

REPORT

THE BEIJING + FIVE (5) LIBERIA COUNTRY REPORT

ON

GENDER EQUALITY AND WOMEN EMPOWERMENT

1995 – 1999

September 24, 1999

## II. INTRODUCTION:

### A. BACKGROUND

Liberia's seven-year civil war resulted in wide-scale destruction of human and material resources as well as personal properties. An estimated 200,000 Liberians lost their lives during the war, while close to half of the pre-war population of 2.5 million was displaced, out of which about 750,000 sought refuge primarily in the neighboring countries of Sierra Leone, Guinea Conakry, Ivory Coast and Ghana. The majority of the displaced and refugee populations were women and children, who were neither positioned technically, financially or otherwise to meet the challenges of involuntary displacement.

In any civil conflict, women and children generally bear the brunt of the war. They normally constitute a high proportion of the victims of human rights abuses such as sexual assault, murder and abductions. The Liberian case is no exception as hundreds of thousands of women and young girls have been traumatized and tens of thousands of women were left as head of households due to the death of their husbands with little or no mean to sustain themselves and their families. According to the 1997/98 UNCCA, women head <sup>85%</sup> of these households.

There is also high illiteracy rate among women and girls as a result of poverty and the impact of the conflict on educational infrastructure. Although women constitute about half of the population, only 22% of them are literate compared to 54% for males. The 1998 educational statistics show that females constitute only 40% and 32% of enrollments in primary and secondary schools respectively, compared to 60% and 68% for males. Despite Liberia's 1944 right of suffrage granted to women, they remain under-represented in governance at all levels as a result of their low educational attainments and socio-cultural gender biases. At present, women occupy only 2% of ministerial positions, 5% of legislative seats and 1% of executive positions. The under-representation of women decision-making in the public and private sector accounts for structural or long-term causes that shape poverty as a gendered phenomenon. Therefore, there is need for urgent strategic measures in the education of girls and women as part of the broader efforts at redressing gender imbalances.

In the agriculture sector, over 80% of rural women depend on subsistence farming and play a central role in food production, processing and distribution. They are engaged in upland rice farming, vegetable gardening and petty trading. Yet, customary laws deny rural women the right to own and inherit property such as land and access credit directly for possible expansion of their income generating activities. Women's efforts to creating viable, productive enterprises are further hampered by high interest charges associated with formal financial institutions which provide neither incentives for them to maximize their profit in the long-term, nor increase value added in the short or medium-term investments. They therefore tend to rely on traditional financial services, "SUSU", and unscrupulous moneylenders who charge exorbitant rates.

In the environment, women play an essential role in the development and sustainable and ecologically sound consumption and production patterns as well as approaches to natural resources management. The major cause of continued environment degeneration is the unsustainable pattern of consumption and production (irrational and illegal fishing, traditional farming practices, logging and mining) that aggravates poverty. These worsening conditions are destroying the fragile ecosystem and displacing communities, especially women, from productive activities and are an increasing threat to safe and healthy environment. It is thus important to incorporate the experiences and perspectives of women environmental policy design and implementation, as stipulated in Agenda 21 of the UN Conference on the Environment.

In addition, residual negative socio-cultural beliefs and practices, notably male preference, early marriage and female genital mutilation (FGM), pose enormous challenges to women's reproductive health rights. Early marriage and early motherhood have equally curtailed young women's educational and employment opportunities and are likely to have long-term adverse impact on the quality of their lives and that of their children. The trend towards early sexual experience combined with limited access to basic health services, information, communications and education services has increased the risk of unwanted pregnancies, sexually transmitted diseases, including HIV/AIDS.

These indicators reflect that even though women are visible in the health care system as care givers and clients, there are evident gender inequalities in access to and use of health services. IMR and MMR remain high at 134 per 1,000 and 500-600 per 100,000 crude births respectively and Liberia is rated 158 out of a total of 175 countries (1966 HDR). The human development index was also estimated to an average of 0.379 for Sub-Saharan Africa.

Other important constraints to achieving gender equality in Liberia include structural weaknesses and resource constraints of institutional mechanisms for the advancement of women, namely, the WACC Unit of the MPEA (1994), Gender units at the line ministries (1995-1999), key Women NGOs and CBOs (1996-1999).

The main constraints include the present low profile and ad hoc nature of these mechanisms, financial and material resources. For instance, the Unit is equipped with only two professionals and 3 administrative support staff, thereby impeding its effectiveness. In addition, the proliferation of women organizations has given rise to instances of unhealthy gender rivalry and duplication of efforts as well as impaired their effective functioning. A National Women NGO Secretariat was therefore created with UNDP support in 1998 to principally coordinate, facilitate partnership and coalition building. It is therefore important to strengthen these institutions in order to ensure gender sensitivity in the planning and plan implementation processes.

The absence of a national gender profile for socio-economic gender analysis and planning and a gender-enabling environment also pose as challenges to the achievement of gender equality and women's empowerment.

Recognizing the negative implications of the low status of women coupled with the limited capacity for gender mainstreaming for the country's overall development, the Government has, for the first time, articulated its commitment to engendering the development process within the frameworks of the NRP and the BPA. The Programme aims at achieving a people-centered development through, among other things, making women and men's aspirations an integral dimension of the design, implementation, monitoring and evaluations policies, legislation and reconstruction and development programmes so that women and men benefit equitable. The multi-dimensional problems of an economy that needs to be revamped could be overwhelming, and the promotion of gender equality and the advancement of women challenging, particularly in a post-conflict environment.

Other planning considerations include: the inadequacy of data for empirical analysis and research required by the BPA and APA. There is presently a gender mainstreamed DHS exercise being carried out that will provide some data for analysis shortly. The urgent need to provide sustaining rehabilitation services such as micro-credit and grant for economic self-sustainability and empowerment of the large returnees population particularly women, majority of who are heads of households is another key area of consideration.

As a result of these realities, the initial actions for the effectuation of Beijing have involved support for the establishment of structures, formation of networks as well as the building and strengthening of capacities of women related institutions at both the Governmental and NGOs levels. It is anticipated that these activities will not only provide the requisite foundations as prescribed within international guidelines particularly UNECA's, but will produce the appropriate synergies for effective and efficient implementation, empowerment and sustainability.

Given the above, this country paper contains reports on the status of programmes implementation at both the Governmental and NGO levels. Other areas include the achievements, constraints and lesson learned. Most information presented are antidotal due to the inadequacy of empirical information.

### III. FRAMEWORK AND STRATEGY FOR IMPLEMENTATION OF THE BEIJING PLATFORM OF ACTION:

#### A. Framework and Implementation Strategy:

In the absence of the NPA which formulation has been delayed by the 7 year civil crisis, the objectives of the present implementation strategies, measurements and their respective criteria of programmes adopted are predicated upon several national priorities within the context of the NRP-(1998-2000).

The issue of gender equality and Liberia women's advancement has been handled as a cross cutting issue of all the six (6) programme areas of the NRP. The Government through the NRP has to reflect the views and needs of vulnerable groups especially women and children most affected by the war. Priority reconstruction measures concentrates on the restoration of dwelling, promotion of sustainable livelihood, social services and institutions which together provide the conducive conditions for repatriation and resettlement of returnees.

In view of this, the NRP focused during 1998-1999 on measures to support peace through promoting economic and social stability. Therefore the ultimate goals of the NPA are:

- i. Consolidating peace and stability, national security and conflict prevention.
- ii. Restoring the social and economic viability of the war-affected communities.
- iii. Laying the foundation for long-term national economic and social recovery.

Within this context, gender equality and empowerment activities as planned and programmed for are designed as QIP conducive for the creation of a positive environment accentuated by security, good governance and stability for the implementation of sustainable reconstruction and rehabilitation activities. This framework is the key to Liberia's economy recovery policies. The seven (7) programme areas focus of the NRP under which gender equality activities are being implemented are:

1. Post-war Security and Governance
2. Repatriation, Resettlement and Reintegration
3. Rehabilitation and Revitalization of Social Services
4. Productive Capacities and Sustainable Livelihoods
5. Rehabilitation and Reconstruction of Infrastructure
6. Statistical Information and Data Base
7. Special focused programmes on women and girl in Difficult Circumstances

B. Breakdown of NRP major programmes and their respective Gender Equality and Empowerment Components

No	Major NRP Programmes	Gender Equality and Empowerment Components
1.	Post-war Security and Governance	<ul style="list-style-type: none"> <li>a. Women's human and legal rights promotion</li> <li>b. Ratification, implementation and reporting on CEDAW</li> <li>c. Capacity building to enhance women's role in the peace building, reconciliation and good governance processes.</li> </ul>
2.	Repatriation Resettlements and Reintegration	<ul style="list-style-type: none"> <li>a. Coping skills development and other support for Community based integration activities.</li> <li>b. Participation of women returnees in the decision-making process at the community level through leadership and literacy training.</li> <li>c. Women shelter and resettlement.</li> <li>d. Community development activities to unite families and strengthen the family units for the restoration of family values, chastity and other positive values.</li> </ul>
3.	Rehabilitation and Revitalization of Social Services	<ul style="list-style-type: none"> <li>a. Institutional arrangement and capacity building of coordinating structures (both GOL and NGOs).</li> <li>b. Rehabilitation of social services programmes in health and education.</li> <li>c. Revitalization of positives and development oriented women social structures and strengthening of leadership capacities at the community level.</li> </ul>
4.	Productive Capacity and Sustainable Livelihood	<ul style="list-style-type: none"> <li>a. Training women entrepreneurs in technical skills for managing and maintaining respective investment and resource mobilization particularly in terms of micro-financing, credits and grants.</li> <li>b. Strengthening of women capacities as farmers for the enhancement of their roles relevant to food security and other economic activities.</li> <li>c. The economic regeneration of rural areas with focus on women rural banking, susu and other financing schemes.</li> </ul>
5.	Rehabilitation and Reconstruction of Infrastructure	<ul style="list-style-type: none"> <li>a. Sensitization and training of media in the promotion of gender equality and equity issues for the removal of stereotypical practices that are barriers to women and girls empowerment.</li> <li>b. Development of special programmes to enable women trained in construction and other programmes while in refugee and internally displaced situations.</li> </ul>
6.	Statistical Information and Data Base	<ul style="list-style-type: none"> <li>a. The collection of gender disaggregated data through the DHS and other special studies on women and the "Girl Child".</li> <li>b. Training of planning and budgetary officers including statistician, demographers and others in SEGA for the engendering of the development process.</li> <li>c. Establishment and strengthening of information</li> </ul>

		dissemination channels-both modern and traditional at all levels-Governmental and NGO.
7	Special Focused Programmes on Women and Girls in difficult Circumstances	<ul style="list-style-type: none"> <li>a. Institutionalization and strengthening of on-going programme to meet special needs for the removal of traditional harmful practices and laws against women include female Genital mutilation, early marriage, widow's rights, and denial of education to the "Girl Child".</li> <li>b. Poverty alleviation programmes- focusing on informal sectors activities consisting of a large population of women beneficiaries in agriculture and commerce.</li> <li>c. Development of policies on women empowerment in the areas of population, environment and sustainable development in line with ICPD Global Plan of Action and the Agenda 21, Chapter 24 "Global Action for Women Towards Sustainable and Equitable Development".</li> </ul>

#### IV. MAJOR ACCOMPLISHMENTS:

##### A. Policy and Institutional Measures

Presently in Liberia, the regulatory framework for gender equality and the advancement of women has not yet been developed. Although the framework of the NRP is very broad, it constitutes the only guideline within which gender programmes operate. The Government requested support to develop a specific, focused and visible GID Policy and a SRF to facilitate institutional transformation for policy and programme implementation.

