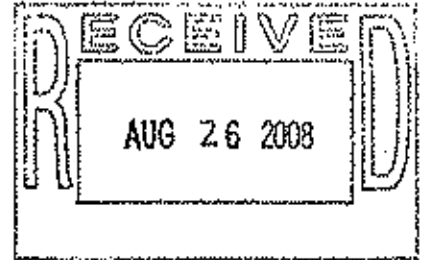




**Submission Form
To
Sierra Leone PBF Steering Committee**



To be completed by the Support Office of the Steering Committee	
Meeting No: 03	Date of Meeting: 15 July 2008
Item No: 07	Programme / project: <i>Supporting Gender Capacity, Women's Rights Protection and Child Protection in Recovery and Peace building</i>

(To be completed by the Participating UN Organisation and endorsed by Peer Group)

To: Sierra Leone PBF Steering Committee	Date of Submission: 15 th July 2008
From: National Authority and Head of UN Participating Organisation	Contact: Telephone number, email Madam Fatou Kargbo: Victoria Nyogu: +23276752726
Through: Peer Group Chair <input checked="" type="checkbox"/> Endorsement <input type="checkbox"/> Comments	Contact: Telephone number, email Mr. John Sumalla: +23276684861
Proposed submission, if approved would result in: <input type="checkbox"/> Continuation of existing programme/project <input checked="" type="checkbox"/> New programme/project <input type="checkbox"/> Other (explain)	Proposed submission resulted from: <input checked="" type="checkbox"/> National Authorities initiative within Sierra Leone PBF Priority Plan <input type="checkbox"/> UN Agency initiative within Sierra Leone PBF Priority Plan <input type="checkbox"/> Other (explain)
Programme/project Title: <i>Supporting Gender Capacity, Women's Rights Protection and Child Protection in Recovery and Peace building</i>	
Amount of PBF funds requested for Proposed Programme/project: 802,640 USD	
Amount of indirect costs requested: (7% PBF management costs)	

To be completed by the Participating UN Organisation and Government Counterpart

1. Background

The Sierra Leone Truth and Reconciliation Commission (TRC) had a specific mandate to look into the experiences of women and children before and during the war. The TRC concluded that women and girls were subjected to systematic abuse during the conflict such as "torture, rape, sexual abuse, sexual slavery, trafficking, enslavement, abductions, amputations, forced pregnancy, forced labour and detentions". The TRC also stated that the low status of women has resulted in gender discrimination and economic disempowerment, in the home and community, which deeply affects women's personal security, access to and participation in public decision making bodies, and viable and sustainable economic activities. Violence against women, gender discriminatory laws, low access to education by girls, are some of the major challenges that Sierra Leone needs to address to attain the Millennium Development Goals (MDG) by 2015. Although children's issues figure prominently in the current poverty reduction strategy paper (PRSP), with an emphasis on child health, primary education and social welfare, more needs to be done to improve the protection of 2.7 million children in Sierra Leone to ensure their rights are respected.

The Government of Sierra Leone is committed to improving the status of women, and has recently submitted its combined Initial to 5th Country Report under the Convention for the Elimination of all forms of Discrimination against Women. GOSL has also recently passed the bill for the protection on women and children, resulting in the reformed Ministry of Social Welfare, Gender and Children Affairs (MSWGCA) with the responsibility of mainstreaming gender and women's empowerment into government policies, ministries, and programmes. The war resulted in the break up of families and children were placed in secondary homes receiving limited care. A good percentage of these children ended up on the streets and in conflict with the law. The recently approved Child Rights Act endowed the MSWGCA with overall responsibility to monitor, supervise and coordinate the activities of child welfare committees to ensure the progressive advancement of children's rights and welfare nationwide.

To effectively pursue its mandate however, the institutional and technical capacity of the MSWGCA requires significantly strengthening and strategic partnerships need to be forged with sector ministries, women's organizations, women in the communities and other development partners including the United Nations. Gender mainstreaming, women's empowerment and child protection are identified as cross-cutting issues relevant to the all four PBF priority areas.

2. Purpose of Proposed Programme/Project

The main purpose of the programme is to:

- 1.0 Contribute to a strengthened capacity of the Ministry of Social Welfare Gender and Children's Affairs (MSWGCA) and women's organizations for the execution of their mandate for gender mainstreaming, women's empowerment and child protection;
- 2.0 Contribute to informed communities networking with the MSWGCA and other Stakeholders to prevent and protect women from Sexual and Gender-Based Violence in Sierra Leone in fulfilment of UN resolution 1325.
- 3.0 Contribute to the realisation of the rights of children.

Specific expected Output(s) include:

1. Equip and train personnel of the Ministry of Social Welfare, Gender and Children's Affairs and key women's organisations to be able to carry out their basic mandates.

2. Awareness level of communities raised on the newly legislated Gender Act and work initiated through existing community structures in ensuring prevention and protection of those rights.
3. Awareness on the rights of children raised on the newly legislated child rights Act and work initiated through local government and community structures for the protection of those rights

3. Evaluation of Proposals by the Cluster

Two PBF consultations identified gender based violence as the greatest threat to sustainable peace for women in SLE, affecting women's ability to engage in productive activities, provide proper care for their children and participate in decision making. The Government of Sierra Leone adopted National Policies for the Advancement of Women and Gender Mainstreaming. But these policies can only be implemented when the MSWCCA is capacitated to formulate a strategic plan, train staff and provide them with logistics to carry out their duties.

<i>General principles and selection criteria</i>		
(a)	Must be explicitly based on Sierra Leone PBF Priority Plan Assessment.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(b)	Must promote and ensure national ownership.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(c)	Must fall within the areas of UN's comparative advantage.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(d)	The organization must have the appropriate system to deliver the intervention.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(e)	The UN response must be effective, coherent, context-sensitive, cost-efficient and the outcomes, sustainable.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(f)	Must avoid duplication of and significant overlap with the activities of other actors.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(g)	Must use strategic entry points that respond to immediate needs and yet facilitate longer-term improvements.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(h)	Must build on existing capacities, strengths and experience.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(i)	Must promote consultation, participation and partnerships	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

a *Project Implementability*

	2007	2008
<i>Estimated commitments (\$mill)</i>	_____	_____
<i>Estimated disbursements (\$mill)</i>		USDS 802,640

Project approved by Line Ministry _____ on _____ (date)

4. Review by Steering Committee Support Office

Check on Programme/Project Proposal Format Contents

- | | | |
|---|---|--|
| <input type="checkbox"/> Cover sheet (first page) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Logical Framework | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Programme/Project Justification | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Programme/Project Management Arrangements | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Risks and Assumptions | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Budget | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Progress Report (for supplementary funding only) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| <input type="checkbox"/> Support Cost | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

Provide concise summary assessment against:

One year Implementability

One year programme is meant to build the initial technical and thematic capacity of the Ministry. Expected that future partnerships between Ministry and UN and bilateral partners will build on this capacity to result in improved protection and safeguarding rights for women and children.

