





**LIBERIA PEACEBUILDING FUND  
PROJECT DOCUMENT COVER SHEET**

<b>Recipient UN Organisation:</b> UNHCR	<b>Liberia PBF Priority Area:</b> Fostering National Reconciliation and Conflict Management, linking to Priority Area 2: Critical Interventions to Promote Peace and Resolve Conflict
<b>Project Manager:</b> UNHCR <b>Name:</b> Mamadou Dian Balde <b>Address:</b> UNHCR, Mamba Point, Monrovia <b>Telephone:</b> 231 (6) 362245 <b>E-mail:</b> <a href="mailto:balde@unhcr.org">balde@unhcr.org</a>	<b>Implementing Partner(s):</b> Ministry of Internal Affairs, PBRC, WANEP and SEWORDA <b>Name:</b> Minister Ambulai Johnson <b>Address:</b> Ministry of Internal Affairs <b>Telephone:</b> 231 (6) 990344 <b>E-mail:</b> <a href="mailto:ambulajohnson@yahoo.com">ambulajohnson@yahoo.com</a>
<b>Project Number:</b>	<b>Project Duration:</b> 3 months
<b>Project Title:</b> Inter-County Reconciliation Project in Nimba & Grand Gedeh Counties	<b>Project Location:</b> Nimba and Grand Gedeh Counties
<b>Project Description:</b> The "Inter-County Reconciliation Project" is aimed at improving inter-ethnic relations between the Krahn people of Grand Gedeh County and the Gio/Mano people of Nimba County. This will be done through structured dialogue amongst leadership from both counties and ethnic groups. Relations between both groups have been strained as far back as the 1980s as a result of political marginalization and exclusion; extra judicial killings exacerbated by the civil war with	<b>Total Project Cost:</b> <u>US\$50,000</u> <b>PBF:</b> <u>\$50,000</u> <b>Government Input:</b> in-kind <b>Total:</b> <u>\$50,000</u>

<p>noticeable involvement of these groups in the fighting that even caused more deaths on both sides. It is a known fact that resentment coupled with fear, distrust and lack of confidence on both sides continued to affect social interactions and engagements. Various peace building initiatives including rituals, inter-county sports and recreation, as well as political dialogue involving different actors including national and traditional leaders and civil society organizations so far have not yielded the desired results.</p>	<p><b>Project Duration: 3 months (Jun 2009 –August 2009)</b></p>
<p><b>Peace building Impact and key outcomes:</b>  <i>Peace building Impact</i> - Consolidation of peace and reconciliation in Liberia is largely dependent upon inter-ethnic reconciliation processes involving critical ethnic groups such as the Krahn and Gio/Mano who for the past decades have been involved in political agitations and militarization.</p> <p>The impact and key outcomes of the Project include firm establishment of stable and secured environment characterized by social cohesion, reduced violence and increased interactions and participation without fears and intimidations by either group. The Project will further build new relationships, heal wounds and lay foundation for sustained inter-ethnic interactions.</p> <p><i>Key outcomes</i> - Improved social cohesion amongst conflict actors in Nimba and Grand Gedeh Counties are promoted; Local capacity for sustained risks management and conflict reduction strategy is developed; Foundation for durable peace and development is laid; and enhanced capacity of minority and majority Krahn and Gio/Mano groups for conflict mitigation and reduction in support of peace consolidation in Liberia.</p>	
<p><b>Outputs and Key Activities:</b></p> <p><i>Key outputs</i> - Participation of both groups in the civil war and treatments they rendered each other discussed and root causes identified (including Key conflict issues over political marginalization, inter-ethnic militarization); peace and reconciliation generating factors discussed and mechanisms for sustained positive engagements and problem-solving designed; critical plan of actions agreed upon; mechanisms for promoting inter-ethnic reconciliation developed and adapted; strategy for healing process and building new relationships identified and discussed; early warning and response mechanism put in place;</p> <p><i>Key activities</i> –baseline data collected; analysis of the conflicts and current relationships between the Krahn and the Gio/Mano; inter-face dialogue involving key conflict actors including local and national leaders; link problem-solving mechanisms to 'peace hut which is an instrument for building peace and resolving conflict; train in peace and reconciliation, and set in early warning and response mechanisms system.</p>	
<p><b>Technical Advisory Panel Review Date: <u>21 April 2009</u></b>  <b>PBF Secretariat Review Date <u>23 April 2009</u></b>  <b>Joint Steering Committee Approval Date: <u>24 April 2009</u></b></p>	