The policy framework developed will aim at addressing the empowerment of women without compromising the rights of men by focussing on gender interface, fostering a culture of gender parity in consonance with social justice and international human rights norms. The Post-Beijing Plan of Action and CEDAW will also be operationalized with a view to ensuring systematic redress of gender imbalances in policy and operational programmes as well as women's empowerment.

The policy will stem from a comprehensive NGP that will be formulated by September 1999. This profile will contain: information on the physical, economic, political and socio-cultural position of women in relation to men; an inventory of governmental and non-governmental policies and programmes; an overview and description of the institutional capacity with regards to gender in development and bibliography of country specific gender in development.

For the required strategic direction and mainstreaming of gender equity promoting activities into development planning. The Government and the UNDP as well as UNIFEM implementing project LIR/99/007/A/01/31 - Gender Equality and Women's Empowerment will support the development of a national conceptual framework for gender analysis and training of identified policy makers and planners in SEGA. A NGP will also be developed as a basis for formulating an active and visible GID Policy under the leadership of the WACC Unit.

In furtherance of sustainable human development, dialogue will be encouraged among all stakeholders by reinforcing a sense of ownership and feedback mechanism that should inform policies at all levels, redirect projects as necessary and impact on future programme priorities and strategies.

Building the capacity of key institutions that represent women's interest at national, sectoral and local levels will reinforce their abilities to influence societal priorities and development directions through gender mainstreaming in national, sectoral and local plans. The strategy will demonstrate the relevance and impact of a decentralized and participatory approach to institutional transformation for gender equality and mainstreaming in power and decision making structures.

## **B. Achievements**

During the period under review 1995 – 1999, the following achievements were made:

1. **Establishment of national structures at the Governmental and NGO Levels for the implementation and reporting on BPA and APA.**
  - a. **Structures**
    - i. **Governmental Level:**
      - The National Gender Forum
      - Gender Desk Officers in 14 ministries/agencies
    - ii. **Non-Governmental level:**
      - The National NGOs Women Secretariat
      - UN Gender Theme Group.
  - b. **Composition of Structures:**
    - i. **Government**
      - National Gender Forum:

The NGF established in 1998 serves as the national body responsible to provide guidance to policy formulation and enactment on gender issues. Its prime agenda is to consolidate a national consensus on gender equality and equity issues.

These national and sectoral endeavours are reinforced through continued strategic awareness-raising on gender issues and strengthening partnerships among relevant Government and UN agencies, other development partners, NGOs/CBOs for the effective implementation of the BPA and enforcement of the CEDAW.

The Forum is made up of all stakeholders involved in women, youth and children related activities. See annex for the listing of membership of the NGF and TFs.

The NGF operates as a multi-disciplinary structure at both the policy and the technical levels through the 10 TFs. The TFs consist of 10 critical areas as reflective of the BPA and the NRP. These 10 critical areas are:

1. **Health, Population and Environment**
2. **Education and Training**
3. **Economic Security and Sustainable Livelihoods**
4. **Agriculture and Food Security**
5. **Human and Legal Rights**

6. **Governance, Leadership and Decision-Making**
7. **Peace building and Development**
8. **Women and the Media**
9. **Policy and Legislation**
10. **Special Concerns.**

- a. **Women, Violence and Armed conflict**
  - Refugees and Internally Displacement
  - Women in Arms (Combatants, Career Soldiers)
  - Domestic, War and other kinds of violence
- b. **Rural Women: Poverty alleviation and Sustainable Livelihoods**
- c. **The issue of the "Girl Child", considered as a cross cutting issue, is presently being covered within all 10 critical areas.**

**c. The Gender Desk Officers**

The functions of GDOs established at the various line Ministries/Agencies, Justice, Labor, Education, Defense, Agriculture, Health and Social Welfare, Commerce and Industry, Rural Development, and Youth and Sports, Civil Service Agency, Bureau of the Budget, are to foster coordinated efforts, ensure appropriate strategic direction for the promotion of gender Mainstreaming in the planning and budgetary processes at the sectoral level. These GDOs are members of the NGF, and services as chairpersons of related TFs .

**ii. The Non-Governmental Levels**

**a. The National NGO Secretariat for Women Organizations;**

The National NGO Secretariat for Women Organization was established in September 1998 to serve as a center for the collection and dissemination of information among NGOs; act as a conduit for directing and redirecting national rehabilitation and reconstruction resources to women's poverty alleviation projects and activities. The Secretariat also serves as a link between NGOs and Government as well as international bodies in identifying priority areas of needs; undertake evaluation of activities with a view of assisting NGOs in re-appraising their programmes interventions; conduct and coordinate research activities in such areas as human rights development, as they affect women; and organize conferences on issues of national and international concerns to women NGOs.

**b. UN Theme Group on Gender**

**2. The Ratification Of The CEDAW**

The CEDAW was ratified by the National Legislature on September 29, 1998, signed into law by the President of Liberia on October 15, 1998 and printed into handbill for public information purposes. CEDAW was acceded to by Liberia in 1984 with formal legislative proceeding 14 years later in 1998.

**3. Translation of the Beijing Plan of Action:**

The translation of the BPA was carried out under the framework of Media Task Force of the NGF. The translation is in both simple Liberian English and vernaculars that are both spoken and written. Workshop was held on 14, October 1998 to review the draft translated script to simple Liberian English. The translation in vernaculars about (5) languages is to be implemented.



#### 4. Preparation of the National Plan of Action

A Post-Beijing NPA to address the countries identified "Critical areas of Concern" is being prepared under the framework of the NGF with support from UNIFEM and UNDP under Project LIR/98/W01 and LIR/99/097. The project is scheduled to be completed by December 31, 2000.

#### 5. Mainstreaming of Gender Issues and Concerns within the NRP (1999-2000)

Gender equality and other developmental concerns of women's empowerment are mainstreamed into the NRP (1998-2000), a first time in history action relative to women's achievement in Liberia. This document presently serves as the GPI pending finalization of the BPA.

#### 6. GOL Budgetary Allocation for Gender Equality

Budgetary allocation of a 2.0 million Liberian Dollars in the National development budget in support of poverty alleviation activities in terms of micro-projects including skills development training as support to returnees, female heads of house holds and women in especially difficult circumstances

#### 7. Strengthening of Capacities of Coordinating and National Machineries UNIFEM/UNDP Project LIR/99/009/A/01/31 and LIR/99/W01 Institution-Building for Women's Empowerment

These Projects facilitates the upgrading and institutionalization of the WACC Unit order to empower it to play a catalytic and decentralized role in promoting policy development focusing on gender-based poverty alleviation, good governance and gender free violence programmes in partnership with all stakeholders.

The Project will specifically build national and local capacities in gender mainstreaming, gender analysis and the development of strategies for gender equality and women's empowerment. Other components include the development of gender statistics with indicators for strategic planning within the framework of line ministries, the National Women NGOs Secretariat and selected civil society organizations.

#### C. LESSONS LEARNED:

Several important lessons have been learned from the implementation various GID programmes. Most significant of these are that:

- (i) Liberian women have proved themselves to be active and effective agents of peace building and the democratic process during the country's crisis and their potential should be fully utilized in the process of consolidating the country's fragile peace and incipient democracy as well as overall efforts at achieving sustainable human development.
- (ii) The low representation of women in power structures and decision making processes, as a result of structural and attitudinal barriers, constitute important restraining factors to their full potentials;
- (iii) Well targeted and focused awareness-raising programmes in the area of gender imbalances could significantly contribute to breaking the barriers to empowerment of women and gender equality;

- (iv) Women as active economic actors, can make significant contributions to poverty reduction initiatives, notably in area of micro finance, skills training, food security and social services. Evaluations reports on the UNDP/UNOPS/UNDESA/UNV supported micro financing projects have revealed that the economic empowerment of women yields more tangible results such as improved income generation and employment creating which spill over to improved standards of their families and communities. The opportunities also to empower women to demystify the claim that women lack motivation and are "high risks borrowers" due to lack of collateral such as land and other fixed assets.
- (v) Enhancing women's access to basic education and health including reproductive health services could impact dramatically on the objectives of their empowerment and gender equality;
- (vi) Women make important contributions to environmental protection and regeneration. Environmental sustainability depends on the efficient management of the environment and natural resources by women and men at all levels. Differences and inequalities between women and men are important to the identification of interests and incentives for sound environmental management and regeneration through formulation of policies and programmes that recognize women and men as managers, producers and consumers of environmental resources. It is also crucial to develop and use environmental assessment methodologies to recognize the different roles, responsibilities, opportunities and constraints of women and men in managing natural resources in both households and communities, as was recognized by the UN Conference on Environmental and Development and reflected in Agenda 21.
- (vii) Government could play an important role in promoting gender equality through creation of an environment and effective coordination of the various initiatives and activities geared towards that goal.
- (viii) Close and effective partnership between the Government, NGOs, civil society, private sector and international development partners such as the United Nations system and other multilateral and bilateral organizations is essential for the attainment of gender equality objectives.