Agency indirect support cost

Within PBF 7%, shared by two agencies UNICEF and UNIFEM

General evaluation criteria at annex 2.B.

General criteria for prioritising clusters		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
(a)	Must be in line with Sierra Leone PBF Priority Plan.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(b)	Recipient Organization is unable to meet high or urgent priority needs with existing level of funding.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(c)	Need to address high priority activities that have significant impact, and by nature must address seasonal or timing imperatives and considerations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(d)	Supports activities that are likely to improve the overall peacebuilding situation at national and local levels.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(f)	As the improving security situation permits, activities that exploit the opportunities presented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Overall review of programme submission

Recommendations

The need in mainstreaming gender activities in peace building cannot be overemphasised as is stated in the priority plan. We therefore strongly recommend that this project be considered

To be completed by the Steering Committee Support Office

To be completed by the Steering Committee Support Office

5. Recommendation of Peer Group

Elaborate

The review group recognized the need for increased gender mainstreaming and thus supported the approval of this project pending revisions on budget and the number of proposed trainings which has been done.

6. Decision of the Sierra Leone PBF Steering Committee

- Approved for a total budget of \$02,640 USD
- Approved with modification/condition
- Deferred

Michael Schulenburg
a.i. Executive Representative of the

Hon Deputy Minister
Ministry of Finance and Economic Development

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7. Action taken by the Executive Coordinator, MDTF Office, UNDP

- Project consistent with provisions of the UN-UNDP and UNDP-Participating UN Organizations Memorandum of Understandings and Letter of Agreement with donors (if applicable)

To be completed by the UNDP

[Redacted signature area]

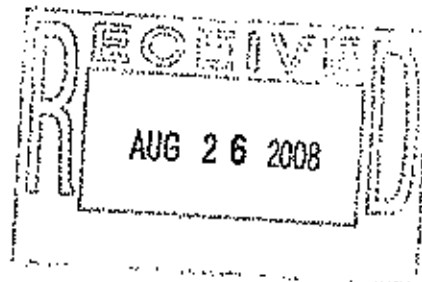
11/8/08
Date

Appendix A

PBF/SLE/A-3

PBF Budget Summary for MSWGCA Project

CATEGORY	UNIFEM	UNICEF	TOTAL COST (\$)
1. Personnel <i>Including staff and consultants</i>	92,000.00	50,000.00	142,000.00
2. Contracts <i>Including companies, professional services, grants</i>	140,130.84	42,000.00	182,130.84
3. Training	120,000.00	50,000.00	170,000.00
4. Transport	136,000.00	-	136,000.00
5. Supplies and commodities	15,000.00	20,000.00	35,000.00
6. Equipment	35,000.00	-	35,000.00
7. Travel	35,000.00	15,000.00	50,000.00
8. Miscellaneous	-	-	-
Sub-total	573,130.84	177,000.00	750,130.84
9. Agency Management Support**	40,119.16	12,390.00	52,509.16
TOTAL	613,250.00	189,390.00	802,640.00





**SIERRA LEONE PEACEBUILDING FUND
PROJECT DOCUMENT COVER SHEET**

Participating UN Organisation:	UNICEF/UNFPA AUG 26 2008
Project Contacts Name: Victoria Nwogu, Geert Cappelaere Address: UNIFEM, UNICEF Telephone: +23276752726, +23276601312 E-mail: Victoria.nwogu@unifem.org E-mail: gcappelaere@unicef.org	Peer Group Chair Name: Mr. John Sumaila Address: Ministry of Finance and Development Telephone: +23276684861 E-mail: john.sumaila@yahoo.com
Programme/Project Title: <i>Supporting Gender Capacity, Women's Rights Protection and Child Protection in Recovery and Peace building</i> Programme/Project Number:	Programme/Project Location: North, South, Western Sierra Leone
Programme/Project Description: The project seeks to contribute to the protection of women and children in a post conflict era as a key contributor to Peace Building through specific programs focusing on capacity building of the ministry and women's groups to ensure physical safety for women and children, networking among local communities and government to popularize the newly legislated Gender and Child Rights Acts and prevent and protect women from SGBV	Total Programme/Project Cost: PBF: USD\$ 802,640 Government Input: - Other: - Total: USD\$ 802,640 Programme/Project Duration: August 2008 to July 2009
Development Goal and Key Immediate Objectives: 1.0 Contribute to a strengthened capacity of the Ministry of Social Welfare Gender and Children's Affairs (MSWGCA) and women's organizations for the execution of their mandate for gender mainstreaming, women's empowerment and child protection; 2.0 Contribute to informed communities networking with the MSWGCA and other Stakeholders to prevent and protect women from Sexual and Gender-Based Violence in Sierra Leone in fulfilment of UN resolution 1325. 3.0 Contribute to the realisation of the rights of children.	
Outputs and Key Activities 1. Equip and train personnel of the Ministry of Social Welfare, Gender and Children's Affairs and key women's organisations to be able to carry out their basic mandates. 2. Awareness level of communities raised on the newly legislated Gender Act and work initiated through existing community structures in ensuring prevention and protection of those rights. 3. Awareness on the rights of children raised on the newly legislated child rights Act and work initiated through local government and community structures for the protection of those rights.	
Peer Review Date: _____ Steering Committee Support Office Review Date _____	