On behalf of:	Signature	Date	Name/Title
Recipient UN Org.		28/06/09	Ibrahima Coly, Rep. UNHCR
Co-Chair PBF SC		2-2-09	Ambulai Johnson, Minister
Co-Chair PBF SC	Ellen Marg. Loj	3/07/09	Margrethe Ellen Loj, SRSG

## THE LOGICAL FRAMEWORK

Results	Measurable indicators	Means of verification	Important assumptions
<p><b>PEACEBUILDING IMPACT</b> The impact of the Project include firm establishment of stable and secured environment characterized by social cohesion, reduced violence and increased interactions and participation without fears and intimidations by either group.</p>	<p>Frequent exchanged visits between Nimba and Grand Gedeh Counties;</p> <p>Improved inter-ethnic relations between the two counties evidenced by reduction in number of violence</p> <p>New and cordial relationships strengthened between the people of Nimba and Grand Gedeh Counties;</p> <p>Number of festivals planned and implemented together in either county;</p>	<p>Report on number of exchanged visits between the two counties;</p> <p>Report on reduction in violent cases</p> <p>Report on joint projects</p> <p>Report on the type and number of festivals</p>	<p>Demonstrated willingness on the project beneficiaries to exchange visits;</p> <p>Resources available to collect data on the level of violent activities</p> <p>Local government's willingness to support the project;</p> <p>willingness on the part of both ethnic groups to resolve their conflicts and reconcile their differences</p>
<p><b>KEY OUTCOMES:</b> Improved social cohesion amongst conflict actors in Nimba &amp; Grand Gedeh Counties; Improved local capacity for sustained risks management and conflict reduction; Foundation for durable peace and development is laid; Enhanced capacity</p>	<p>Relationships between different social groups in the two counties improved;</p> <p>New social, economic and political relationships developed between elements of the two counties;</p> <p>Foundation for peace consolidation in Liberia is contributed to</p>	<p>internal evaluation report monitoring report</p> <p>peace and reconciliation training report</p>	<p>Willingness on the part of project beneficiaries to participate in key project activities; Willingness to demonstrate respect and mutual participate in reconciliatory activities;</p> <p>Sustained momentum to support the project by the Government and local leaders</p>

<p>of Krahn and Gio/Mano groups for conflict mitigation and reduction</p>			
<p><b>OUTPUTS:</b>  Participant analysis of key Inter-County conflict issues.  Root causes/issues of inter-county conflict identified by participants of both groups</p> <p>Mechanisms for sustained positive engagements, inter-ethnic reconciliation and problem-solving designed;</p> <p>strategy for healing process and building new relationships identified and discussed;</p> <p>Critical plan of actions agreed upon;</p> <p>early warning and response mechanism put in place;</p>	<p>Root causes of conflict between the two counties identified and analysed;</p> <p>Indicators for conflicts and early warning established;</p> <p>Peaceful environment for building new relationships created</p>	<p>Base line report</p> <p>Early warning systems put in place</p> <p>Report on number of reconciliatory practices</p>	<p><b>(Outputs to outcome)</b></p> <p>Skilled available in conflict sensitivity  Ability and capacity for continued participation in the project by key policy makers and social groups;  ability of key conflict actors and representatives to bring all the issues on the table for discussions without prejudice, fears, intimidations, etc  limited political influences on the outputs and decisions of the ethnic groups  Mutual respect for local cultures on both sides</p>

<p><b>ACTIVITIES:</b>  Base line study  Early warning systems established and link between the community and 'peace hut' recognised  Training in peace and reconciliation; negotiation, mediation as well as policy level discussions involving key policy makers and local leaders held</p>	<p><b>INPUTS:</b>  Vehicles, fuel, DSA, stationery &amp; supplies, feeding ,etc. (See total financial inputs as in Annex 2.4)</p>	<p>Financial report   Report</p>	<p><b>(Activity to output)</b>   timely deliverable of financial resources   willingness for all key and relevant stakeholders to participate in the project</p>
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## Background and problem statement

The Liberia civil war led by former President Charles Taylor in 1989, then rebel leader of the National Patriotic Front of Liberia (NPFL) drew sufficient support from Nimba County, the home of the late Thomas Quiwonkpa, a then leader of the successful coup in 1980, who was subsequently murdered in 1995 after allegedly plotting to overthrow the late Former President, Samuel K. Doe. This situation created estrangement in the relationship between the people from Nimba and Grand Gedeh County, the home of Samuel Doe. Consequently, Doe launched a scorched earth policy among the Gio and Mano communities who were victims of circumstances of political situation and loyal to Quiwonkpa. The rebel Leader Taylor maximised on the hurts and marginalization of the Gio and Mano ethnic groups to recruit manpower to fight the 14 years rebel war in Liberia.