#### D. Constraints

Within the context of the constraints discussed under the framework of the introductory statement, the following constitutes the major constraints under which implementation occurred. These constraints are:

1. The prolonged civil crises that destroyed all basic infrastructures, material, financial and human resources.
2. Absence of a NGP.
3. The lack of a national policy on gender to facilitate the systematic gender mainstreaming activities.
4. The critical lack of capacity at all institutional levels – national and local (NGOs) to coordinate and implement effectively the BPA due to structural weaknesses as well as adverse impact of the war.
5. Inadequate empirical gender disaggregated data and information necessary for planning and programming activities.

## **E. Future Actions:**

### **1. Overall Development Strategy**

The multi-dimensional problems of an economy that needs to be revamped could be overwhelming, and the promotion of gender equality and the advancement of women challenging, particularly in a post-conflict environment.

As a means of achieving a solution to the problem identified, UNDP and UNFEM have provided a multi-faced technical assistance package within the framework of Project LIR /99/007/A/01/31. The project is designed to strengthen women institutions for gender mainstreaming and policy development in support of women's empowerment and capacity building in respect of the WACC Unit, Gender desk officers, National Women NGO Secretariat, Key women NGOs and CBOs.

UNFEM, as a partner in the project, will continue playing a catalytic role in these processes, including mobilizing partnership funding within the purview of its regional office overall mandate (UN Reforms) in strengthening the function of the UN Resident Coordinator to the follow-up to Beijing.

The project focuses on:

- a. Facilitating the upgrading and institutionalizing of the WACC Unit at cabinet level with the leverage and clout and resources to chart and guide efforts at ensuring gender equality and women's empowerment. This is a major pre-requisite of the BPA(section 201 (a) of the Platform refers attached in annex 4). In this regard, the direct institutional and capacity building support will be provided to the WACC Unit, the NGO Women Secretariat and selected women umbrellas organizations. This will be carried out through the provision of relevant training and basic logistical support to efficiently coordinate gender-equality promoting policies and measures as well as activities of concerned NGOs and CBOs; and
- b. Support gender data compilation, analysis and capacity building in the SEGA processes, approach, so as to provide a sound basis for gender mainstreaming with a SRF orientation.
- c. Development of communication for gender awareness-raising.

Addressing the above problems will at the end of the project result in the establishment of an effective and coherent national structure to oversee gender equality issues, the required national and institutional capacity building in the selected agencies and institutions, development of national policies, programmes and legislation reflecting gender equity issues; the availability of gender disaggregated data base at the WACC Unit as well as sectoral ministries and agencies.

### **2. Action at National, Regional and Institutional Levels**

The future plans also involve increased interactions with women institutions at the national , regional and international levels to ensure and facilitate women empowerment.

## 1. National Levels

The crisis period witnessed the emergence of a large number of women's organizations, engaged in various efforts to enhance and support women's active participation in the peace building process as well as the protection and promotion of the rights of women in the areas of human rights, education, economic and political empowerment.

These groups have been actively involved in activities such as trauma counseling, skills training for income generating activities and micro-credit projects to war-affected women and girls across the country. Under a special initiative called AWAG, NAWOCOL's a lead women NGO activities now include agricultural services, child welfare, adult literacy and public health education for war-affected women.

AFELL is another women's organization that has emerged with focus on advocacy for the rights of women, children and indigent persons. The AFELL collaborates with the multi-sectoral NGF, the MPEA, 1988, UN Office in Liberia (UNOL) and UNDP in the ratification and enforcement of the CEDAW.

It has been equally influential in building national consensus on the bill regarding the Devolution of Estates and Customary Marriages, which gives equal inheritance rights to all women, including rural women.

AFELL also provides free legal services to women and indigent persons and trains law enforcement agencies on appropriate ways of addressing issues relating to the special needs of women and juveniles.

Other NGOs such as the NGO Coordinating Secretariat for Women's Organizations was established in 1998 with UNDP MPEA support and it serves as a center for the collection and dissemination of information among NGOs, resource mobilization and coalition building for gender equality and women's empowerment. It also strengthens their capacities to integrate a gender perspective in NGO policies and administrative structures.

Other vocal and active women groups and human rights organizations include, LWI, FLWOS, WODAL, WAPD, ABWOL, ARWOL, CCC, PACWA, FMWL, CHAL, WACDO. Such active civil groups as the JPC, IFMC and CEDE support.

CEDE support community-based reconciliation initiatives, awareness raising on human rights issues and strategic partnership and women's organizations throughout the country.

## 2. Sub-Regional Level

WAWA, a sub-regional organization, established a chapter in Liberia in 1997 with UNDP and Government support. WAWA's objective is to carry out the organization's overall sub-regional mandate, which is to promote gender mainstreaming and ensure that all ECOWAS and national policies and programmes are gender sensitive by the year 2008. To realize this objective, the local chapter participates actively to promote gender equality and women's empowerment. It is also presently gathering baseline information on post-war socio-economic status of women in Liberia with a view of formulating institutional capacity building and micro financing projects for its members.

### 3. Regional Level

FAWE was established in 1998 with UNDP support. The Forum aims at reducing the current illiteracy rate among girls by 10.0% by 2005 and their empowerment at all levels. Its activity includes strategic advocacy, strategic programming and programme development as well as provision of scholarships to deserving female students and dropouts.

### 4. International Level

Amongst the UN agencies, UNDP in collaboration with other partners has been supporting many of these initiatives as an integral component of its reintegration and reconstruction packages. The programme includes the provision of micro-credit, micro capital grants and vocational skills training to vulnerable groups through its cooperation in the (Trickle-Up and Micro-projects). Experiences gained from these efforts have demystified the perception of formal credit institutions about women being "high risk-borrowers". It has proven women to be active economic actors, credit worthy and catalysts for social change.

UNDP also provided support for the health sector through its partnership with WHO, UNFPA and UNICEF. This support focused on revitalization of the health care delivery services and capacity building in different disciplines, including HIV/AIDS, formulation and start-up of the implementation of the first post-war national Health Plan and Strategy (1997-2001). It also played a catalytic role in mobilizing partnership funding from the UNAIDS Secretariat and Louis Pasteur Institute World AIDS Foundation For the Prevention and Control of HIV/AIDS.

UNHCR has also been an active partner in the National Reintegration Programme. It provides both protection and humanitarian assistance to refugees and returnees through community based initiatives and gender considerations. Female refugees and returnees benefit from the agency's numerous supports to economic and social reintegration packages, which include micro-credit, vocational skills training, adult literacy, public education and legal services as well as violence against women.

The UNFPA efforts toward integrating POP/FP in Liberian schools, providing both women and men's health services through advocacy and provision of RH/FP services, supporting policy reviews on population and developing strategies, and assistance to the WACC Unit. UNFPA and UNICEF are also supporting a post-war DHS and Situational Analyses respectively for the country, to provide much needed baseline data for strategic planning.

Similarly, both FAO and WFP have developed and integrated a strong gender perspective within their respective food security and educational programmes through support to war-affected female farmers and returnees.

It is important to note that most of these efforts were and continue to be coordinated by UN Gender Focal Points both within the agencies and Gender Theme Group. The latter was established in 1998 with a view of strengthening

The Function of the UN Resident Coordinator for the follow up to Beijing, while also providing strategic direction to the NGF.

Other International NGO such as AFICARE, OXFAM, CRS, SCF, LWS/WF, World Vision, GTZ are also building women capacities food and economic security.

The European Union has supported women empowerment in terms of the democratization process especially for voters education to women. Other areas of support include capacity building for the WACC Unit, and sustainable livelihood development for women of the South-eastern region.

### Evaluation:

#### 1. Major NRP Programme Areas: Post-War Situation, Security and Good Governance.

Gender Equality and Women Empowerment Component: a. Women's Human and Legal Rights Promotion.

### Objectives:

1. To sensitize women of their human and Legal Rights.
2. Lobby and advocate for policy and legal reforms to benefit women including rural women rights under Customary Laws.
3. To train women in civic and legal literacy and develop skills in promoting good governance activities.
4. To protect women's legal and human rights.

### Actions:

1. Sensitization Workshops conducted on the Proposed Draft "Bill of Inheritance Rights of Widows under Statutory and Customary Laws and the Devolution of Estates."  
Time Frame: 3-day workshop: July 5-7, 1995; 2-day workshop: May 4-5, 1998
2. Submission of Bill to the House of Representatives of the National Legislature on the "Devolution of Estate and Inheritance Rights on Women married under customary laws."  
Time Frame: July 29, 1999
3. Civic and legal literacy and good governance workshops.
4. Counseling and representation of women through the activities of the Legal Aid Clinic.  
Time Frame: 1994 - Present

### Indicators:

1. 12 Workshops held to sensitize women leaders, 1 Workshop held to sensitize legislators.
2. 500 Women leaders and representatives of women groups attended the workshop on the Inheritance Rights with 37 members of the National Legislature sensitized on the Bill.
3. 15 Workshops in civil and legal literacy and good governance held with 650 women beneficiaries.
4. 150 Women received counseling and legal representation through activities of the Legal Aid Clinic.

### Actors:

1. AFELL, NAWOCOL, LWI, UNIFEM/UNDP, CEDE, NHRCL
2. AFELL, UNIFEM/UNDP, LWI, NAWOCOL, Rural Women, WAWA, AND Fed. of Moslem Women (FOMWAL)
3. GOL/GOOD GOVERNANCE PROJECT, AFELL, CEDE, LWI
4. AFELL, MOPOWER, JPC, NHRCL

### Benchmarks:

1. Assessment by women users
  - Sensitized women including rural women
  - Decreased number teen marriages
  - Increased enrollment of girls in school.
2. AFELL'S Draft Bill submitted to National Legislature
  - House committee reviewed Draft Bill for passage.
  - Women now more aware of various provisions
  - Assessment by women users, including AFELL.

3. Research documents produced on various studies.
    - Assessment of IEC activities developed from the studies by women users.
  4. Women more conscious of their social and legal rights.
    - Bill now on the floor for debate
- b. **Ratification, Implementation and Reporting on CEDAW**

**Objectives:**

1. Ensure the ratification of CEDAW by the GOL.
2. Influence social change through more awareness campaigns that would educate women, policy and decision-makers as well as the public on issues of women rights.
3. To strengthen the capacity of the Government and women NGO national machinery on gender for the implementation, evaluation and reporting on CEDAW.
4. Review the existing Liberian statutes and make amendments where necessary in consonance with the provisions of CEDAW.
5. Develop information, education and communication (IEC) programs to increase national awareness of CEDAW.
6. To conduct studies on various aspects of CEDAW for the enhancement of its implementation.