Steering Committee Approval Date

--

On behalf of:
Govt. Counterpart

Signature

Date

Name/Title

UN-PBF-SCO

UN-Agency-UNIFEM

UN-Agency-UNICEF
Co-Chair (UN) PBF SC

Co-Chair (Govt.) PBF SC

COMPONENT

Country: Sierra Leone

PbPP Area:

- Capacity building for public Administration
- Justice and Security
-

Expected Outcomes:

- 1.0 Contribute to a strengthened capacity of the Ministry of Social Welfare Gender and Children's Affairs (MSWGCA) and women's organizations for the execution of their mandate for gender mainstreaming, women's empowerment and child protection;
- 2.0 Contribute to informed communities networking with the MSWGCA and other Stakeholders to prevent and protect women from Sexual and Gender-Based Violence in Sierra Leone in fulfilment of UN resolution 1325, the AU Women's Protocol and the AU Heads of State and Government Solemn Declaration on Gender Equality in Africa. (SDGEA)
- 3.0 Contribute to the realisation of the rights of children

Expected Output(s)/Annual Targets:

- 1.1 Equip and train personnel of the Ministry of Social Welfare, Gender and Children's Affairs and key women's organisations to be able to carry out their basic mandates.
- 2.1 Awareness level of communities raised on the newly legislated Gender Act and work initiated through existing community structures in ensuring prevention and protection of those rights
- 3.1 Awareness on the rights of children raised on the newly legislated child rights Act and work initiated through local government and community structures for the protection of those rights

Implementing Partner: The Implementing Partner is the MSWGCA, in collaboration with the other Government institutions such as the Family Support Unit and District Councils; NGOs, CBOs and national women's networks, viz. Sierra Leone Women's Forum, 50/50 Group of Sierra Leone, and Mano River Women's Peace Network (MARWOPNET). The UN recipient agencies shall be UNIFEM and UNICEF.

Executing Agencies: UNIFEM & UNICEF

The project seeks to contribute to the protection of women and children in a post conflict era as a key contributor to Peace Building through specific programs focusing on strengthening the existing capacities in the ministry and women's groups to ensure physical safety for women and children, networking among local communities and government to popularize the newly legislated Gender and Child Rights Acts and prevent and protect women from SGBV. These three aspects of gender capacity, women's and child protection are inter-related and should not be addressed in isolation.

Increased safety and security for women and children are addressed through strengthening Government's institutional mechanisms for protecting women and children and through mobilising community support.

Increased protection from SGBV will be addressed through a multi-stakeholder approach that will map out service providers, train them on SGBV establish referral networks and ensure effective consultation and coordination with local communities.

Increased realisation of human rights for children will be addressed through increased understanding of the provisions of the Child Rights Act, and capacitating local councils and community groups to take action to protect children.

Programme Period: July 2008 to 2009

Programme Component: Youth Empowerment and Employment;
Good Governance and Capacity building of Public Administration

Project Title: Supporting Gender Capacity, Women's Rights
Protection and Child Protection in Recovery and Peace building

Project ID:

Management Arrangement: Ministry of Social Welfare Gender and Children's Affairs will implement the project with UNIFEM & UNICEF as executing Agents. A Project Technical Committee will be set up comprising the Ministry as Chair and key implementing partners as members. The chair will report to the PBF Steering Committee through the SCSS. Disbursement and reporting will be according to UNIFEM & UNICEF's laid down procedures for procurement, recruitment and reporting.

Total Budget: **USDS 802,640.00**

Allocated resources:

- Government _____
- Regular _____
- In kind contributions _____

Unfunded budget _____

Agreed by (Implementing Partner) _____

Agreed by (PBF Steering Committee) _____

SUPPORTING WOMEN'S AND CHILDREN'S EMPOWERMENT, RIGHTS AND PARTICIPATION IN THE PEACEBUILDING PROCESS

1.0 Situation analysis

The Sierra Leone Truth and Reconciliation Commission (TRC) had a specific mandate to look into the experiences of women and children before and during the war. The TRC findings were that women and girls were subjected to systematic abuse during the conflict such as "torture, rape, sexual abuse, sexual slavery, trafficking, enslavement, abductions, amputations, forced pregnancy, forced labour and detentions".¹ The TRC findings also state that women have a lower status than men as a consequence of gender discrimination and economic disempowerment. The low status of women within the home and community has consequently affected women's personal security; access to and participation in public decision making bodies, and viable and sustainable economic activities.

Violence against women, gender discriminatory laws, low access to education by girls, are some of the major challenges that Sierra Leone must address if it is to attain the Millennium Development Goals (MDG), including MDG 3 on gender equality by 2015. The Poverty Reduction Strategy Paper for Sierra Leone 3 recognizes gender based violence, limited access to justice and social and economic disempowerment as some of the constraints to women's development and poverty reduction in the country. Women constitute the majority of the poor population of Sierra Leone. Feminized poverty threatens women's security, their ability to provide and care for their children (most of whom are perpetrators in conflicts), and to contribute to poverty reduction. The United Nations Security Council Resolution 1325 on women peace and security has placed great stress on the importance of women's economic empowerment and participation in decision making in post-conflict states as a prerequisite to attaining sustainable peace.

Although children's issues figure prominently in the current poverty reduction strategy paper (PRSP), with an emphasis on child health, primary education and social welfare, a lot more needs to be done to improve the situation of the 2.7 million children in Sierra Leone to ensure their rights are respected.

The Government of Sierra Leone is committed to improving the status of women, and has recently submitted its combined Initial to 5th Country Report under the Convention for the Elimination of all forms of Discrimination against Women. It has also recently passed into law, the bill for the protection on women and children. It had established the Ministry of Social Welfare, Gender and Children Affairs (MSWGCA) with the responsibility of mainstreaming gender and women's empowerment into government policies, ministries, and programmes. The Social Welfare Division of the Ministry is facing increased challenges in relation to the effects of the war on children. The war resulted in the break up of families, with parents and children separated resulting in children placed in secondary homes where they receive limited care. A good percentage of the children ended up on the streets and in conflict with the law. Most of them become pawns and potential perpetrators of violence which compounds the youth problem. In the recently passed Child Rights Act, the MSWGCA has the overall function to monitor, supervise and coordinate the activities of child welfare committees to ensure the progressive advancement of children's rights and welfare nationwide. The Ministry had developed a national plan of action for the implementation of the Child Rights Act which spells out its role and responsibilities in addition to that of other stakeholders.

