needed to implement the WPS resolutions in their local communities and inform county level action plans. **5.4.1.2.:** Conduct participatory consultations with women, young women and women with disabilities to ensure women's perspectives on security and peacebuilding planning processes are integrated **5.4.1.3.:** Develop social inclusion and gender strategy for local authorities to enhance participation and influence peace building at the local level	Members of NAP County Task Force, District Champions, TWG, Secretariat, M&EL Unit, representatives of local government, County Council and District Advisory Council, MGCSP, UN Women	600,000		X	X	X	
5.5.1.1.: Conduct an individual and institutional capacity needs assessment on gender-responsive planning and budgeting (GRPB) **5.5.1.2.:** Develop gender assessment tools and formats to facilitate the integration of WPS agenda into planning and budgeting processes at national and local level **5.5.1.3.:** Roll out trainings for members of the implementation structure of the NAP (government agencies, local government actors) on innovative financial strategies **5.5.1.4.:** Support the Ministry of Finance and Development Planning to produce a simplified gender responsive citizen guide to the national budget **5.5.1.5.:** Ministry of Finance and Development Planning to conduct GRB trainings / and innovative financing trainings with responsible line ministry staff as per its capacity development plan outlined in the Gender-Responsive Planning and Budgeting Policy (2019-2023)	Ministry of Finance and Development Planning, MGCSP, UN Women	2,500,000		X	X	X	X
5.5.2.1.: TWG to develop key messages for NSC to advocate with the Women's Legislative Caucus for the need for adequate budgetary appropriations to support gender-responsive programs **5.5.2.2.:** NSC to collaborate with Women's Legislative Caucus to consolidate a multi-stakeholder partnerships mechanism for resource mobilization to support the WPS agenda	NAP TWG, Ministry of Finance and Development Planning, MGCSP	500,000		X	X	X	X
TOTAL RESOURCES OUTCOME 5:		**5,175,000**					

ANNEX: IMPLEMENTING BODIES, ROLES AND RESPONSIBILITIES

1. TERMS OF REFERENCE NAP NATIONAL STEERING COMMITTEE

Role

The NAP National Steering Committee (NSC) shall act as the final decision-making body. It is responsible for the final approval of plans, ToR and proposals, and for the mid-term review and final evaluation of the NAP. The NSC shall monitor and have oversight of the full implementation of the NAP and submit annual progress reports to the President of the Republic of Liberia. NSC members also fulfil an important role as ambassadors of the NAP, through networking, public relations and fundraising activities.

The NSC is co-chaired by the Minister of the Ministry of Gender, Children and Social Protection (MGCSP), the Minister of Justice (MoJ) and Minister of Defence (MoD) for five years (the duration of the second phase NAP).

Membership

- One senior representative of the Women's NGO Secretariat of Liberia (WONGOSOL)
- One representative from the private sector
- One representative of the donor community
- One representative of the International community
- One representative each from the National Civil Society Union (NCSU), Liberia Business Association and Chamber of Commerce
- One representative from the National Commission on Disabilities (NCD)
- One representative from the Independent National Commission on Human Rights (INCHR)
- One representative of the Technical Working Group (TWG), one representative of the Monitoring, Evaluation and Learning Unit (M&EL), one representative of the County Task Force and one representative of the District Champions will attend the meetings in an advisory role only. This is to ensure that the NSC receives advice and input from respective implementing units, and to ensure coordination and channelling of information between all bodies. A member of the Secretariat will also attend the meetings in an administrative capacity, including to take minutes that will be shared with implementing units.

NSC members are responsible for channelling relevant information, knowledge and advice from their respective groups (NCSU, WONGOSOL, LBA, donor and International community) to the steering committee to ensure that decisions and approvals of the NSC are fully informed. In turn, members inform their respective working groups on decisions made by the NSC.

NSC members have an upward accountability to the President of the Republic of Liberia and to the external donors that will be funding the NAP. NSC members have a downward accountability to beneficiaries of the NAP.

Responsibilities

- Final responsibility for the overall coordination, monitoring and evaluation of all activities implemented under the five separate pillars of the NAP.

- Review and final approval of strategies, ToRs and proposals.