**Actions:**

1. The CEDAW to be ratified by the Liberian Legislature and Signed into Law by the President. Time frame August 14 – December 1998.
2. Consensus-building workshop for the ratification of CEDAW. Time Frame: August 12, 1998 – December 31, 2000.
3. Draft capacity-building proposals for the implementation, evaluation and reporting on CEDAW by the GOL in collaboration with NGF and the National Secretariat of Women NGO's and submits to UNDP for support. Time Frame: November 15, 1999 -December 31, 2000.
4. Harmonize Liberian law in line with CEDAW. Time Frame: January 1, 1999 - December 31, 2000.
5. Production in hand bills by the Ministry of Foreign affairs, distribution and implementation of IEC programs including translation. Time Frame: October 27, 1998-December 31, 2000.

**Indicators:**

1. CEDAW ratified by the National Legislature on September 29, 1998 and signed into Law by the President on October 27, 1998.
2. 125 women leaders, policy and decision –makers participated in the National Consensus Building workshop for the Ratification of CEDAW and signed the Petition to the National Legislature on the Ratification.
3. 10,000 Handbills printed and distributed to the three branches of Government, NGOs and International Institutions and all others stakeholders.
4. 6 Consultants to conduct study on Liberian laws for harmonization and reporting procedures.
5. Translation of Convention and training of media personnel. 50 media persons trained, along with 25 zoes, tribal leaders, 100 members of women groups, 75 district education officers. 10 women trained in Rural Rapid Appraisal techniques to conduct qualitative research, 75 District Education officers, and 100 representatives of women groups.



#### Actors:

1. The NGF including Governmental Gender Desk Officers, AFELL, UNDP, UNIFEM and the National Secretariat of women NGOs and the MPEA – WACC Unit and the UN Gender Theme Group and WAWA.
2. AFELL, UNIFEM, MPEA-WACC/Unit and women leaders, – the 3 branches of Government and Private Sectors and WAWA
3. MPEA – WACC Unit and the Liberian National Legislature.
4. UNDP/UNIFEM/UNICEF including the UN Gender Theme Group, NGF and the National Secretariat of Women NGOs and WACC Unit,
5. WACC Unit, UN Gender Theme Group, NGO Women Secretariat, FOMWAL

#### Benchmarks:

1. Ratified CEDAW document and Handbills published by the Ministry of Foreign Affairs on July 27, 1999.
2. CEDAW now incorporated into the laws of the Republic of Liberia.
3. Print and electronic media publication as well as Benchmarks # 1.
4. Assessment by women users, the public, Media Task Force, and WACC Unit.
5. The CEDAW Baseline Report
  - CEDAW Country Report
  - Submission of Report to CEDAW Global Committee.
  - Amended Laws, new policies enacted into Laws, assessment by women users and the public.

#### Critical areas of Concern: c. Peace-Building, Reconciliation and Good Governance Processes

#### Objectives:

1. To advocate for, and build the capacities for women to undertake activities for the management and prevention of conflicts.
2. To promote pressure-group activities for the protection of women and youth including the displaced; the counseling of war-affected women and girls in difficult circumstances.
3. To ensure the election and employment of women in higher decision-making positions in the public and private sectors.
4. To conduct training in peace building and reconciliation for the establishment of a culture of peace.
5. To strengthen the capacities of female heads of households and orphanages for the development of coping skills and Economic Security of families.
6. Establish necessary broad-based networks for advocacy and lobby.

#### Actions:

1. Workshops on women's role in the peace building, reconciliation and good governance processes. These activities involved women fasting and praying for national unity, love, forgiveness and repentance. Visit each county for peace and reconciliation meetings with elders, citizens, combatants, etc to ensure and advocacy for full disarmament, security, peace and free and fair elections. Time Frame: Jan. 1, 1992 – Aug. 7, 1997.
2. Pressure group lobbying and advocacy and reconciliation activities with parties of the Liberian Conflict to end the war. Time Frame: Jan. 1, 1992 – July 2, 1998.
3. To sensitize, train and encourage women to exercise their democratic rights through their participation in the electoral process and ensure that women are placed into offices. Time Frame: June 1 – July 31, 1997.

4. Conduct workshops and seminars peace-building and reconciliation skills and provide the opportunity for the participation of women and youth in peace promotion and community development in Bomi, Margibi, Montserrado, Cape Mount and Lofa. Time Frame: October 1997 - Dec. 31, 2000.
5. Skills training for the promotion of micro income-generating activities. Soap making by Billy Town displaced women January 1, 1997 - Dec. 31, 2000.
6. Establishment of a Coordinating-Structure as the central body to galvanize resources for lobby and advocacy in the promotion of peace, democracy and good governance. Time Frame: Jan. 1994.

#### **Indicators:**

1. 8 Strategic Workshops and meetings to plan women activities for peace promotion, June, August, September, 1997; 1234 negotiation meeting with warring parties representatives 2 in weekly meeting in 7 years 1991 - 1997.
2. 25,000 women participated in 3 marches to express position cease fire, disarmament and equal participation of women in the negotiation and peace promotion process; 210 weekly women leaders meetings on peace promotion to end the Civil war from 1995 - 1997; 8 - 9,000 abused women and girls counseled.
3. Education of female voters: 40% of total voters were women sensitized to register and vote in all 13 counties of Liberia: Montserrado, Maryland, Sinoe, Grand Gedeh, Lofa, Bassa, Cape Mount, Margibi, Bong, Grand Kru, Bomi, River Cess and Nimba: 50 female trainers in civic education and participated in the voters sensitization process in the 13 counties.
4. Community-based workshops held in 5 counties with 350 beneficiaries in promotion of culture of peace, good governance and development sponsored by the UNV/UNDP - "Support to Peace-Building Project for Women and Youths."
  - \* 35 trainers and 200 women participated in community-development peace promotional activities such as sanitation activities in the following communities and Montserrado County under the LWI's "Bridges to Peace Programme" - such as the construction of 5 latines, 1 soap-making and tie-dye centers.
5. 800 - 1,000 women beneficiaries from capacity building activities and training within the context of peace building and income-generating activities.
6. Establishment in 1994 of the Liberian Women Initiatives.

#### **Actors:**

1. LWI, WACC Unit, and AAFEPAR
2. NGO women, Secretariat, LWI, CHAL, Female Governors, Tribal Leaders, and YMCA.
3. LWI, WACC unit, EU.
4. UNV/UNDP in collaboration with the WACC Unit, UNIFEM, WFP, LWS, UNOPS.
5. NGO Women Secretariat, UNDESA/UNOPS, TRICKLE-UP, LWI
6. JPC, LEON, LINDEM, LDW, PUL, IMDE.

#### **Benchmarks:**

1. Document published by the WACC Unit, September 1996
  - Disarmament of approximately 33,000 combatants
  - Appointment of H.E. Madam Ruth S. Perry as Chairman IGNU-2
  - Peaceful and democratic electoral process and installation.
  - Lighting of the UNIFEM sponsored Peace Torch by President Charles Taylor-July 1998.
2. Appointment by ECOWAS of H.E. Madam Ruth S. Perry as Chairman Interim Government of National Unity, IGNU-2

- Increased participation of women voters including a rural women presence. Women consisted of 40% of total electorate during the general elections.
  - Free and fair Presidential and Legislative elections - July 19, 1997.
  - 50 trained women NGOS (WAWA and Femmics Afriques Soliderites FAS) and activists from the Sub-region, International and National female political activists sensitizers and observers.
3. Increased female presence in National Legislature from 2 to 14 women.
    - Female as head of the Judiciary; the third Branch of Government
    - More women as managers and heads of important public corporations.
  4. Manual on Peace and Reconciliation for schools and NGO's was prepared and distributed to relevant organizations and institutions. National UNV's employed to follow-up and monitor peace building activities initiated after the community-based peace building workshops.
  5. Establishment of soap making and tie and dye centers for women and 37 latrines facilities. 40% of total electorates during elections were women nation-wide. See Branch mark #2 point 1
  6. Liberian Women Initiatives as an institution as well as its programmes.

## 2. Major NRP Programme Areas: Repatriation, Resettlement Reintegration:

**Critical Areas of Concern: a. Coping skills development and other support for community-based integration activities.**

### Objectives:

1. Promote training and development of coping skills of displaced women, returnees and their families.
2. Support other community-based reintegration activities and encourage women's enhanced role and participation in the implementation of these services.
3. Ensure full accessibility of women to emergency assistance.
4. Ensure the participation of women returnees in the decision-making process at the community level through leadership and literacy training.

### Actions:

1. Training of refugees and internal displaced women in income-generation skills as well as skills in construction, vegetable gardening, basic hygiene and sanitation. Time Frame: January 1, 1992 – December 31, 2000.
2. Organize women with similar skills into cooperatives or CBOs to ensure their full participation in resettlement activities such as reconstruction of dwellings, marketing, agriculture, weaving, among others. Time Frame: January 1, 1994 – December 31, 2000.
3. Prepare a gender-disaggregated listing of returnees including their skills and submit it to authorities for programming and programme development purposes. Time Frame: Oct. 1, 1999 – Oct. 31, 2000.
4. Training of women returnees, social workers and select community dwellers in leadership skills and group dynamics as well as peace building. Time Frame: January 1, 1998 – December 31, 2000.

### Indicators:

1. 7440 women trained in income-generation skills, including construction.  
17,568 women provided with basic agriculture skills and inputs (seeds, tools, and insecticides)
6. 10 Cooperatives and CBO's established with a total membership of 6,303 beneficiaries.  
546 Returnees enlisted with skills in carpentry, roofing tiles production construction and masonry.
4. 9 Women projects in leadership skills organization and management as well as writing of project proposal, group dynamics.

### Actors:

1. LRRRC, UNHCR, NHA, PACWA, MOA, NAWOCOL, GTZ, LWS/LWF, AFRICARE, UNHCR, UNCHS, UNDP, UNICEF, WHO, UNIFEM, NAWOCOL, LWS/WF, and NGO Women Secretariat.

### Benchmarks:

- Resettlement Kits distributed to refugees, returnees, and internally displaced after training.
- Assessment by users especially women in decision-making.
- Data on female returnees and their qualifications
- Total number of business and concessions establishment after the resettlement provision.
- Policy document formulated.

### Resources:

1. While more could be expended on these activities the amount of \$403,572 USD as been identified as funding and 62 for the reconstruction of rural housing in Liberia.