Institutional mechanisms and facilities to deal with this situation are weak and grossly inadequate. Therefore, to effectively discharge their mandate, and support government in maintaining peace and development, the institutional and technical capacity of the MSWGCA needs to be significantly strengthened. The ministry also needs to develop and operationalize its strategic partnerships with sector ministries, women's organizations, women in the communities and other development partners including the United Nations.

The four priority areas of the Peace Building Fund for Sierra Leone are important areas for peace building for women and children. Gender mainstreaming, women's empowerment and consequently child protection have also been identified as cross cutting issues relevant to the four priority areas. This project presents a strategy for supporting gender parity, women and child protection as prerequisites for peace consolidation.

2.0 Justification:

The fact that Sierra Leone is on the agenda of the PBF provides an opportunity to strengthen women's engagement in peace consolidation and address challenges to their full participation. The Peace Building Fund calls for a country led, participatory process to map out the immediate threats to peace, and civil society, including women's organizations, are expected to form part of the consultative group. Two consultative meetings were facilitated in South Africa and Sierra Leone in October and December

¹ Witness to Truth: Report of the Sierra Leone Truth and Reconciliation Commission, Vol. 2, p. 168

² Millennium Development Goals Report for Sierra Leone 2005

³ Poverty Reduction Strategy Paper, A National Programme for Food Security, Job Creation and Good Governance, 2005 – 2007, March 2005

2006 respectively, by the Centre for Conflict Resolution in South Africa (CCR), aimed at enhancing civil society's capacity to engage the PBF. In the December 2006 consultations, it was the consensus of the participants that women were not well informed about the PBF and that as a group, their concerns had not been addressed in the various priority areas. In response to this concern, the Ministry of Social Welfare, Gender and Children's Affairs requested UNIFEM's support to organize a national women's consultation on the PBF which was held on 10 and 11 January 2007 in Freetown followed by two regional consultations in Kailash and Koidu in the northern and eastern provinces respectively for a wider consultation with rural women.

The consultations identified gender based violence as the greatest threat to sustainable peace for women, affecting women's ability to engage in productive activities, provide proper care for their children and participate in decision making. Rural women in addition placed high priority on economic empowerment and urban women on involvement in decision making bodies. The concerns of women for peace consolidation fall within the four priority areas identified by the government of Sierra Leone in the PBF on Sierra Leone: youth employment and empowerment, justice and security sector reform, enhancing governance and capacity building. Detailed recommendations were made at the national women's consultations on the PBF to mainstream gender into these four priority areas.

To address some of these issues, the Government of Sierra Leone adopted the National Policies for the Advancement of Women and for Gender Mainstreaming. Unfortunately the policies have never been implemented as the Ministry receives less than 3% of the government budgetary allocation, grossly insufficient to kick start the Ministry and execute its vast mandate. The Ministry lacks a strategic plan; staffs have no work plans and lack the skills, competencies and logistics to carry out their duties. Regional gender officers recruited 3 years ago to support work in the districts are still based in Freetown because of lack of furnished offices or logistics to enable them go to their operational areas. The recent acts passed on behalf of women and children needs to be rolled out with communities and other stakeholder participation. Reformation and re-integration mechanisms geared towards protection of children are grossly inadequate or lacking.

The marginalization and violence against women in these communities have limited their ability to adequately provide for their children who end up as school drop outs and social misfits, most of whom are jobless and are in crime and drugs and are a threat to peace. There is a need therefore to recognize the link between gender equality, women's protection, children's welfare and sustained peace. The level of violence against women in post-conflict Sierra Leone remains alarmingly high due to the slow pace of recovery and development from the civil war. Pervasive poverty, misuse of customary and traditional norms and unequal social relations ensure that women remain at the bottom of the social and economic spheres in society and thereby highly vulnerable to discrimination, indignity and gender-based violence. Studies have shown that an alarming 85% of women in Sierra Leone suffered or are currently suffering some form of violence. The IRC has an ongoing initiative in the East and Western Regions of the country, under this project; partners will focus on the North and South to compliment ongoing efforts.

This project will address gender-based violence as identified by women as the greatest threat of their peace.

2.1 Children

To protect the rights of children in Sierra Leone, this proposal aims to support the Government of Sierra Leone to develop a protective environment for children. This will ensure an environment in which people are aware of the rights of children, and children can grow and develop to be productive citizens of Sierra Leone.

In 2007 the Child Rights Act came into force which now needs to be implemented. The government wants this done to be able to protect children better against abuse, violence and exploitation. Positive outcomes will likely be a reduction in teenage pregnancy, sexual abuse, child marriages, child labour and child exploitation. This will also impact positively on the enrolment and retention of children in school and their survival and health. Crucial first steps in the implementation of the Child Rights Act are awareness raising and setting up and strengthening government structures. More specifically, the following interventions are proposed:

- Social Welfare Committees at District level need to be developed and capacitated, in line with the devolution process and the implementation of the Child Rights Act.
- Support and training for the MSWGCA to strengthen their role as standard setting and monitoring body.
- Sensitisation of stakeholders on the Child Rights Act as a first step, to be followed by broadening the knowledge on the Act to a wider audience and its further implementation

If this project is not supported, the Ministry will not be able to perform its role, the rights of children will not be understood, and violation of these rights will continue. The effects of this can be long lasting with some children turning to violence and crime which will disrupt the peace.

The projects outlined are short term with a quick impact. The support provided will prepare and strengthen the human, organisational and resource capacity of the Ministry to execute its duties. The activities outlined form part of a long term approach in ensuring that children's rights are monitored and protected.