- Receive and review annual narrative and financial reports from the TWG and make appropriate recommendations to the TWG where necessary. Submit annual report to the President.

- Advise and provide input on the implementation of the NAP through quarterly meetings.

- Advocate for and promote the adoption of a gender equal and socially inclusive (GESI) approach in all ministries and agencies, including the inclusion of the principles outlined in the National Gender Responsive Planning and Budgeting Policy.

- Review, influence and approve strategic policy to promote women, peace and security (WPS) issues at all levels of governance.

- Resource mobilization and allocation, including high-level lobbying with donors and partners for resources.

- Strengthen a multi-stakeholder partnerships mechanism for resource mobilization, develop an innovative financing strategy and train government actors.

- Contacts and networking: play the role of ambassador for the NAP through regular media appearances and networking at national and international events.

Meeting schedule

The NSC will as a rule meet four times per year: every three months. Additional meetings may be set up if deemed necessary, to ensure timely follow-up of activities.

As a rule, the NSC convenes 2 weeks after the quarterly meetings of the other implementing units. This enables members to review and discuss quarterly progress and M&E results as collected and reported by the M&EL Unit, and to respond to implementing body requests or proposals.

The Secretariat will assist the NSC by planning and organizing meetings, and by taking and disseminating meeting notes.

2. TERMS OF REFERENCE NAP TECHNICAL WORKING GROUP

Role

The NAP Technical Working Group (TWG) shall be responsible for providing technical advice on content related to plans, ToRs and proposals, in addition to implementation of NAP activities and overall coordination of the operations of the other units. The TWG will submit an annual narrative and financial report to the NSC for review and appropriate recommendations before finalization.

The TWG is co-chaired by the Deputy Minister of the Department of Gender at the Ministry of Gender, Children and Social Protection and the Deputy Minister of the Ministry of Finance and Development Planning for five years (the duration of the second phase NAP).

Membership

- Gender focal points of each government Ministry involved in LNAP WPS implementation;

- Representative of the Gender and Security Sector National Taskforce (GSSNT);

- One representative of the National Commission on Small Arms;

- One representative of the Women in peace building network;

- One representative of the National Peace huts women of Liberia;

- One representative of the Association of Female Lawyers of Liberia (AFELL);

- One representative of the Network of peace and security women in ECOWAS countries;

- One representative of the Mano River Women's Peace Network (MARWOPNET);

- One representative of the Association of disable females international;

- One representative of the National Civil Society Union (NCSU);

- One representative of the Female Journalist Association of Liberia (FEJAL);

- One representative of the Federation of the Liberia Youth (FLY);

- One representative of the Private Sector.

TWG members have an upward accountability to the National Steering Committee (NSC), and a downward accountability to the beneficiaries of the activities implemented under the NAP.

Responsibilities

- Develop a detailed strategy for implementing the NAP.

- Develop an advocacy and dissemination strategy for the NAP.

- Provide content or skill-related knowledge and advise on strategies, plans, ToRs, studies, assessments and proposals.

- Provide quarterly updates on NAP implementation at NSC meetings.

- Review the quarterly and annual narrative and financial report as prepared by the M&EL Unit and provide feedback.

- With support from the M&EL Unit, coordinate the midterm review of the NAP in December 2021 and ensure all recommendations are fully implemented for successful completion, and conduct the end of NAP review in December 2023.

- Review, advise and lobby for the budgets of ministries and agencies to comply with the

implementation of the government's National Gender Responsive Planning and Budgeting Policy.

- Advocate for and promote the full participation and allocation of resources for women, young women, disabled and rural women in all sectors.
- Conduct capacity-building for members of the implementing structure on advocacy/awareness raising and gender-responsive budgeting.
- Organization of an Open Day on Women, Peace and Security.
- The co-chairs have the additional responsibility of attending NSC meetings.

Meeting schedule

The TWG will as a rule meet four times per year: every three months. Additional meetings may be set up if deemed necessary, to ensure timely follow-up on the compilation of data and the development of proposals, ToRs and plans.

As a rule, the TWG convenes 2 weeks before the quarterly meetings of the steering committee. This enables members to compile information to report back to the NSC, and forward and prepare eventual requests or proposals to be approved by the NSC.