**Critical areas of concern: b. Participation of female refugees, returnees in the decision-making process at the community level.**

Objectives:

1. Build capacity of women refugees and returnees to enhance their participation in the decision-making process.

Action:

1. Organize and implement leadership and literacy training programming as well as the project design.
- Training women returnees, displaced, social, workers, and select community dwellers in group organization, leadership and assist in organization of social and economics structure group dynamics.

Indicators:

- 25 Women projects benefited 2340 women with increased leadership skills, organization and management as well as project design, group dynamics.
- 350 women trained in leadership, 750 in functional literacy reading and writing skills

Actor:

- MOE, CRS, OXFAM, SELF, UNV-Peace Building Project

Benchmark:

- Training Manual produced and being used by trainers
- Policy on women's literacy institutionalized.
- Assessment of women users
- Adult literacy programmes on TV, radio and the establishment of mass literacy.

Resources:

\$445,000 financial and 1,344 Technical human resources utilized to implement the project.

**Critical Area of Concern: c. Women, Shelter and Resettlement.**

*Four women*

Objective:

1. Formulate and ensure the implementation of clear governmental policies, guidelines and programs on sheltering women and construction of dwellings.
2. Develop women's skills in shelter construction and management.

Actions:

1. Ensure that women issues and concerns are mainstreamed in programmes for shelter and resettlement. TIME FRAME: Aug. 1, 1999 – July 31, 2000
2. Training of women returnees, social workers and community dwellers in leadership skill and group dynamics. TIME FRAME: April 15, 1998 – March 15, 1999
3. Training in shelter construction and management. Time Frame: August 1, 1999 – July 31, 2000
4. Distribute food and resettlement package and community kits to returnees and IDPs. Time Frame: Dec. 19, 1998 – Dec. 31, 2000.

### Indicators:

1. 1000 Shelters and housing projects implemented that is to benefit 8 communities most of whom are women.
2. 31 Women trained in construction, land management and maintenance of shelter, 30 resettlement projects, 157 families resettled, 20,000 beneficiaries of food distribution; 103 communities, 23,822 resettlement packages.

### Actors:

1. MPEA, NHA, MIA, UNDP, UNCHS,

### Benchmark:

1. Policy Document Formulated
2. Assessment by women users

### Resources:

The rural housing programme funding is \$600,000. The present technical staff is 7 persons.

**CRITICAL AREAS OF CONCERN:** d. Community development activities to unite families and strengthen the family units for the restoration of family values, chastity and other positive values.

### Objectives:

1. To restore family structure, positive values that form the basic fabric of the Liberian society by designing programmes to reunite them at the grass root level in the community.

### Actions:

1. Establish family tracing activities to locate and unite missing persons to their families. TIME FRAME: January 1, 1999 – December 31, 2000.
- Organize training and other support programs that strengthen the capacity of families. Promote unity as well as social and economical advancement. TIME FRAME: Sept. 1 – Dec. 31, 1999
- Establishment of the NWSFP. TIME FRAME: Oct. 4, 1999 – Oct. 4, 2000.

### Indicators:

1. 10,000 Missing persons united to their families and 5,410 children united.
- 15 families benefited from social and economic activities for sustainability.
- 1000 women benefactors of the shelter fund

### Actors:

1. CRS, ICRC, SCF, LNRC, LRRRC

### Benchmarks:

1. Assessment of women users.
  - Number of families united.
  - Number of sustainable projects established by families as a result of capacity-building activities.
  - Number of children united.

### Resources:

\$1,430,700 Expanded on tracing activities and 48 technical staff employed.

### 3. Major NRP Component: Rehabilitation and Revitalization Of Social Services.

Critical Areas of Concern: a. Institutional Arrangements and Capacity Building of Coordinating Structures at all levels.

#### Objectives:

1. To facilitate the up-grading and institutionalization of the National Women's Machinery to cabinet level.
2. The formulation of a gender in development policy for Liberia (GDP).
3. To build national and local capacities in line ministries/agencies, the National Women NGOs Secretariat, the National Gender Forum and selected civil society organizations in gender mainstreaming, transformative leadership, project design and resolute mobilization.

#### Actions:

1. Lobby, advocate and sensitize policy and decision makers for the up grading of the WACC Unit's status to that of a Ministry as mandated in BPA.  
TIME FRAME: Aug. 1, 1999 – Jan. 31, 2000.
2. Formulate the Gender in Development Policy within the framework of the National Gender Forum. TIME FRAME: September 1 – Dec. 31, 1999.
3. Build staff capacities through Training, and technical expertise and provide logistical support as well as refurbishment of offices facilities.  
TIME FRAME: April 1, 1999 – Dec. 31, 1999
  - The Women NGO Secretariat and WAWA as well as institutionalize revitalize other women NGOs as required. TIME FRAME: Sept. 1, 1999 – Oct. 31, 1999.
  - Hold strategic planning workshops for the organization of the NGO Women Secretariat. TIME FRAME: Nov. 18, 1999 – June 17, 2000.

#### Indicators:

1. 5 National consultants to formulate the GDP as well as the NPA.
3. Training of 44 planning, and gender desk offices, as well as statisticians in SEGA.
  - 99 Budget, planning gender and county development officers benefited from workshop on Engendering the budgetary process and 10 NGO Women leaders and representatives participated in 2 strategic planning workshops: gender sensitive planning process.

#### Actors:

1. MPEA- WCAC UNIT, UNDP, UNIFEM
2. MPEA – WCAC UNIT, UNDP, UNIFEM
3. MPEA – WCAC UNIT, UNDP, UNIFEM, BOB

#### Benchmarks:

1. The Ministry of Gender and the advancement of women created and functional
2. The GDP
3. Gender statistics with verifiable indicators for strategic planning: and engendered development process.
4. Assessment by women users and decision-makers.
5. The Post-Beijing NPA document and a Strategic Results framework
6. Increased resources for gender equality and women's empowerment.

#### Resources:

An estimated funding of US\$572,000.00 project sponsored by UNDP/UNIFEM and GOL funding of LDS2.0 million.

Critical areas of concern: b. Sectorial Programmes in Health and Education:

HEALTH:

Objectives:

1. To reduce maternal mortality and morbidity by 50 % by the 1999 level by year 2002.
2. To provide improved health facilities and training of health workers
3. To promote family life Education and RH/FP Services
4. To promote the development and implementation of a National Program on Immunization of women and children
5. To develop a National policy on nutrition as well as improve and sustain the nutritional status of women and children
6. To promote the participation of women in preventive health Services at the Country level
7. To eradicate harmful traditional practices with particular focus on FGM
8. To promote Reproductive Health Services
9. To conduct STD/HIV and AIDS Preventive Education and update epidemiological awareness information on epidemics in Liberia
10. To develop a National Trauma Counseling programme to ensure sound mental health of all citizens especially abused women and girls.

Actions:

1. a. Carry out base line study on MCH Statistics and establish a data bank  
b. Develop IEC program, disseminate research information for effective planning and program implementation purposes. TIME FRAME: Sept. 1999 – Dec. 31, 2000
2. a. Reconstruction and reactivation of ante-natal and under five clinic and care services. TIME FRAME: on going, beginning 1997 – Dec. 2001  
b. Training of community health workers traditional trained midwives, and other health workers. TIME FRAME: on going, up to Dec. 2003 .
3. a. Design and implement IEC programs on integration of family life and RH
  - education into junior-high, high schools education
  - provide counseling activities and services
  - need assessment of MCH/RH/FP and Safe motherhood services
  - increases men's awareness and involvement in utilization RH ServicesTIME FRAME: May 1999 – Dec. 2000
4. Design NPI program ( Liberia has an EPI program already)
  - Conduct public awareness camping
  - Train personnel
  - Procure vaccines and
  - Conduct vaccination of women and childrenTIME FRAME: on going
5. Conduct base line study
  - Formulate and legalize a national policy on nutrition.-
  - Train health personnel, women group.
  - Procure and distribute specific nutritional supplements
  - Produce and disseminate nutrition information and surveillance system
  - Ensure the provision of support facilities for women in agriculture to boost national nutrition status. TIME FRAME: January 1, 1998 – Dec. 31, 2001



6. Conduct assessment for women needs in the areas of health and development.
  - Workshop for training of women in formation of organization and leadership to enhance their role and responsibility in decision-making and implementation of program
  - Hold literacy programs as well as breast-feed campaign at community-base lines.
  - Provide credit, loan, grant, and agriculture inputs assistance for income-generation activities.
 TIME FRAME: 3 years beginning 1999
7. Conduct awareness training on the elimination of harmful practices
  - Strengthen the national structure on an EGM, establish a national committee to formulate and ensure the adoption of a national policy on the eradication of FGM.
  - Develop advocacy and IEC materials against harmful practices.
  - Establish a center for the rehabilitation of serious cases of FGM
 TIME FRAME: 3 years beginning 1999
8. Formulate national policy on Reproduction Health
  - Revitalize the delivery of RHS
  - Conduct assessment of safe motherhood needs.
 TIME FRAME: Sept. 1, 1999 – Dec. 31, 2001
9. To strengthen the human financial capacity of the NACP and institutionalize a permanent structure for the achievement of programmes objectives.
  - To train more women in HIV and AIDS Prevention Techniques and care of victims.
 TIME FRAME: 3 years beginning 1999
10. Formulate a mental health programmes with specific reference to all women, and girls especially those that have experienced abuses and other war induced difficult traumatic circumstances.
  - Ensure counseling activities in all schools, religious institutions as well as women institutions to deal with post-war trauma.
 TIME FRAME: January 1, 2000 – December 31, 2005

#### Indicators:

1. 100,000 women surveyed.
2. 74 antenatal clinics reconstructed,  
1 new clinic constructed and 364 health workers trained in antenatal care and services as well as management of clinics.
3. 95 number and types of IEC programs developed.
  - 95 Schools with integrated family life and RH education program
  - 29034 women counseled.
  - 15,024 men participated in sensitization and usage of RH services.
4. 6,000 health workers trained in delivery of vaccination services.
  - 6 Types quality of vaccine procured.
5. 100 women surveyed in base line study
  - 6 participants (5 women) involved in workshop for the formulation of a national policy on nutrition.
  - 37 health workers, women groups representative trained in nutrition.
6. 100 women participated in organization establishment and leadership training to enhance their role in program implementation.
  - 25 CBOs established in 6 counties feeding campaign.
  - 1,955 women beneficiaries from micro- credits, grants, loans, and agricultural inputs
7. 45 workshops conducted during the period under review and 1955 women and 558 men benefited from as results.
- 42 member of national committee established to formulate a national policy on FGM ( 32 women, 10 men).