3.0 Logical Framework.

Objectives	Measurable indicators	Means of verification	Important assumptions
<p>Development Objective:</p> <p>Contribute to the protection of women and children in a post conflict era as a key contributor to Peace Building in Sierra Leone</p>	<ul style="list-style-type: none"> Engendering national policies, plans, programs, and activities at all dev levels Increased promotion and protection of women's rights especially from SGBV. Child protection institutional mechanisms strengthened 	<p>National surveys (CEDAW, CRC, PRSP)</p> <p>Disaggregated data from SSL</p>	
<p>Outcomes:</p> <p>1. Contribute to a strengthened capacity of the Ministry of Social Welfare Gender and Children's Affairs (MSWGCA) and women's organizations for the execution of their mandate for gender mainstreaming, women's empowerment and child protection.</p>	<ul style="list-style-type: none"> Ministry and women's organisations showing increased capacity and capability for gender mainstreaming, women's empowerment and child protection within one year 40 gender focal points in all MDAs identified and strengthened in one year 	<p>Annual review, reports/evaluation, Mid term evaluation/reviews</p> <p>Institutional plans, policies and programme documents</p>	<p>Government's commitment to continued budgetary support</p> <p>Continued Government commitment to domestic and implementation of CEDAW</p>
<p>2. Contribute to informed communities networking with the MSWGCA and other Stakeholders to prevent and protect women from Sexual and Gender-Based Violence in Sierra Leone in fulfilment of UN resolution 1325.</p>	<ul style="list-style-type: none"> Strong multi-stakeholder networks on SGBV established and protecting women in the North and South regions. At least 30% reduction in reported cases of SGBV in the North and South regions. 	<p>Annual review/evaluation</p> <p>Mid term evaluation/reviews</p> <p>Reports from MSWGCA</p> <p>CEDAW Country report</p>	<p>Willingness of communities to network with other stakeholders and utilise the referral systems</p> <p>Willingness of victims/survivors to break the silence on SGBV.</p>
<p>3. Contribute to the realisation of human rights for children</p>	<ul style="list-style-type: none"> Communities and stakeholders aware of the provisions of child Rights Act and their role in the implementation 	<p>Reports, evaluations,</p>	<p>Commitment of stakeholders including communities to protect children's rights</p>
<p>Outputs under Outcome 1</p>			
<p>Output 1.1</p> <p>Equip and train personnel of the Ministry of Social Welfare, Gender and Children's Affairs and key women's organisations to be able to carry out their basic mandates.</p>	<ul style="list-style-type: none"> National strategic plan developed Staff structure revised Technical support on gender provided to MSWGCA and women's groups 6 vehicles 4 desktop computers etc provided to Min and Women's forum 10 trainings in specialised areas conducted for Min. 4 meetings organised for women's organisations 	<ul style="list-style-type: none"> Final copy of plan submitted to dev partners New organogram developed Training/monthly/monitoring reports Delivery report of executing agency 	<p>Timely funds disbursement, procurement and delivery of items by the UNIFEM</p> <p>Sustained capacity of the ministry for maintenance</p>
<p>Activities:</p>	<p>(Activity to output)</p>		

<p>1.1.1 Recruitment of 2 international technical advisers to the Gender Division and Children's Affairs to:</p>	<ul style="list-style-type: none"> • TOR for International technical advisers developed • 2 international technical advisers recruited • MSWGCA Policy documents reviewed • National Strategic Action Plans developed • Continuous advice to the Ministry on strategic and policy related issues provided on request • M&E framework created and implemented. • Put structure in place to recruit, promote and reward staff on work related achievements • Support capacity building training for staff provided 	<p>TORs</p> <ul style="list-style-type: none"> Recruitment records MSWGCA policy documents Programme Reports The Strategic Plan M&E Framework M&E reports Media reports 	<p>Ready availability and recruitment of international staff</p> <p>Willingness of stakeholders to collaborate in the initiative</p> <p>Continued cooperation of government in policy review</p> <p>Timely disbursement of resources</p>
<p>1.1.2 Recruitment of 2 National short term consultants</p>	<ul style="list-style-type: none"> • TOR for national consultants developed • 2 national consultants recruited • Identification of the ministry training needs. • Production of relevant training manuals. • Relevant professional specialised and technical training provided to the ministry • Follow up and monitoring mechanism created and implemented 	<p>TORs</p> <ul style="list-style-type: none"> Recruitment records Programme reports Training reports M&E Framework M&E reports Media reports 	<p>Ready availability and recruitment of national consultants</p> <p>Timely disbursement of resources</p>
<p>1.1.3 Consultants to provide need based training for senior staff including gender focal points and Women's Organizations on gender programme development etc, children's issues</p>	<ul style="list-style-type: none"> • No of trainings conducted within one year • No and cadre of technical staff trained (male and female) 	<p>Programme reports</p> <ul style="list-style-type: none"> Training reports M&E reports Media reports 	<p>Getting staff compliment for all specialized areas</p> <p>Timely disbursement of resources</p>
<p>1.1.4 Logistic and other support to the MSWGCA and the women's organizations</p>	<ul style="list-style-type: none"> • 04 vehicles, 04 bikes 6 computers, stationary, generators etc provided • 4 offices refurbished • 1 office space provided for the Women's Forum 	<p>Procurement records</p> <ul style="list-style-type: none"> Programme Reports Field visits Media reports Inventory of equipment after one year 	<p>Timely disbursement of resources</p> <p>Timely delivery by UNIFEM</p>
<p>Outputs under Outcome 2</p>			
<p>Output 2.1: Referral networks established and functional in Northern and Southern Provinces</p>			
<p>Activities:</p> <p>2.1.1 Map out service providers/Stakeholders</p>	<ul style="list-style-type: none"> • No of referral networks established in both provinces in one year • No of cases reported through the referral mechanism in one year 	<p>Programme reports</p> <ul style="list-style-type: none"> Case reports/files Community visits 	<p>Timely funds disbursement, by UNIFEM</p> <p>Willingness of stakeholders and communities to collaborate</p>
	<ul style="list-style-type: none"> • Mapping successfully conducted within 	<p>Programme Reports</p>	<p>Activity to Output</p> <p>Timely disbursement of</p>