The Secretariat will assist the TWG by planning and organizing meetings, and by taking and disseminating meeting notes.

3. TERMS OF REFERENCE NAP MONITORING AND EVALUATION LEARNING UNIT (M&EL UNIT)

Role

The NAP Monitoring and Evaluation Learning Unit (M&EL Unit) monitors progress made in the implementation of the NAP, identifies and informs the NSC and TWG of challenges and stumbling blocks, and advocates for timely and effective implementation by lobbying the various responsible governmental leads. The mixed membership of civil society, NGO and government ministries ensures active involvement to monitor and advocate timely and effective implementation of the NAP. It also enhances collaboration between CSOs, NGOs and the GoL.

The M&EL Unit will be co-chaired by senior representatives of the Ministry of Gender, Children and Social Protection's monitoring and evaluation (M&E) Unit and a senior representative of the Liberia Institute of Statistics Geo-Information Services for five years (the duration of the second phase NAP).

Membership

- M&E Focal Points from all ministries involved in NAP implementation;
- One representative of the Governance Commission;
- One representative of the Liberia Institute of Statistics and Geo-Information Services;
- One representative of the National Civil Society Council (CSC);
- One representative of the Liberia National NGO Network (LINNK);
- One representative from Independent National Human Rights Commission;
- One representative of the Women NGO Secretariat (WONGOSOL).

Responsibilities

- Monitoring and evaluating the overall implementation of the NAP, including producing quarterly narrative and financial reports to be submitted to the Secretariat and annual narrative and financial reports to be submitted to the TWG for review and feedback.

- Develop a detailed framework for monitoring implementation of the NAP at national, county and district level, including standardized simple monitoring and reporting templates, tools and M&E capacity-building plan for all units.

- Conduct capacity-building for members of all implementing structures, including ministries, agencies and commissions and units of civil society organizations collecting disaggregated data and doing gender sensitive/results-based reporting.

- Provide technical inputs to methodologies of proposals, studies, assessments, etc., to ensure gender inclusivity and responsiveness.

- Conduct monitoring visits to observe implementation of NAP activities.

- Coordinate the compilation of data at various levels on NAP implementation, to be input to quarterly and annual narrative and financial reports on NAP implementation, ensuring gender disaggregation.

- Support the TWG to draft ToRs for the conduct of the mid-term review and end of NAP evaluation, coordinate a midterm review of the NAP in December 2021 and ensure all recommendations are fully implemented at all levels for successful completion, as well as coordinate the end of NAP review in December 2023.

- Develop a methodology, including tools for tracking implementation of the NAP, with standardized formats for quarterly monitoring and reporting, and train the Secretariat on monitoring and reporting software.

- Co-chairs have the additional responsibility of attending quarterly National Steering Committee (NSC) meetings.

M&EL Unit members have an upward accountability to the NSC and a downward accountability to the beneficiaries of the activities implemented under the NAP.

Meeting schedule

The NAP M&EL Unit will, as a general rule, meet four times per year: every three months. Additional meetings may be set up if deemed necessary, to ensure timely delivery of the annual narrative and financial report.

As a rule, the M&EL Unit convenes 1 week after the quarterly meetings of the NSC. This enables the unit to report back on outcomes and decisions of the NSC meeting.

The NAP Secretariat will assist the M&EL Unit in planning and organizing meetings, taking and dissemination of meeting notes and in the organization of monitoring field visits.

4. TERMS OF REFERENCE NAP SECRETARIAT

Role

The NAP Secretariat will provide administrative and operational assistance and support to facilitate the meetings and activities of all the different implementing bodies, and enhance fulfilment of their respective roles and responsibilities.

Tasks/responsibilities

- Provide administrative support to the NSC, TWG and M&EL Unit in coordinating the implementation of the NAP, including organizing and scheduling regular and additional meetings, drafting and circulating meeting agendas and invitations, attending quarterly meetings and taking and disseminating meeting notes, and ensuring sound and timely exchange of information between all units.

- Maintain an up-to-date database tracking overall implementation progress of the NAP.

- Summarize quarterly reports received from the M&EL Unit to draft updates for the TWG to present to the NSC.

- In consultation with relevant committees and groups, compile, updates and share with all units, a calendar of activities/events of the NAP to support advocacy, awareness-raising and capacity-building initiatives.