The war in Liberia was predominantly fought by inhabitants of both Nimba and Grand Gedeh Counties. Given the back ground information provided above in consideration of the roles the late President Doe of the Krahn group and the late Commanding General of the Armed Forces of Liberia, Brigadier General Thomas Quiwonkpa of the Nimba group played during the 1980s regime and the subsequent violent actions reportedly melted against each other's kinsmen during the civil war made it more brutal between the two groups. The defunct Independent National Patriotic Party led by current senior Senator of Nimba County, then rebel leader, captured, tortured and killed the Late President Doe. On the other hand, it is reported that former Commander of the Executive Mansion Battalion, B/General Charles Julu of the Krahn group and a strong loyalist then to Doe, in revenge of the Nimba raid of 1985, and the death of Doe by Gio/Mano dominated warring faction, killed scores of children and youths as well as burnt down towns and villages in Nimba County. There had been repeated claims and counter-claims from both sides holding one another responsible for the mayhem in Liberia. For genuine reconciliation to take place, family members of the late Doe including cousin of Doe, a former Minister in the current Government of Madam Ellen Johnson-Sirleaf has demanded the living body of their relative. Obviously such demand is beyond reason and creates space for increased tensions and opportunity to revert to violent war.

There had been different peace and reconciliatory initiatives including local and county level meetings, traditional ceremonies, and sports as well as localized conflict mediation activities but none has actually yielded the desired results. The 2007 inter-county league between Nimba and Grand Gedeh Counties was intended as strategy to cultivated mutual coexistence. A male youth of Nimba fell from the vehicle the team was riding following the game from Grand Gedeh to Nimba and instantly died. The youths of Grand Gedeh County accused their rival for the death and alleged that ritual was performed which led to the death of their colleague. The returned-match was cancelled to date tensions have further increased between the two groups of youths. Manifestations of the tensions are experienced in many forms ranging from ethnic resentments, mistrust, fears and lack of exchange visits to political suppression and elimination. The situation has substantially increased conditions for violence which could negatively affect the peace process and slow down any meaningful development in both central and southeast Liberia. Different peace building interventions have advanced the need for county level reconciliation involving higher level representation as well as community level peace building and reconciliation as strategy for sustained peace and development. Recent EU funded National Conflict Mapping Project conducted 2008, confirmed the explosive nature of

ethnicity which could potentially undermine peace and creates regional insecurity.

Nimba and Grand Gedeh Counties are each linked to groups in Ivory Coast. For example, the Gios are linked to the Yakuba group while the Krahns are linked to the Gurles both are key groups in Ivory Coast. Both former NPFL and the Doe's Government mobilized fighting men from the Yakuba and the Gurles for combat during the war days. MODEL in 2003 also recruited thousands men from the Gurles to fight its war against the Taylor's regime. On the other hand Mano sub-group is an integral part of the Gio and the both belong to the same County. There is a strong likelihood that any attempt against the Gio by any external force will involve the Mano. The later has alliance also in Guinea which they could draw strength from in terms of manpower to fight against its enemies. Therefore, peace and stability largely depend on the mutual relationships existing between the Gio and Krahn ethnic groups. Violence and ethnic intolerance remain critical to durable peace in both Counties. As a strategy to maintain reconciliation and foster peaceful coexistence between the conflict parties, the Government of Liberia through the Ministry of Internal Affairs plans to undertake reconciliatory initiatives through systematic processes and activities at different but interrelated levels involving key actors.