(CSOs, NGOs, FSU, Health Workers)		<ul style="list-style-type: none"> the first quarter of the project No of service providers and stakeholders identified across both provinces 	Mapping report Field visits	resources
2.1.2 Training Stakeholders/Actors on SGBV and establishing referral networks	<ul style="list-style-type: none"> No of trainings conducted within the first six months of the project No of stakeholders and actors trained No of referral networks established in both provinces in one year 	<ul style="list-style-type: none"> Programme Reports Training manuals Training evaluation report Media reports Field visits 	Timely disbursement of resources	
2.1.3 Organise coordination meetings for relevant stakeholders	<ul style="list-style-type: none"> No of coordination meetings held within one year and outputs. 	<ul style="list-style-type: none"> Programme Reports Field visits 	Timely disbursement of resources	
Output 2.2: Multistakeholder approach established to prevent and protect women from SGBV	<ul style="list-style-type: none"> Multi-stakeholder framework for engagement established for response to SGBV No of stakeholders involved and their roles 	<ul style="list-style-type: none"> Programme Reports The framework & TOR for stakeholder engagement Meeting reports Media reports 	Timely funds disbursement by UNIFEM Willingness of stakeholders to collaborate	
Activities:			Activity to Output	
2.2.1 Raise national awareness on the newly legislated gender Acts (Reader friendly versions, radio programmes, community meetings etc)	<ul style="list-style-type: none"> No and extent of distribution of awareness raising materials on the gender Acts Percentage of the population aware of the gender acts No of cases on gender inequality and SGBV decided on the basis of the gender acts within one year 	<ul style="list-style-type: none"> Programme Reports Procurement records Opinion polls Media reports Case reports Awareness raising materials (e.g. brochures, flyers, posters, bill boards, radio programmes community meetings etc.) 	Timely disbursement of resources Capacity in comprehending and responding to awareness raising messages by the general public and relevant actors	
2.2.2 Monitoring - consultative meetings with stakeholders on a quarterly basis	<ul style="list-style-type: none"> No of consultative meetings held within one year and relevance of outputs to programme delivery 	<ul style="list-style-type: none"> Programme Reports Meeting reports 	Sustained commitment by all stakeholder to be part of the initiative	
2.2.3 Train community based traditional women's organisations to mobilize against violence against women	<ul style="list-style-type: none"> No of trainings conducted within one year No of traditional women's organizations participating in the trainings No of training beneficiary organizations mobilizing against SGBV 	<ul style="list-style-type: none"> Programme Reports Training manuals Training evaluation report Media reports Field visits 	Timely disbursement of resources Capacity of traditional women organizations in comprehending training content and mobilizing in response to SGBV	
2.2.4 Complement efforts already initiated by	<ul style="list-style-type: none"> No of legal aid service providers 	Mapping report	Timely disbursement of	

<p>JSDP and other legal aid service providers for survivors of GBV.</p>	<ul style="list-style-type: none"> Identified within the first quarter of the project. Gender specific tools developed and disseminated to legal aid service providers nationwide within six months of the project implementation No of pro bono legal aid services provided to survivors of SOBV within one year 	<p>Gender tool on legal aid Distribution records for gender tool Case records Media reports Programme reports</p>	<p>resources Willingness of service providers of legal aid to collaborate with the initiative</p>
<p>Outputs under Outcome 3</p>			
<p>Output 3.1 Stakeholders and communities sensitised and capacitated to implement the Child Rights Act</p>	<ul style="list-style-type: none"> Communities and stakeholders aware of the provisions of child Rights Act and their role in the implementation, within the project period 	<p>Evaluation reports Review reports</p>	<p>Communities willing to implement the child rights act</p>
<p>Activities 3.1.1 Raise national awareness on the newly legislated Child Rights Act (reader friendly versions, radio programmes, posters, jingles, community meetings)</p>	<ul style="list-style-type: none"> No of copies of the Child Rights Act, and the simplified version printed and distributed No and extent of distribution of awareness raising materials on the Child Rights Act Percentage of the stakeholders and communities aware of the Child Rights acts and their role in its implementation 	<p>Reports Awareness raising materials (e.g. brochures, flyers, posters, bill boards, radio programmes community meetings etc.) Field visits</p>	<p>Timely disbursement of resources Capacity of stakeholders to comprehend the provisions of the Act</p>
<p>3.1.2 Capacitate child welfare committees at District level to carry out their responsibilities under the child Rights Act.</p>	<ul style="list-style-type: none"> No. of CWCs trained on their roles within the Act No. of Local Councils equipped to carry out their function No of communities taking action to promote and protect child rights 	<p>Reports Training manuals Field visits</p>	<p>Timely disbursement of resources Willingness and capacity of communities to carry out their role</p>

4.0 Budget

Category	Item	Number of Items	Unit Cost	Total Cost	UNIFEM	UNICEF
1. Personnel (staff and consultants)						
International consultants (2)	Months	4	10,000.00	80,000.00	40,000.00	40,000.00
Short-term national consultants	Consultants	2	1,000.00	20,000.00	10,000.00	10,000.00
PCU support staff for PBF (03)						
a) Project Coordinator	Months	12	1,500.00	18,000.00	18,000.00	
b) Project Officers (2)	Months	24	1,000.00	24,000.00	24,000.00	
Sub Total				142,000.00	92,000.00	50,000.00
2. Contracts (commercial, grants, professional services)						
Vehicle maintenance	Months/Vehicles	L/S	L/S	18,130.84	18,130.84	
Furnish 3 Regional Gender Offices of the MSWGCA	Offices	3	4,000.00	12,000.00	12,000.00	
Mapping of service providers/stakeholders			L/s	10,000.00	10,000.00	
Technical and Institutional support for partner women's organizations	Assorted		L/s	100,000.00	100,000.00	
Printing of the Child Rights Act		2	21,000.00	42,000.00		42,000.00
Sub Total				182,130.84	140,130.84	42,000.00
3. Trainings						
Baseline survey	Assorted		L/S	10,000.00	10,000.00	
Need based training for senior staff and gender focal points on SGBV	trainings	1	20,000.00	20,000.00	20,000.00	
Coordination meeting for relevant national stakeholders	meetings	2	10,000.00	15,000.00	15,000.00	
Sensitisation workshops on Gender Acts	workshops	2	20,000.00	35,000.00	35,000.00	
Sensitisation on Child Rights Act	Assorted activities	2	15,000.00	30,000.00		30,000.00
Training and support to FSUs to combat violence against women	Regional	2	20,000.00	40,000.00	40,000.00	
Training for Child Welfare Committees	National	1	20,000.00	20,000.00		20,000.00
Sub Total				170,000.00	120,000.00	50,000.00
4. Transport						
Procure 4 bikes for social workers	XL 125	4	4,000.00	16,000.00	16,000.00	
Support to the Ministry (4 vehicles)	(4 Toyota Hilux)	4	30,000.00	120,000.00	120,000.00	
Sub Total				136,000.00	136,000.00	