- Provide technical support to roll out awareness-raising activities and develop knowledge products.

- Support the development of people-led 'popular' formats to show progress and challenges around women, peace and security and human rights.

- Support the TWG and M&EL Unit in facilitating capacity-building initiatives.

- Support the NSC to coordinate resource mobilization events for the implementation of the NAP.

Place/position

- To efficiently support implementation of the NAP, this function should be fulfilled by a team of four persons (ensuring gender balance in the hiring process) with training and background in project management.

- The Secretariat officially falls under the responsibility of the Ministry of Gender, Children and Social Protection and will be seated in the office of the Human Rights Unit and headed by the Director of the Unit.

5. TERMS OF REFERENCE NAP COUNTY TASK FORCES

Role

The NAP County Task Forces ensures that the needs of women, particularly vulnerable and marginalized women, women in agriculture, rural women and disabled women outside of Monrovia are represented. They also serve as a formal entry point for consultation concerning localization of the NAP.

The NAP County Task Forces will be chaired by the Superintendent Senior Representative of local government for each jurisdiction for five years (the duration of the second phase NAP).

Membership

- County Gender Coordinators
- Office of the Development Superintendent
- Representative of the county councils in each county
- Representative of government ministries in the counties
- Women's groups in the counties
- Youth groups in the counties
- Traditional council
- Disabled groups.

Responsibilities

- County Task Forces to work with District Champions to develop and get approval for county-level action plans on women, peace and security (WPS).
- Track and record progress of NAP activities at county level, including collecting data, consolidating and compiling information and producing quarterly narrative and financial reports to be submitted to the Monitoring and Evaluation Learning (M&EL) Unit one week before meetings of the National Steering Committee (NSC) in order to give the M&EL Unit time to prepare and submit the quarterly report to the Secretariat to draft updates for the TWG.
- Support county councils in responding to county-level, gender-related issues, including advocacy or providing technical advice related to interventions or policies that benefit men and women, in particular young women, girls, women in agriculture and disabled and rural women.
- Raise awareness and conduct advocacy in counties on WPS/UNSCR 1325 and the NAP.
- Support local governments and county councils to ensure that local plans and budgets respond to the needs of women, young women, girls, women in agriculture and disabled and rural women and vulnerable groups.
- The Chairs will have the additional responsibility of attending NSC meetings.

County Task Forces members have an upward accountability to the TWG and M&EL Unit, and a downward accountability to beneficiaries in the counties of the activities implemented under the NAP.

Meeting schedule

NAP County Task Forces will, as a general rule, meet four times per year: every three months. Additional meetings may be set up if deemed necessary.

As a rule, County Task Forces convene 1 week after the quarterly meetings of the NSC. This enables the County Task Forces to report back on outcomes and decisions of the NSC meeting.

County council representatives will plan and organize the meetings and taking and dissemination of meeting notes.

6.   TERMS OF REFERENCE NAP DISTRICT CHAMPIONS

Role

The NAP District Champions ensure that the needs of women, particularly vulnerable and marginalized women and rural and disabled women, in the districts are represented.

Membership

- Representative of the District Advisory Councils (DACs);
- Representative of community-based organizations;
- Representative of faith-based organizations;
- Representative of Women's Peace Committees;
- Elders;
- HeforShe[69] champions.

Responsibilities

District Champions will:

- Work with DACs, chiefdom administration, clan administration and town administration to capture district-level women, peace and security (WPS) issues and concerns, and then coordinate with County Task Forces to include these in Government's local national action plans.

- Track and record progress of NAP activities from clans, chiefdoms, DAC officers and Town Advisory Councils, including consolidating and compiling information to produce quarterly narrative and financial reports to be submitted to the County Task Force one week before meetings of the National Steering Committee (NSC), to give the M&EL Unit time to prepare and submit the quarterly report to the Secretariat for drafting updates for the Technical Working Group (TWG).

- Support the DAC, chiefdom administration, clan administration and town administration in responding to district-level, gender-related issues, including advocacy or providing technical advice, related to interventions or policies that benefit men and women, in particular young women, boys and girls, women in agriculture and disabled and rural women.