***Problem Statement*** - Relations between Gio/Mano and the Krahn ethnic groups are fragile and could potentially explode into violent conflict. The regime of the late President Doe witnessed sufficient recruitment of enlisted men from both groups into the Armed Forces of Liberia, especially from the Krahn group. This was so because Doe as the President wanted his kinsmen in Government and Thomas Quiwonkpa then as the Commanding General, also wanted his group-mates in the Army given the rivalry between him and the late President. The policy of the Ellen Johnson-Sirleaf led Government related to "**small and effective government**" caused a reform process of the Government that led to the deactivation of the national security apparatus, thus affecting thousands of these men. According to report, there are thousands more of these men involved in illegal economic activities including illicit diamond and gold mining, illegal rubber tapping and hunting around the Sapu National Park located in Sinoe County. A trigger of any conflict between the two ethnic groups may manifest itself into violence accelerated by deactivated soldiers, former immigration personnel and other former national security personnel. Furthermore, youth factors in the conflict and the lack of proper control and resolution mechanisms at local level to deter and advise on potential violent conflicts in the locations are recipe for volatile and fragile nature of situation. The inter-county ethnic tensions characterized by resentments, fears, hatred and mistrust are conflict factors that can easily explode into major violence based on opportunity of minimum triggers. It is no doubt that proximate, trigger and accelerated factors based on the socio-economic and political situations estranged by previous experiences by both ethnic groups in the past fertile the ground for violence if appropriate interventions are not under taken to address the situation.

Given that the Government of Liberia and the International Community have invested so many resources in achieving the level of peace being currently enjoyed by all Liberians, strategies to maintain genuine peace and security are keen interest of concern. Because, a little trigger of violent action particularly involving the two counties given their strategic roles for local and national peace, the entire efforts towards earning durable peace in Liberia could be lost.



The Ministry of Internal Affairs, the arm of Government responsible to foster peace and conflict sensitivity approaches across policies and development programs of national government with emphasis on the Poverty Reduction Strategy (PRS) in collaboration with civil society organization and others, proposed to undertake peace and reconciliation initiatives in response the popular outcry of the ordinary people including residents and policy makers from the counties concern.

The project will create enabling social and political environment for dialogue through which different stakeholders would be brought together to peacefully engage and identify lasting solution to the problems while reconciling their differences. Unless there is an urgent action relative to peaceful interventions in both counties, these counties stand the risks of reverting to violence with potential to undermine the entire peace and security in Liberia.

#### Main Project Participants and Collaborating Partners

- i) **Direct project beneficiaries/partners** – an estimated 150 persons drawn from the two counties are targeted by this project. The targeted persons include district commissioners, town chiefs, youth and women group leaders; leaders of faith based organizations, as well as opinion leaders. The project will sensitize and mobilise these representatives using social and community mobilization tools using participatory approaches.
- ii) **Government and County** - in response to the consideration for national government to sincerely consider recommendations locally generated and owned by both government and the county, the intervention plans an a problem-solving reconciliatory approach. The project therefore will benefit the presence of the Minister of Internal Affairs and other senior level government and policy makers from both counties. The Minister of Internal Affairs will steer the final reconciliatory and dialogue process at the county level, convened in Zwedru, Grand Gedeh County. The President, Madam Ellen Johnson-Sirleaf may attend this final session based on her availability.
- iii) **Youth and Women's Group** – given the significant role in either promoting peace or violence by any one of the social category mentioned, both youths and women groups from both counties will be deeply involved in the process as project targets and catalysts for problem-solving and reconciliation.
- iv) **PBF/PBO & CSO** – The Secretariat of the United Nations Peace building Fund and the Peace building Office and civil society organizations will actively participate as front liners for the implementation of the project. Step-by-step process and documentation of outcomes will be the responsibilities of these parties. Through this process a conflict sensitivity approach and its institutionalization will be pursued thereafter.
- v) **UNHCR** – the United Nations High Commission for Refugees will

serve as recipient agency and manager of the fund and will be required to account to the Multi-Donor Trust Fund in New York.

### **Project Rationale and expected results**

*Rationale-*Transforming relationships after physical violence takes years and years given experiences working in post-conflict situation. Victims and perpetrators of violence in most instances do not trust each other with fears and withdrawal as critical behavioural patterns often adapted. Sustained economic and infrastructure growth and development are adversely affected by challenges of negatives human actions derived as consequence of civil war which make reconciliation absolutely necessary and imperative in post war situation such as in the case of Liberia, particularly involving Grand Gedeh and Nimba Counties. In order to foster genuine peace and reconciliation, resources including materials and human should be available as factors necessary to promote all inclusive dialogue processes around genuine reconciliation at local, regional and national levels thrusting upon the willingness of conflict actors to accelerate efforts for exchanged and confidence building visits. Attractive incentives for inter-ethnic reconciliation include the capacity of the ethnic groups to undertake joint projects in the drive to subdue challenges that underpin progress related to reconciliation.