- 22 quarterly posters of IEC developed 2 quarterly T – shirts
- 75 women users of centers rehabilitation activities.
- 8. 9 women and other representatives participated in strategic planning of development of global policy.
- 50% percentage of reduction of maternal morbidity and 40% mortality from 1996 – 1997.
- 29,034 women benefiting from FPAL services from ages 14 to 49.
- 9 counties have facilities for active service delivery.
- 9. 1 Strategic Planning and Capacity-building Workshop for the assessment of NACP program and its assessment institutionalization as a permanent structure.
- 10. 11,000 Women and girls receiving trauma counseling
  - 11 Programmes exist and operated by women groups.

#### Actors:

1. MOH&SW, UNICEF, WHO, UNFPA, MPEA
2. FPAL, NACP, MOHSW
3. MOE, MOHSW
4. CHAL, MOHSW
5. Mother Patten College of Health Science
6. AWAG / NAWOCOL / MPCHS / PACWA
7. WHO / NATPAH
8. NATPAH, UNHCR
9. WHO, NACP, UNDP, MOHSW, UNICEF
10. NAWOCOL, PACWA, CHAL
11. See actors in #10

#### Benchmarks:

1. Statistical Data Bank established
  - Number of researchers and women users of statistical data.
  - Assessment by women users and other families.
2. Number of clinic reconstructed and built.
  - Training report and number benefiting from training.
3. IEC programmed developed,
  - Assessment by women users,
  - Number of women counseled,
  - Statistics Report and information from survey,
  - Increased number of women users of RH services.
4. The package of NPI program produced
  - Record of vaccination result of actual number of persons vaccinated in view Of target.
  - Assessment by women users and their families.
5. Report of base line study
  - The N P on nutrition document,
  - Training material and name developed
  - Number of individual (women) beneficiaries.
  - Report on information produced number of
  - Women with improved facilities in terms of boasting national nutritional status.
6. Report of needs assessment study conducted
  - Report of workshop activities,
  - Increase in number of women in decision – making role at the community level.

- Report of literacy program result
  - Assessment by women users
  - Increased in women socio-economic activities with influence on the delivery of primary health care.
7. Report on sensitization workshop
    - Assessment by women users,
    - Adopted national policy on FGM
    - IEC material developed,
    - Rehabilitation center for FGM cases
  8. National Policy document on RRS
    - Revitalize facilities and services and
    - assessment by women users
    - Report on safe motherhood survey conducted.
  9. National Mental Health Programme
    - Reports on training of counselors
    - Number of women and girls counseled
    - Assessment by women users

## RESOURCES

An estimated aggregated amount of US\$54,195,236 was identified as expenditure of various actors toward operation of programmes.

## EDUCATION:

Critical Areas of Concern: Rehabilitation and Reconstruction Initiatives of the Education Sector.

### Objectives:

1. Increase the enrollment of war-affected children, especially girls in school.
2. Provide special compensatory learning programs to over aged children.
3. Assist under privileged children with institutional materials and scholarships.
4. Reduce illiteracy rate by the enrollment of war affected over-aged children as well as school drop-outs in the counties by providing informal education.
5. To promote incentive programmes that Sensitize parents, proprietors and principals to the need for high enrollment of girls in schools  
Facilitate the Rehabilitation and Reconstruction of the Liberian formal education and vocational training sector.
7. Strengthen the capacity of the Ministry of Education in the Country.

### Actions:

1. Locate, assess needs, sensitize and enroll war-affected children, especially girls in school.
  - a. Conducting need assessment survey to determine girls participation and performance in school as well as to increase the enrollment of the girl child
  - b. Counsel, monitor and encourage them to stay in school. Time Frame: January 1, 1995 - December 31, 2000.
2. Launching and implementation of the accredited learning program for over-aged children in selected public schools. Time Frame: January 1, 1992 -
3. Conduct genders audit of school material and need for school fees. Time Frame: January 1, 1999 - Dec 31, 2004.
4. Establishment of non-formal educational centers throughout the 13 counties.

- a. Develop a gender-mainstreamed curriculum. Time Frame: July 1, 1994 – December 31, 2000
5. Sensitize parents, proprietors and principals about the importance of girls education. Time Frame: July 1, 1994 – December 31, 1995
6. Renovation of schools and vocational training centers in the various counties. Time Frame: January 1, 1994 – December 31, 2000

**Indicators:**

1. 772 number of war affected students enrolled in school of which 418 are girls.
  - a. 18 schools opened under the program.
2. By year 2000 reduction of illiteracy rate by 30%.
3. 507,192 students enrolled in school in 1999, 48,572 are girls.
4. Establishment of illiteracy programs in the 13 counties to benefit 15,000 women and girls.
5. 21,380 teachers trained about 50 percent are women
  - a. 16,205 primary teachers and 5,175 secondary teachers.
6. 159 schools rehabilitated and reconstructed schools.
  - a. 3 vocational training centers rehabilitated and reconstructed.
  - b. 3,682 students completed vocational training programmes 75 percent are girls.

**Benchmark:**

1. Under the Assisted Enrolment Programme (AEP) and the Accelerated Learning Programmes (ALP) the number of Primary Schools increased by 60% and 15% respectively.
2. 91% increase in the number of secondary schools and 30% increase in secondary schools enrollment.
3. Availability of the curriculum, instructional materials and equipment.
4. IEC Program on radio in the various dialects
5. Trained teachers with comparable salaries.
6. Standard curriculum for the school system throughout the country.
  - a. Curriculum for vocational training.

**Actors:**

1. CREDO, MOE, PACWA, FAWE, WODAL, CREDO, UNICEF
2. MOE, CREDO, UNESCO
3. MOE, FAWE, WEAL, UNESCO
4. MOE, UNESCO
5. MOE, MPEA, PUL, WOMEN NGO SECRETARIAT
6. MOE, DON BOSCO, PACWA, LOIC, MYS, CAP, UNOPS, UNICEF, GTZ, YATC

**Resources:**

The estimated aggregated amount of US\$3,399,050.37 was identified as expenditure on activities by various actors.

**Ministry of Education and Forum for African Women Educational or (FAWA)- Liberia  
Chapter**

**Objectives:**

1. Study of Girls participation and performance in school
2. Develop and disseminate gender –sensitive advocacy materials
3. Conduct a gender audit of school materials and practices
4. Conduct national workshops on girl's education for the formulation of a national policy to promote the education of the Girl Child.
5. Promote role models & a publication featuring women's achievements.
6. To develop and recommend some methods or scheme by which female can be encouraged to persuade study in the field of education at the University level.
7. To conduct an audit of current school materials.

**Actions:**

1. Develop instrument to conduct the study. TIME FRAME:
2. Conducted Survey. TIME FRAME:
3. Identify eminent Liberian Women as role-models. TIME FRAME:
4. Develop an instrument Survey Questionnaire. TIME FRAME:
5. Conducted Survey in 8 Counties. TIME FRAME:
6. Conducted textbook audit of books from grades 1-6. TIME FRAME:

**Indicators:**

1. \_\_\_\_\_ questionnaires develop and utilized in the Survey
2. Conduct survey of about 2000 persons 500/490 principals, 500/458 parents 500/500 students in school, 500/469 students out of school
3. 100 Liberian women identified as role-models.
4. Developed 3 sets of simple questionnaires
5. One on audit of current school materials
6. One on barriers that prohibits the education of the girl-child and women
7. One on female teacher education
8. 8 Counties selected to conduct survey with \_\_\_\_\_ teachers intermitted, counties are: Sinoe, Rivercess, Grand Bassa, Nimba, Bong, Cape Mount, Bomi, and Montserrado
9. Subjects selected and audited in terms of pictures and text
10. Subjects are: Science, Language Arts, Maths, and Social Studies.

**4. Major NRP Programmes: Productive Capacity and Sustainable Livelihoods.**

**CRITICAL AREAS OF CONCERN: a. Training Women Entrepreneurs in Technical Skills.**

**Objectives:**

1. To strengthen institutional capacity for planning and designing training programmes and develops a training strategy for training of trainers, targeting communities and beneficiaries.
2. Improve the status of indigenous businesswomen and produce a strategic result framework for capacity-building activities.
3. To create a banking culture and awareness for rural women and urban poor and provide financial services on timely basis at low cost.

### Actions:

1. Formulating National Programmes for the empowerment and development of women entrepreneurs.
  - Conducting of training of trainers seminars, sensitization workshops for training providers and management by holding small enterprise development seminars and adult literacy training.  
TIME FRAME: January 1, 1998 – December 31, 2000.
2. Conduct study on indigenous business women ((informal sector)
  - Develop a Strategic-Result framework to build-capacities and entrepreneurs skills.  
TIME FRAME: November 1, 1996 – December 31, 2000
3. Establish the Susu cooperatives and rural banking schemes in the 13 counties.
  - Hold sensitization workshops to develop strategies for the bank and also contract consultants for its operationalization and other activities of the banks in 13 counties.  
TIME FRAME: May 1, 1998 – Decem 31, 1999.

### Indications:

1. 450 trained in small enterprise development.  
7000 Women trained in adult literacy
2. 1225 Rural women sensitized on the Susu and rural banking schemes.  
7500 Women beneficiaries in financial assistance.
3. 15,000 Women interviewed

### Actors:

1. ILO, GOL, UNDP, WODAL, LWS, WAWA, PACWA
2. NAWOCOL, WFP, UNHCR, LWS, MOE, MOCD, LRWA,
3. MPEA, NGO Secretariat, UNIFEM/UNDP, MRD , LRWA

### Benchmarks:

1. Programme document including strategic result framework, TOT instructional packages and monitoring instruments developed, tool kits distributed.
2. Assessment by women users
3. Study on Liberia indigenous business women
  - Strategic Result Framework.
  - Assessment by women users
  - Plan of actions and schedule of activities.
4. Susu cooperative and bank schemes operational October 15, 1999 and December 31, 2000 respectively.

### Resources:

An estimated aggregated amount of \$2,607, 510 was expended by various actors on programmes activities.