5. Supplies/Support/commodities						
Support child welfare committees at district level	regional	4	2,500.00	10,000.00		10,000.00
Support for social workers	Regional	4	2,500.00	10,000.00		10,000.00
Fuel for Ministry, and women's organisations	Gals/year/vehicle	5	3,000.00	15,000.00	15,000.00	
Sub Total				35,000.00	15,000.00	20,000.00
6. Equipment						
6 desk top computers and accessories	Computers and accessories	6	2,500.00	15,000.00	15,000.00	
Office equipment for the Ministry	Assorted		L/S	20,000.00	20,000.00	
Sub Total				35,000.00	35,000.00	
7. Travel						
Travel for monitoring			L/S	20,000.00	15,000.00	5,000.00
Evaluations	meetings	3	10,000.00	30,000.00	20,000.00	10,000.00
Sub Total				50,000.00	35,000.00	15,000.00
Grand Sub Total				750,130.84	573,130.84	177,000.00
8. Miscellaneous						
9. Agency Management Support** (7%)				52,509.16	40,119.16	12,390.00
Grand Total				802,640.00	613,250.00	189,390.00

5.0 Management Arrangements.

5.1 Implementation and Supervision Arrangements.

The project will be implemented by the Ministry of Social Welfare Gender and Children's Affairs (MSWGCA) with UNIFEM and UNICEF as executing agents.

A technical Committee of partners and collaborating organisations chaired by the MSWGCA with UNIFEM and UNICEF alternately acting as co chairs will be set up to provide overall oversight for the implementation of the project for the 2 divisions of the Ministry. This committee will develop terms of reference for the consultants in outcome 1, with UNIFEM and UNICEF providing specificities for the Gender and Social welfare divisions respectively. The Technical Committee in close concert with UNIFEM and UNICEF will also shortlist and identify the key implementing organizations to be subcontracted to directly implement activities under the outcomes. The Technical Committee will also provide overall guidance for the monitoring and will be tasked with critical advocacy activities linked to the project at stakeholders' level. The TC will meet bi-monthly to discuss implementation of project activities, lessons, challenges and to review implementation plans. The Co-chairs of the Technical Committee will regularly report to the PBF Steering Committee through the SCSS on the progress, successes, challenges and lessons learned in the implementation of the project. A Project management unit shall be formed that shall oversee the day to day running of the project and shall be under the direct supervision of the TC. The technical committee's decision would require UNIFEM's and UNICEF's contribution at the highest level.

A technical sub committee co-chaired by the MSWGCA and UNIFEM, and the MSWGCA and UNICEF will be formed to oversee implementation for outcomes 2 and 3 respectively. The subcommittees will develop guidelines for project implementation, monitoring and evaluation. They will also shortlist and identify the key implementing organizations to be subcontracted to directly implement activities under the respective outcomes. These Committees shall meet monthly, unless agreed otherwise to discuss and review implementation. They shall report to the Technical committee on implementation set up to provide technical oversight to all PBF projects on a bi-monthly basis or as may otherwise be agreed. Monthly updates will be shared with UNIFEM and UNICEF to enhance monitoring. Both UNIFEM and UNICEF will report to the PBF-SC through the PBF-SCSS on a quarterly basis. Both agencies will ensure process, output and outcome monitoring in concert with stakeholders and in collaboration with the SCSS.

UNIFEM and UNICEF will both act as executing agents to ensure that UN's procedures and the PBF guidelines for disbursement, procurement and reporting are strictly adhered to. UNIFEM's and UNICEF's key roles will be to provide programmatic and fiduciary tasks like recruitment of the international technical experts in consultation with the Ministry, supporting the Ministry to mobilize additional resources from donors and UN agencies as may be necessary, management of resources from all partners for the implementation of the project, financial management, including disbursement of resources and other forms of support to partner organizations to implement activities as agreed upon by the Technical Committee (TC), and based on agreed monitoring tools, including quality reporting on both narrative and finances. To facilitate this process, the Ministry and UNIFEM, and the Ministry and UNICEF will sign cooperation agreements with each of the selected implementing organizations. UNIFEM and UNICEF's technical expertise at national, regional and international level will inform the project.

UNIFEM and UNICEF will be responsible for financial disbursement to ensure the delivery of the project within the specified timelines. Both agencies will pay an advance of up to 30% of the project costs as per quarterly budget requirements. Requests, financial procedures, procurement shall follow the UNIFEM and UNICEF recommended policies and procedures. Financial disbursement shall be premised on agreed work plans with further disbursements hinging on narrative and financial reporting and supporting documentation. Sub grantees/partners will be selected by the technical committee with the co-chairs as signatories to the cooperation of agreement between MSWGCA and the sub grantee.

UNIFEM and UNICEF will submit quarterly financial and narrative progress reports to the SC through the SCSS as rightly stated in the MOU. Financial disbursement will be premised on the agreed work plan, budgets and monitoring tools, including quality reporting on both narrative and finances.

5.2 Specific delivery mechanism chosen

Outcome 1.0 - National machinery strengthened (MSWGCA and women's organisations) for mainstreaming gender and child protection issues.

Capacity building for the Ministry and women's organisations shall entail provision of logistics, office furniture, support staff and equipment, the procurement of which lies with UNIFEM in collaboration with the Ministry. The support staff shall be directed to women's forum but shall be funded when issues of sustainability has being confirmed. The capability building of the ministry and women's institutions shall be implemented by restructuring the gender and social welfare divisions of the ministry and the women's organisations and outsourcing need based training (planning, gender budgeting, monitoring of council budgets etc). The trainings shall be planned and guided by the recruited consultants who shall also be available to provide mentoring. The technical expertise of UNIFEM, UNICEF and UNIOSIL shall be sourced in a complimentary effort. The Ministry in collaboration with women's

organisations shall undertake the raising of national awareness on the newly passed rights bills for women and children, train community based traditional women's organisations to mobilize against violence towards women and provide peer support for implementation on the gender based issue.