The absence of local conflict resolution mechanisms with appropriate and relevant capacities to undertake localized conflict resolution and reconciliation processes coupled with perceptions about impartiality of local leaders and their inability to manage local processes including negotiation, mediation and reconciliation create difficulties in peace and reconciliatory activities which generate the need for external yet internal expertise to intervene in post conflict reconciliation in the two counties of the project. Reconciliation in the context of post-war would account for mutuality as an element of interdependence where one's well-being is another's well-being characterized by respect, love, security without fears as fundamental building blocks for peace, power, empowerment, wealth-building and socially-enriching relationships at various levels including social, political and economic which help to build sustainable peace and genuine reconciliation. Therefore, the initiatives under discussion will operate by the above principles and ensure that the process of dialogue accounts for honest acknowledgement of harm/injury each party has inflicted on the other as element of "truth telling" and that said parties sincerely regret and show remorse for injury done. It is assumed that the parties would be willing and encouraged to demonstrate readiness to apologize for one's role in inflicting the injury & beg for forgiveness [with humility], and the process might lead to cultural or rituals festive which play very important contributions in healing and reconciliation process. To that, dignity of the victims and perpetrators maybe psychologically restored. However, much depends on the readiness of the conflicting parties to 'let go' of the anger and bitterness caused by the conflict and the injury even though forgetting the effects of the harms and injury are part of the healing process which might take a longer time but that the intervention will lay the foundation.

*Expected results-* The key to transforming the conflict between the people of Nimba and that of Grand Gedeh Counties is to build strong equitable relations between the two groups of people because distrust and fears had been the norm. The project will

definitely take genuine steps towards sustainable reconciliation of the adversaries, thereby pursuing a course of constructive reconciliation, useful to move the parties away from potential violent conflict and maintain better path. Even though reconciliation is itself a complicated, highly contested term which might take a longer time but the intervention will create opportunity for sustained mutual engagements by the parties. While it is not simply about coexistence, nor respect or mutual forgiveness, the project is expected to promote mainly the principle of truth, justice, regard for one's human rights and security. This intervention also acknowledges the fact that indeed there is some merit to the other side's interpretation of events, and gaining redress as means of putting the past to rest while fostering the principle of forgiveness and peaceful coexistence; therefore, this intervention is expected to fundamentally maximize on fostering this concept in order to realise the dividend of durable peace and sustainable reconciliation between residents of Nimba and Grand Gedeh counties. While this initiative seeks reconciliation amongst the conflicting parties, it is important to note that reconciliation, in fact, is not the end point of the conflict between the two groups because of the intractable nature of the conflict. An outcome of this intervention will lead to the determination of specific community based peace building activities or reconciliation process as generated peace factors that will promote social interactions once again between the Krahn and the Gio/Mano people.

**Supporting the PBF priority plan** – the project is fast track and is aligned with the UN PBF Priority Plan for Liberia to foster national reconciliation and consolidate peace. As acknowledged by the priority plan that facilitating national reconciliation including ethnic division, is fundamental to laying a solid foundation for long-term peace and stability. Further acknowledging that the historical cleavages that characterised the political evolution of Liberia and developing onward shared vision for nation is essential and requires substantive collective efforts. So, the intervention of reconciliation project will generally achieve the following results: **a)** improved inter- county ethnic relations between the Krahn and the Gio/Mano people of Nimba and Grand Gedeh County; **b)** establish better relations and mechanisms for peaceful resolution of potential conflict; and **c)** new initiatives aimed at reducing fears, distrusts, hatred and resentments and promoting mutual trust and confidence between the people of Nimba and Grand Gedeh Counties; **d)** improved relations between the two groups of leaders and youths in the two counties;

**Meeting the needs of the PRS** – The Poverty Reduction Strategy, a national framework for peace and development confirms that Liberia remains a highly fragmented society which largely supports the concept of ethnic divisions currently obtaining between the inhabitants of the two counties described above. As post-conflict country, challenged by huge conflict factors, broad based participation, consensus building around common issues and communal initiatives to address entrenched problems of marginalization, exclusions and social divisions are efforts to encourage for achieving durable peace and reconciliation. The project addresses the need of the PRS to promote conflict sensitive approach in policies and development programs. Government's allocations of huge budget for county development, the decision to undertake specific projects using the funds must account for participatory decision making process. In the specific case of the two counties, unless the different ethnic groups and other social structures meet to

decide on their priorities, the exclusion of any specific group from this process due to social tensions is more counterproductive and is a recipe for conflict [violent conflict]. So, the bringing of the contending conflict parties together as an attempt to prevent any further future conflict is an approach encouraged by this project in the context of the PRS. Facilitating constructive engagements of the parties to the conflict will foster non-violence and peaceful co-existence.