**Critical Areas of Concern: b. Strengthening of Women Capacities as Farmers.**

### Objectives:

1. Develop a national policy on women as services farmer for increased productive, food security and sustainable livelihoods.
2. To provide rural women basic skills in agriculture, marketing activities and necessary capacities such as extension services and facilities for the enhancement of economic activities.
3. To formulate and adopt a National Policy on women farmers especially as it pertains to food security, credit, land ownership and poverty alleviation.

### Actions:

1. Conduct a baseline study of women in the agricultural sector.
  - Establish a data bank of women's activities in the sector.
  - Formulate programmes using data to develop and strengthen women farmers for more activities in cash cropping.
  - Form noble cooperatives at all levels.TIME FRAME: October 15, 1999 – December 31, 1999
2. Conducting training in farming and seed multiplication as well as technical skills for poultry and animals husbandry.
  - Provide farming implements to women farmers, including storage facilities.TIME FRAME: January 1, 1999 – December 31, 2001
3. National Gender Forum Agriculture Task Force to formulate draft policy for approval and adoption. TIME FRAME: October 15, 1999 – December 31, 2000

### Indicators:

1. 350 Sample size (women interviewed) and 100 location(s)  
6 IEC programmes including workshop held.  
20 00 Females participant in IEC programs
2. 400 Women trained in vegetable production and seed multiplication.  
765 Women provided technical skill in animal husbandry.  
75 Lobby and advocacy for the acceptant of the policy down
3. 175 Women participants in IEC and planning workshops.

### Actors:

1. WACC Unit, MIA, MRD, WAWA, LWS, NGO Women Secretariat,
2. World Vision, GTZ, SDP, CDA, LPMC, MPW, CRS,
3. MOA, FAO, WFP, MPEA, AFICARE, LCUNA

### Benchmarks:

1. National Policy Document on women and agriculture food security.
  - Strategic Result Frame document
  - Work plan and schedule activities
  - Assessment of women users.
2. Increase food production and subsequent improvement in rural economy and empowerment of women.
3. Better standard of living and more participation in decision-making.

### Critical Areas of Concern: c. Economic Regeneration of Rural Areas

#### Objectives:

1. Provision of infrastructure to promote productivity of rural women in terms of income-generation and sustainability
2. Ensure the development of skills in leadership and decision-making to enhance community participation

#### Actions:

1. Repairs of major road networks including feeder and farm to markets roads.
  - Renovation and/or construction of schools, hospitals, market places, toilets, water wells, electricity etc. See NRP 2, Point a. and b.

2. Train women in transformational leadership and management.
  - Sensitize women about the need to seek for decision-making positions and participate in the electoral process at all levels-community and national. TIME FRAME: January 1, 1997 – December 31, 2000.

**Indicators:**

1. 650 Women trained in management skills, about 50 women ran contest in elections, with 1 female president candidate, 10% increased female decision-makers.

**Actors:**

1. GOL, GTZ, UNDP, WATSAM, UNOPS, UNHCR, USAID, EU and LWS.

**Benchmarks:**

1. Number of women leaders
  - Training report
  - Empowerment in standard of living of women in the community
  - Assessment by women users.
2. Assessment by women users
  - Number of women in decision-making positions.
  - Number of women voters
  - Number of female politicians/representatives
5. Major NRP Program: Rehabilitation & Reconstruction of Infrastructure.

**Critical Area of Concern:** a. Sensitization and training of media in the promotion of gender equality and equity women's empowerment for the removal of all forms of dissemination against women (CEDAW).

**Objectives:**

1. To increase the knowledge and skills of media personnel in issues of gender and women's empowerment for the promotion of engendering the development process.
2. To ensure that women are portrayed positively in the media for the removal of stereotypical barriers.
3. To increase women interests and their choices for careers in the media and develop policy to ensure their involvement.
4. To establish a data bank on all available channels of communications both modern and traditional and promote their usage for gender equality and women empowerment.

**Actions:**

1. Hold workshops, public awareness campaigns that involve the media to sensitize and create awareness about gender and women issues and concerns to influence stereotypes in language, photograph of women in the media.  
TIME FRAME: March 1, 1997 – November 30, 2000.
2. Hold career day activities that focus on the role and responsibilities of the media, particularly highlighting the positive benefits of increased women careers in the media for the removal of stereotypical barriers. TIME FRAME: January 1, 1996 – December 31, 2002
3. Train media personnel in strategic programming for the formulation of gender programs.  
TIME FRAME: January 1, 1998 – December 31, 2000
4. Conduct a study on all available channels of communication (modern and traditional) to increase usage of other channels particularly traditional ones.  
TIME FRAME: August 15 – 30, 1999.



### Indicators:

1. Public awareness and media sensitization activities held for the removal of gender stereotypes against women. 9 Media personnel participated and acquired skills.
2. 4 Career day activities held and percentage increase of women in career of journalist.
3. 2 Strategic planning and programming workshop held. 45 Participants benefited in positive media coverage and programs of gender issues.
4. 25 Channels of communications (modern and traditional) identified.

### Actors:

1. PUL, National Gender Forum, Media Task Force, Ministry of Information, LINA, Media, University of Liberia Mass Communication Department, UNIFEM/UNDP – UN THEME Group on Gender, Female Journalist Organizations.
2. WODAL, PUL, Media Task Force, UL-MCD, UNIFEM/UNDP, Female Journalist Organs.
3. PUL, Media Task Force, UL-MCO, UNIFEM/UNDP, Female Journalist Organs.
4. Media Task Force, UNIFEM/UNDP, Female Journalist Organizations.

### Benchmarks:

1. Change in attitudes reflected in change of language, pictures and increased involvement of women in traditional roles ascribed to males.
2. Increased women participation in journalism as a career.
  - Positive portrayal of women in the media
  - Assessment by women users.
3. Strategic Result Framework.
  - Assessment
  - Increased programming in promotion of gender.
4. Data on modern and traditional media channels of communication.
  - Increased usage of channels especially traditional channels.
  - Assessment by women users.

Critical Area of Concern: b. Establishment and strengthening of information dissemination channels – both modern and traditional at all levels – governmental and NGO.

### Objectives:

1. To ensure the smooth efficient and effective channeling of data, and other information to direct users and entire population.

### Actions:

1. Identify information channels to be utilized.
2. Strengthen capacity of already existing channels particularly established female media channels.
3. Create information channels when and where necessary and in the event of non-existence.

### Indicators:

1. 25 Channels identified; 20 Modern 5 Traditional
2. 2 Channels strengthened at all levels, 0 Governmental, 2 NGOs
3. 2 new channels established ; 1 Governmental, 1 NGO

### Actors:

1. NGF-Media Task Force, UNIFEM/UNDP
2. UNDP/UNTHEME GROUP ON GENDER, UNIFEM,
3. MOI, FJA

**Benchmarks:**

1. Number and types of information identified and utilized.
2. Number strengthened at all levels assessment by women users.
3. Number established at all levels

**Critical Areas of Concern:**

- a. Development of special programs for women refugees, internally displaced and returnees that have acquired special skills during the period of displacement rehabilitation process.

**Objectives:**

1. To promote the careers of qualified female returnees, refugees and internally displaced

**Actions:**

1. To identify those females that acquired special career skills while in external or internal displacement, i.e. construction, masonry, drafting, computer, carpentry, etc.  
TIME FRAME:
  - To lobby and advocate for placement and job opportunities including the formation of corporations to compete for contracts.  
TIME FRAME:
  - To utilize their skills in training of trainers programs to train other women in these special skills.  
TIME FRAME:
  - The promotion equal career opportunities for all in construction and other technical areas.  
TIME FRAME:

**Indicators:**

1. \_\_\_\_\_ Women identified.
- \_\_\_\_\_ Obtained employment.
- \_\_\_\_\_ Cooperatives formed and functional.
- \_\_\_\_\_ Women competent in construction training.

**Actors:**

1. Economic Security and Employment Task Forces – NGF, UNIFEM/UNDP/WACCUNIT.
2. NGF, NGO Women Secretariat, UNIFEM/UNDP, UN theme Group on Gender/WACC Unit.
3. NGO Women Secretariat, WACC Unit/UNIFEM/UNDP.

**Benchmarks:**

1. Roster on women returnees.
2. Number of women employed \_\_\_ number of cooperatives formed and operational.  
\_\_\_\_\_ Assessment by women users including business partners.
3. Number of beneficiaries (trainees). \_\_\_\_\_ Assessment by women users.

**Resources:**

1. \$ \_\_\_\_\_ Technical staff
2. \$ \_\_\_\_\_ Technical staff
3. \$ \_\_\_\_\_ Technical staff

## 6. Major NRP Program: A Statistical Information and Database.

### Critical Areas of Concern:

- a. Collection of gender disaggregated data through surveys and other special studies.

### Objectives:

1. Generate gender-disaggregated data through the DHS and other studies including those on "The Girl Child".
2. Disseminate information for strategic planning, programming and reporting purposes.

### Actions:

1. Mainstream gender issues and concerns in DHS and conduct survey.  
Time Frame: April 1, 1998 - January 30, 2000
2. Special studies including education profile, and on the Girl Child.  
Time Frame: May 1 - July 31, 1999
3. Hold workshops to disseminate survey data to partners and other prospective users.  
Time Frame: January 15, 2000

### Indicators:

1. DHS survey covered 20,000 women respondent.
2. 2,000 sample size surveyed on The Girl Child educational survey.
3. 200 Participants attended information dissemination workshops.

### Actors:

1. Bureau of Statistics – MPEA, WACC Unit, UNFPA, Demographic Department, University of Liberia.
2. MOE, UNICEF, FAWE, WEAL.
3. UNFPA, MPEA, Demographic Department, University of Liberia, MOE.

### Benchmarks:

1. DHS Data to be made available by January 15, 2000.
  - Assessment by women users.
2. "The Girl Child" educational assessment survey data.
  - Assessment by women users.
3. Numbers of Participants.  
Number of publications.

### Resources:

An estimated aggregated amount of US\$650,000 expended by actors on programmes implementation.

**Critical Areas of Concern:** b. Training of Planning and Budgetary Officers including statisticians, demographers, others in SEGA for the engendering of the development process.

### Objectives:

1. Organize and conduct training in SEGA.
2. Prepare manual on SEGA utilization in Liberia.

### Actions:

1. Preparatory activities and workshop on engendering the budgetary process.  
Time Frame: August 1, 1999 – October 23, 1999.
  - Hold Workshops on SEGA.Time Frame:
2. Produce manual and other documentation of SEGA utilization in Liberia.  
Time Frame: November 1, 1999 – January 31, 2000

### Indicators:

1. 155 Persons of the target beneficiaries attended the workshops on Engendering the Budget processes. 100 participants trained in SEGA.
2. 250 copies of manual produced and disseminated.