Outcome 2.0- "well informed communities networking with the MSWGCA and other Stakeholders to prevent and protect women from Sexual and Gender-Based Violence in Sierra Leone"

The project Management and coordinating unit (PMCU) in concert with UNIFEM shall identify specialised service providers on SGBV including, health units, legal aid providers etc. within the operational districts; they will be trained on specific responses to SGBV including mobilization, legal aid, referral systems and raising awareness on the new gender laws. Under the arrangement a multi-stakeholder framework for engagement to end SGBV will be produced and all relevant stakeholders, actors and key players in local communities involved in implementing it. The project will develop a strong network for case referrals that would build the capacity of communities and all stakeholders to respond to SGBV.

Outcome 3.0 Contribute to the realisation of human rights for children

The realisation of this outcome shall be ensured through education on the Child Rights Act and the role of various stakeholders. This will involve sensitisation and training workshops with various target groups such as Parliamentarians, local councils, traditional and religious leaders, law enforcement officers, media houses and communities in selected districts. Advocacy and IEC materials and jingles will be developed, and also a training manual on the Child Rights Act. Training workshops will be held at District level with children, civil society, NGOs, CBOs and service providers in addition to the groups mentioned above. Radio discussions will also be held.

Copies of the Act as well as the simplified version will be printed and shared with stakeholders and school children. Through consultants the MSWGCA will be capacitated to strengthen its role as standard setting and monitoring body.

5.3 Sustainability Arrangements:

Charged with the on-going responsibility of delivering the outcomes aforementioned, management arrangements and policies within the ministry shall be reviewed for equipment use (vehicle). The ministry as part of its budget review shall engage the ministry of finance for adequate budget provision to meet running costs and maintenance of vehicles and equipments. The capacity building training provided by the technical consultants shall be multiplied by fire branded trainers within the Ministry. Partnerships shall also be increasingly created with other donors and like minded agencies for further support in filling of remaining gaps.

UNIFEM will support the MSWGCA to develop a strategic plan on gender. The plan which will have 3 - 4 year life cycles will effectively help the MSWGCA understand and position itself for delivery on its role as the main driver on gender equality and women's rights in Sierra Leone.

UNICEF will support the MSWGCA to develop a long term strategy for child protection.

Both strategies will build on the foundations and structures laid by this project and will ensure that these are used in future to protect women and children's rights.

5.4 National Authority Counterpart and extent of Cooperation:

Close collaboration will be established with the programme primary stakeholders and other actors in the justice, gender and child protection sectors and particularly with the Peace Building Fund Steering Committee, the UN and the national women's networks. The partnership strategy involves four main categories:

Government Ministries and Institutions: The Ministry of Social Welfare, Gender and Children's Affairs will provide the legal and policy framework within which the activities are defined. The Ministry will partner with other relevant government ministries and institutions and collaborate with international agencies such as the United Nations, Irish Aid and other international organizations who have been providing technical and financial support to the Ministry in the areas of child protection and gender mainstreaming.

UN Agencies: UNIFEM, UNICEF and UNIOSIL have been the traditional partners of the Ministry of Social Welfare Gender and Children's Affairs, especially in providing technical support for policies and strategic interventions. UNIFEM and UNICEF will act as executing agents for the Ministry for this project and provide overall technical support for the gender component of the programme. UNIOSIL will provide technical support for all activities as needed.

Civil Society Organizations: This category of partners is particularly important in implementing training and sensitization activities. The Sierra Leone Women's Forum, which is an umbrella organization for women NGOs, will be expected to play a key role in monitoring the implementation of the project.

Faith Based Organizations and Traditional Institutions: Although this forms part of civil society, the particularities of this category render it critical to peace-building due to its enormous outreach and sometimes unquestioned authority. Partnerships will be created with the Inter-religious Council from the perspective of influencing their members to incorporate gender dimensions for peace-building and women and children's security and empowerment in their programmes and activities.

5.5 Overall Time frame

The project shall be implemented within one year between July 2008 and June 2009.

6.0 Monitoring and Evaluation:

Baseline Data Collection:

A participatory baseline data shall be collected for especially outcome 2.0. This shall involve all relevant stakeholder including the Ministry, CSOs, Women's groups and beneficiary communities. Together they shall establish quantitative as well as qualitative benchmarks that shall later be used to measure progress on activities and results and their contribution to outcomes.

Monitoring:

Monitoring shall be done at various levels and in various forms. Activity level monitoring on a daily basis shall be the responsibility of the Ministry in collaboration with UNIFEM, UNICEF Civil Society and relevant beneficiary stakeholders. Together, they shall ensure efficacy in quality of delivered materials, efficiency in their costs and timelines of delivery. This monitoring shall be supported by relevant documentation (weekly updates form field, monthly reports, POs etc.) Monthly monitoring shall be further supported by the PBF Technical Secretariat for informing of the PBF Steering and Technical Committee, and for triangulating monitoring information fed into its system by the Ministry. The Ministry shall in this direction submit monthly monitoring reports to UNDP and copy the PBF Secretariat.

Evaluation:

Evaluations shall be quarterly, mid term and immediate post project. These shall jointly be undertaken by the Ministry, UNDP/PBF Secretariat, and the Steering Committee, Donors, Women's groups, donors and other stakeholders including civil society organisations. It shall take the forms of quarterly reviews and reports, midterm reviews, future stories and an annual review at the end of implementation. These shall go to indicate immediate effects of the intervention on the lives of the targeted beneficiaries. These shall inform quarterly and annual reports.

7.0 Assumptions and Risks

This project is developed on the main assumption that the peace situation in Sierra Leone continues to be threatened by some factors. It is also premised on the assumption that the PBF's emphasis on gender mainstreaming within the four priority areas for Sierra Leone would result in commitment of funds to women's identified needs. The current commitment of the government to gender equality and human rights as evidenced in all major development strategies such as the PRSP, the MDGs, and the PBF is also assumed to result in increased commitment and resources to support women's empowerment and protection of women's and children's human rights.

On the other hand there is a risk that policy statements on gender equality and child rights may not be followed by actual commitments in resources and implementation of programmes aimed at achieving parity and therefore adequate risk mitigation strategies have to be agreed upon by all partners at the project inception phase. The absence of increased funding for the MSWGCA will affect the sustainability of the project