#### ***Risks and assumptions***

<b>Assumptions</b>	<b>Risks</b>
Willingness on the part of the project's participants to adequately respond to, and be available	Security situation in both Counties deteriorates
Security situation in Liberia permits activities for policy or decision makers to participate	The Minister of Internal Affairs and key stakeholders do not attend the key function
Inter- county ethnic leadership continue to support priority initiatives presented by the project	Inter- county ethnic leadership shift in priority initiatives of the project
Change resulting from the project in terms of 'telling their story' and 'letting go'	Changed results are less accepted by any ethnic group
Inter- county ethnic reconciliation committee consist of member of the two counties formulated and operational	Delay in facilitating the establishment of such committee
Everyone associated with the project generates the same level of interest to get the project moving	Less interest generated on the part of the key project beneficiaries
The project creates links between communities and the 'peace hut'	Weak link exists between the community and the 'peace hut' as a result of inadequate social mobilization activities
Key social structures relevant to the success of the project identified and incorporated	Leaving out important social structures due to exclusions, and/or oversight
Project resources are available and on time	Delay in delivering project resources
PBO/UNPBF Secretariat is giving the opportunity to coordinate with MIA and CSOs on the implementation of the project	PBO/UNPBF's role is minimal in the implementation process
CSOs involved in community sensitization and mobilization have technical capacity	Limited technical capacity of collaborating CSOs

#### **Partnership and Management Arrangement**

<p><b>Partnership and Management Arrangement</b>  <i>Civil Society Organizations</i>            Selected CSOs/NGOs including West Africa Network for Peace (WANEP) building through its women's program, Women in peace building Network (WIPNET), the Peace Building Resource Centre (PBRC), and South Eastern Women Development</p>
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Association (SEWORDA) will jointly be responsible for the implementation of the Project. Roles and responsibilities will be delineated and dedicated to each CSO/NGO at some sometime during the implementation, and it will be based on competence and capacity. The selection of these CSOs is based on their previous intervention in the Nimba County inter-ethnic reconciliation. Joint implementation of activities is certainly encouraged and maximized upon and is considered as key to the implementation modalities. Joint approach will cultivate community meetings, cultural drama and songs, as well as inter-face dialogue amongst stakeholders. These activities will be attended by local officials and traditional leaders; religious groups, women and youth groups; key policy and decision makers from government and international community cycles. County authorities in the project locations will be fully informed about standard process and methodology and nature of the project. Inter-county ethnic reconciliation committee will be set up based on specific criteria. In summary, the CSO will conduct baseline survey, facilitate mediation process and community meetings, as well as facilitate inter-county sports and cultural festivals amongst others. Is no doubt inter-county dialogue around reconciliation process may not resolve existing conflict issues between and amongst the parties. Therefore, the will facilitate the identification and training of existing peace and reconciliation committee or facilitate the establishment one with representation in each county. With two small groups in each county and a larger groups comprise of key members from the counties will then undertake local peace and reconciliation processes to sustain the results of the project in the longer term.

*UNHCR – UNHCR* will provide direct oversight supervision of the project in coordination with the Government of Liberia through the Liberia Peace Building Office of Liberia (PBO-L). The PBO-L is responsible for receiving and submitting monthly narrative reports from CSO partners and ensures quality in keeping with the terms of agreement. Financial report will be submitted directly to the UNHCR by the CSOs with copy served to the PBO-L/Ministry of Internal Affairs. Prior to implementation of the project, a memorandum of understanding will be signed between UNHCR and the civil society organizations involved in the actual implementation of the project reflecting their respective roles and responsibilities as contained in this project proposal. Quality control and compliance to effective financial management systems in keeping with UNHCR financial regulation would be ensured preceded by orientation of the partners' financial officers on UNHCR's financial procedures and systems as well as follow up.