### Actors:

1. UNIFEM/UNDP, UN Gender Theme Group, MPEA, NGF Task Force, Resources Mobilization, BOB
2. UNDP, MPEA, UNICEF.

### Benchmarks:

1. Data bank established.
  - Progress of engendering activity at the planning, programming and budgeting levels.
  - Assessment by planners and women users.
  - Number of participants.
2. Number of copies produced and disseminated.

## **7. MAJOR NRP PROGRAMMES: SPECIAL FOCUSED PROGRAMMES ON WOMEN AND GIRLS IN DIFFICULT CIRCUMSTANCES**

**Critical Areas of Concern: a. Institutionalization and Strengthening of on-going programme to meet special needs:**

- Removal of all forms of discrimination against women (CEDAW) and laws against women in including
  - FGM
  - Child bridal
  - The Girl Child phenomenon, especially illiteracy.
  - Feminization of poverty

### Objectives:

1. To campaign against status research on effects as well as to formulate policy and programme for the elimination of FGM in Liberia.
2. To ensure the harmonization of laws in consonance with CEDAW and the CRC, and institute network and advocate for activities to enforce legislation on marriage age at 18 years; widows right to own property and remarry as per desire.
3. To sensitize families especially father to the need of the education of The Girl Child.
4. To ensure the provision of economic capacity to enable all children attend school and benefit from empowerment and development.

### Actions:

1. Sensitize, lobby and advocate through workshop and publicity for the elimination of FGM in Liberia.
  - Establish a special committee lobby and advocacy and funds raising for the elimination of FGM. Time Frame: January 1, 1995 – December 30, 2000.
2. Conduct studies to harmonize statutes in line with CEDAW and CRC.  
Time Frame: See NRP 1 Point a and b.
  - Strengthen capacity of Government to implementation and report on CEDAW and CRC.
  - Strengthen capacity of NGOs Women Secretariat, and decision-makers to ensure the implementation and reporting of CEDAW and CRC as well as actively participate within the process. Time Frame: See NRP 1 Point a and b.
3. Develop special media activities – billboards, posters, etc to sensitize families especially fathers to prioritize the education of The Girl Child.  
Time Frame: January 1, 1998 – December 31, 2000.
4. Establish income-generation training for families and provide micro-credit; grant facilities.  
Time Frame: January 1, 1997 – December 31, 2000.

### Indicators:

1. 7 workshops and campaign activities for the elimination of FGM.
2. 350 participant attended sensitization workshop/revised statutes and policy
1. 4 IEC activities including film show.
2. 2500 families benefiting from training and income-generation activities.

### Actors:

1. AFELL, MOE, NATPAH, UNICEF, UNDP, UNIFEM, MOIA, DMA, UNDHCR
2. AFELL, UNICEF, MPEA, MIA, MRD, MH/SW
3. LPA, MOE, PAWE, UNESCO, UNIFEM UNICEF, MIA, WEAL
4. UNOPS, TRICKLE-UP, UNIFEM, PACWA, CAP, UNHCR, CAD, ARC

### Benchmarks:

1. Number of women and their families benefiting from the elimination of FGM.
  - Number of participants attending sensitization workshop.
2. Harmonized statutes and policies
  - Report on CEDAW implementation submitted to the Global Committee.
3. Assessment by women users
  - Billboards, posters and other IEC program produced
4. Number of families benefiting from Income-generation Activities

### Critical Areas of Concern: b. Poverty Alleviation Programmes ✓

### Objectives:

1. Improve the status of women farmers, and marketers
2. Ensure the establishment of Income-generation Activities that includes agriculture-cash cropping, and commence-light manufacturing industries
3. Promote women banking scheme in line with the agricultural and commercial activities.
4. Encourage gender sensitization workshops for men in these informal sectors and encourage their level of participation in support of women empowerment activities.
5. To reduce poverty to 30 percent by 2000.
6. To ensure that all-available resources are accessible to women.

### Activities:

1. Secure and distribute agricultural inputs including equipment for mechanized farming.
  - Negotiate and secure reduce purchasing rates, and other investment incentives.
  - Train farmers in sound agricultural techniques-including proper application of fertilizers and seed, land usage for better results, marketing techniques, including standardization of produce.
  - Training in simple business skills such as (book keeping) skills and including the know how of obtaining credit through the formal banking system.
2. Sensitization and awareness campaign.
  - Income-generation skills development training including training in loan repayment.
  - Provide low interest-rate loans, or grants
  - Establish a revolving fund in support of empowerment activities.
  - Provide training on management of revolving funds.
3. Establishment of Susu and rural banking schemes in all 13 counties
  - Link women also to formal banking activities.
4. provide gender training that involve all members of the family especially men
  - Hold workshops on Micro-enterprises initiatives for women and encourage male partnership in operation of business.
5. Conduct survey questionnaires utilizing UNDP format, distribute and collect questionnaires through National Gender Forum.
6. Advocate, lobby and ensure the programmes and availability of critical resources in all 13 counties- these include-roads networks, markets, inputs, schools, hospitals, safe drinking water etc.

### Indicators:

1. 40,861 agricultural inputs served and distribute with 85 percent women farmers beneficiaries.
  - 105 women farmers trained in sound agricultural techniques.
  - 350 rural women trained in business skills- bookkeeping and banking (simple).
2. 10,000 women trained in Income-generation skills including repayment of loans etc.
  - 10,000 women beneficiaries from credit scheme and \_\_\_\_\_ grant scheme.
  - 9 revolving scheme established to benefit 10,000 women.
  - 10,000 women trained in establishment of revolving fund.
  - 3 workshop held to sensitize women on rural banking
  - 1,225 rural women benefited from workshop.
3. 20 Susu and rural banking schemes established in 5 counties
  - 1225 women introduced to the formal banking activities.
4. 150 men provided with gender sensitization training.
  - 50 workshops held in Micro-enterprises-6000 women participants.
5. 1,000 women participated in assessment survey as respondents.
6. 50 feeder road up-graded, 5 new roads made, 10 market facilities reconstructed, 2 new markets constructed 7,500 wells constructed, 10,000 repaired
  - 1,500 toilets constructed

### Actors:

- WATSAW, UNICEF, life Water, MRD, GTZ, UNHCR, MPW

### Benchmarks:

1. Increased agricultural inputs and yield
  - Availability of inputs, and increased economic activities.
  - Increased access to improved technology
  - Increased knowledge in business skills.
  - Assessment by women users.
2. Increased knowledge in income-generation skills and enhanced ability to repay loan.
  - Increased number of loan repayment by women
  - Revolving scheme established and more beneficiaries to business funds
  - Efficient management of revolving funds.
3. Numbers of Susu and rural banking scheme established.
  - Numbers of women introduced to formal banking activities.
4. Number of men sensitized due to workshop
  - Increased number of women involves in micro-project due to men support.
5. Published result of assessment (report)
6. Improved facilities through out the Country.
  - Increased level of socio-economic activities

### **Critical Areas Of Concern: c. Development of Policies on Women Empowerment In Consonance With ICPD Global Plan of Action and The Agenda 21, Chapter 24, Global Action for Women's Empowerment Towards Sustainable Human Development.**

#### Objectives:

1. To facilitate and increase gender access to IEC programmes and training on reproductive health and rights issues, and environmental protection and management issues.
2. To promote research on women and the environment taking into account best practices.
3. To promote sustainable livelihood through enhanced productivity among women and their organizations

#### Actions:

1. Hold sensitization and training workshops – women rights issues including reproductive rights and health.
  - Involve men in awareness programmes for the removal of barriers.
  - Conduct National Gender Forum strategic planning and policy workshop to develop a policy and work plan for women on environmental protection and management issues.  
Time Frame: January 1, 1995 – December 31, 2000.
2. Research on best practices taken into account other countries positive gender experiences and lessons – learned. Time Frame: December 31, 2000
  - Develop a Strategic Result framework on women and environment. Time Frame: Jan. 1, 1999 – Dec. 31, 2000.
3. Establish women groups and associations targeting women farmers for the promotion of environmentally friendly practices that yield sustainable livelihoods.
  - Develop training materials and conduct training of women groups especially farmers. Time Frame: July 31, 1999 – June 30, 2000.

### Indicators:

1. 95 workshops held to sensitize women about reproductive right and health issues 29,034 women participants.  
15,024 men sensitized through IEC programmes.
2. 6 strategic training workshop held to sensitize rural women
3. 2,500 women farmers to benefit from knowledge in environmentally friendly practices for sustainable livelihoods.

### Actors:

1. UNDP/UNICEM, UNTHEME GROUP ON GENDER, UNCHS, NATIONAL GENDER FORUM, LOCAL ENVIRONMENTAL NGOS, CBOS, MPEA,
2. UNDP/UNIFEM, MPEA....
3. UNDP/UNIFEM, MPEA, EFA, SOL

### Benchmarks:

1. Increased involvement of women in decision waking in reproductive health issues as well as the environment.
  - Policy on Women and Environment
  - Work plan and schedule of activities
2. Research result published and disseminated
  - Educational Programmes on women and the environment.
3. Women groups association established
  - Training material and manual and IEC materials produced for women users.

### **Major Programme Area: A. Repatriation and Resettlement:**

Critical areas of concern: 2. Special Concerns, women in Difficult Circumstances

- Displacement - Internal, Refugees
- Single Heads of Households

### Objectives:

1. Promote conducive environment training through skills development for the survival of displaced women and their families,
2. Ensure the participation of women returnees in the decision-making process at the community level through leadership and literacy training,
3. Formulate and ensure the implementation of clear governmental policies and guidelines on sheltering women of families and constructing of dwelling.

### Actions:

1. Training of Refugees and internal displaced women in Income-generation skills as well as skills in construction, vegetable gardening, TIME FRAME:
2. Training of women returnees, social workers and select community dwellers in leadership skills and group dynamics by. TIME FRME:
3. The formulation and implementation of the Habitat Project. TIME FRAME:

### Indicators:

1. \_\_\_\_\_ trained by LOIC in Income-generation skills, including construction and \_\_\_\_\_ women provided with gardening skills and inputs.
2. \_\_\_\_\_ women projects in leadership skills, organization and management as well as writing of project proposals, group dynamics.