- Collaborate with the County Task Forces, DAC, chiefdom administration, clan administration and town administration to promote gender equality and women and girl's participation at county and district level, and raise awareness about Liberia's WPS commitments, including conducting advocacy on changing existing gender social norms and toxic masculinities.

- Raise awareness and conduct advocacy in the districts on WPS/UNSCR 1325 and the NAP.

- DAC representatives will have the additional responsibility of attending NSC meetings.

The District Champions have an upward accountability to the County Task Forces, and a downward accountability to the beneficiaries in the districts of the activities implemented under the NAP.

Meeting schedule

The NAP District Champions will, as a general rule, meet four times per year: every three months. Additional meetings may be set up if deemed necessary.

As a rule, meetings of District Champions convene 1 week after the quarterly meetings of the NSC. This enables the District Champions to report back on outcomes and decisions of the NSC meeting.

DAC representatives will plan and organize the meetings and taking and dissemination of meeting notes.

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ENDNOTES

1   USAID May 2016.
2   UNDP 2016.
3   MGCSP 2017.
4   The Liberia Moment was an international meeting held in March 2018 as UNMIL was getting ready to end its mission in Liberia. Its purpose was to reassure Liberian society that the United Nations would retain a strong presence in the country in coming years.
5   Ministry of internal Affairs 2012.
6   Gender and Conflict Analysis 2018, UNMIL and UN Women
7   Ibid.
8   UNCT 2018b.
9   Herbert 2014.
10 Liberia Youth Fragility Assessment, 2009, USAID.
11 Catholic Relief Services 2016.
12 Ibid.
13 Kalliongis 2017.
14 Ministry of Internal Affairs 2012.
15 SCORE 2018.
16 Government of Liberia, 2017.
17 UNMIL 2018.
18 Government of Liberia, et al 2017, p 4.
19 Gender and Conflict Analysis 2018, UNMIL and UN Women.
20 Ministry of Internal Affairs 2012.
21 UNCT 2018b p 28.
22 USAID May 2016.
23 Ibid.
24 The Mano River Union (MRU) is an Intergovernmental Institution comprising Sierra Leone, Liberia, Guinea and Côte d'Ivoire. The Organization aims to strengthen the capacity of Member States to integrate their economies and coordinate development programs in the areas of peace building, as a prerequisite to any development, trade promotion, development of industry, energy, agriculture, natural resources, transport and telecommunications, monetary and financial affairs in short, all aspects of economic and social life of the Member States. Source: https://www.wathi.org/debat_id/organisations-regionales/wathinote-organisations-regionales/wathinote-presentation-of-the-mano-river-union/ accessed July 3, 2019
25 Government of Liberia and "Strengthened Resident Coordinator's Office..." December 2017.
26 CEDAW 2015.
27 Omanyondo 2005.
28 ILO 2006.
29 USIP 2007.
30 Ibid.
31 Montserrado, Nimba, Bong, Lofa, Margibi, River Gee, Grand Cape Mount and Grand Bassa counties.
32 Grand Cape Mount, Grand Kru, Nimba, Sinoe, Lofa, Gbapolu and Rivercess.
33 Truth and Reconciliation Commission 2009.
34 MGCSP 2018.
35 Ibid.
36 The Penal Law addresses rape, including Aggravated Involuntary Sodomy (Section 14.72), Involuntary Sodomy (Section 14.73), Corruption of Minors (Section 14.75), and Sexual Abuse of [a] Ward (Section 14.76). Corruption of Minors is statutory rape under the Penal Law, and criminalizes any sexual intercourse, deviate or otherwise, between a victim under the age of 16 and a perpetrator at least five years older. This particular provision addresses some of the gaps in the Rape Law, which, in addition to other provisions, is applicable to a perpetrator above 18 years of age who engages in sexual activities with or without the consent of a minor. There is an overlap between the Rape Law and Corruption of Minor provisions under the Penal Law with regard to a perpetrator who is above 18 and below 21 years. Source: Report of Liberia, 2016, Refworld
37 Ibid.
38 UN Women 2018b.
39 Ibid.
40 Government of Liberia 2015.
41 Public Defenders' Office 2018.
42 UN Women, 2018a.
43 Montserrado, Bong, Nimba, Lofa, Maryland, River Gee, Grand Kru, Grand Gedeh and Sinoe counties.
44 UN Women 2018a.
45 A VSLA is a group of self-selected members of about 15 to 30 persons who agree to contribute regularly to a joint fund. To help the fund grow, members are permitted to borrow and pay back to the institution with interest. On pay-out dates members receive their shares with accumulated interest. VSLAs also set aside social funds that can be used in case of emergencies. Source: Kanneh 2017.
46 Billy 2019.
47 Ibid.
48 Ministry of Education. 2015.
49 Government of Liberia 2018.
50 Liberia Institute of Statistics & Geo-Information Services. 2017.
51 UN Women, 2019. Assessment of the Existing Initial Services Available for Sexual and Gender-Based Violence Cases
52 Government of Liberia 2014.

53 Ibid. 2015.
54 Ibid.
55 Liberia Immigration Services. 2018.
56 Liberia National Police. 2018.
57 Gender and Security Sector National Taskforce. 2017.
58 Liberia Drug Enforcement Agency. 2018.
59 UNCT. 2018.
60 UN Women 2018a.
61 IPU 2018.
62 The Colloquium brought together 400 international participants and 400 Liberian national participants, including female leaders, heads of state and government, ministers, CEOs, presidents and executive directors, and NGO and community leaders. The Conference, co-convened by former Presidents Ellen Johnson Sirleaf of Liberia and Tarja Halonen of Finland, sought to create an environment for women and their champions around the world to discuss, learn, demonstrate and act on the benefits and lessons learned from women in leadership. Source: https://www.thegef.org/events/international-colloquium-women%E2%80%99s-empowerment-leadership-development-international-peace-and accessed 1 July 2019.
63 56th session of the CEDAW Committee. 18 October 2013. General Recommendation No. 30 of CEDAW
64 The 1325 working group was set up on 29 April 2009 to facilitate the implementation of Security Council Resolution 1325 (2000), which stresses the importance of women's equal and full participation as active agents in conflict prevention and resolution, as well as peacebuilding and peacekeeping. With the adoption of Security council Resolution 2250 in 2015, this working group was extended to young people. UNOWAS, together with UN Women, coordinates the Women, Youth, Peace and Security Working Group in West Africa and the Sahel, which aims to be an inclusive and multi-stakeholder platform. In Liberia the 1325 working groups is composed of the following organizations:
Women NGO Secretariat of Liberia
WANEP
YWCA
Female Journalists Association of Liberia
FAWE/Liberia
Angie Brooks International Center for Peace
Women Development Organization
National Civil Society Council of Liberia
Ministry of Gender, Children and Social Protection
Federation of Liberian Youth
Mano River Women Peace Network
National Union of Disable Organizations
Liberia Female Law enforcement Association
65 Partners: civil society, NGOs, media, international community (UN, Embassies, etc).
66 Palava Huts are a traditional conflict resolution method wherein respectable members in the community mediate in matters of grave concern in the community and seek to resolve disputes amongst or between individuals and or communities. Source: http://www.inchrliberia.com/index.php/8-the-palava-hut-project/1-what-is-the-palava-hut Accessed July 3, 2019
67 MGCSP has an SGBV Unit, which was established to monitor and report on SGBV cases nationwide. It serves as the secretariat for the SGBV inter-agency task force and coordinates all activities regarding women and children with UN agencies, traditional leaders, other government institutions and NGOs. It also provides psychosocial counselling, legal and referral services to survivors, and supports education and awareness-raising activities.
68 Liberia is a Peacebuilding Fund (PBF) recipient and part of their support included establishing the Peacebuilding Office (PBO) in January 2009 to perform the tasks of the Peacebuilding Fund Secretariat from within a government office of the Ministry of Internal Affairs of the Republic of Liberia. Source: Carravilla, Carol. 2015. Evaluation on Liberia Peacebuilding Office. United Nations Peacebuilding Fund
69 The **HeForShe Champions** are men who have advanced the cause of gender equality or female empowerment across a wide spectrum, or in some specific, significant way. They are courageous allies who understand that the fight for gender equality affects us all, and who **champion** the principles of the **HeForShe** campaign throughout their lives