*Ministry of Internal Affairs* - The Ministry of Internal Affairs will provide overall policy guidance for the project. The Ministry of Internal Affairs will further be involved in the implementation through the Special Project office of the Ministry for monitoring and to ensure quality control of the process and expected outcomes. The PBO-L together with the Special Project Office will work together with clear delineation of specific tasks intended to achieve certain deliverables of the project within a given timeframe.

The Inter- county ethnic Reconciliation Project will build links with other peace building interventions. Such other projects will include the peace hut program, ongoing and past psychosocial and peace building interventions funded under the United Nations Peace building Fund. In addition, the proposed project will build on the national county consultation on peace and reconciliation project currently being

implemented across Liberia by the Truth and Reconciliation Commission (TRC). Building stronger relationships and coordination with these and other peace and reconciliation interventions foster sustained reconciliation and peaceful coexistence.

#### ***Implementation Arrangement***

Activities of the project will be coordinated by the Liberia Peace building Office/UN Peace building Secretariat and supported by the Office of the Minister of Internal Affairs, particularly the Special Advisor and head of the Special Project Division, who will ensure the timely execution of project activities. Bi-monthly meetings to discuss progress, challenges and lessons will be organized and results fed into planning and revising any part of the project component when necessary. At the field level, there will be weekly briefing amongst staffs of implementing partners and beneficiaries including county officials and local authorities. Finally, communication coming from the field (including meeting minutes, narratives, as well as financial reports will be channelled through the Director of the Peace building Office who in turn will present them to the Office of the Minister of Internal Affairs and UNHCR.

#### ***Monitoring Mechanism***

Monitoring will be ongoing throughout the lifespan of the project with particular emphasis on staff performance, the use of project materials or resources, including stationery and supplies; vehicle usage, meeting sessions, financial control and project activities. Monitoring tools will include work plans, performance indicators, reports, and indicators of success including the number of different ethnic groups and different community structure participating in meetings and any other project activities, as well as rate of attendance and performance results of the round table conference. The Ministry of Internal Affairs and partners will develop joint monitoring indicators and systems to be adapted for use of this project. Monitoring findings by UNHCR will be shared with specific recommendations, if available, for the purpose of quality control and improvement, where necessary.

To keep track of staff performance, all staff associated with the project will be required to fill in daily time sheet, while journal of their field activities will form part on the monitoring items. Monthly work plans detailing the planned activities will be developed and used as monitoring tool. Each field staff will be required to prepare and submit reports of field trips detailing objectives, activities carried out and results. Monthly reports detailing achievements of actual planned activities, constraints, results, and lessons learnt will be submitted by each staff through the PBO-L to the Ministry of Internal Affairs and UNHCR. These reports will also include the following resources used – human, materials, financial, problems, limitation/constraints and plans for the next activity.

#### ***Evaluation***

An evaluation will be done at the end of the project to assess the extent to which the objectives of the project were achieved and established reasons why. It will also assess how the main project activities were implemented, the type of resources used, the effectiveness and efficiency of the project and recommendations for future activities. The purpose of this evaluation is to generate appropriate data/information and document findings as lessons learned from both monitoring and evaluation processes.

### ***Sustainability Plan***

Sustainability lays in the commitment of Government and all partners to carry out the project beyond this critical period in the two counties. Achieving the objectives of the project on a sustained basis depends on two fundamental processes: First, there must be the capacity (knowledge and skills) in the project locations to promote peace and reconciliation at the inter-county level; second the ownership of the project would be transferred mainly to the county beneficiaries. To a large extent, this project is designed to respond to these two fundamental issues. Through partnering with other peace building interventions and existing community institutions, building linkages for collaborative engagements will help to hence the result of the project. The project will build local capacities by strengthening the inter-county ethnic peace and reconciliation committees through training and coaching in conflict resolution practices, dialogue and reconciliation processes to prove sustained foundation for improved communal relationships amongst the Krahn and Gio/Mano groups. Those who will participate in direct project activities will use their skills and knowledge throughout in and outside their counties to foster peace and reconciliation.

Additionally, the project supports consolidating peace in Liberia, and Government's commitment to this agenda will drive it further and be able to secure additional funding to support follow up activities and the peace and reconciliation committees that would be established. Political will and commitment of Government serve as motivating factors for PBO/PBF's support to peace and reconciliation initiatives generated by this project. The concept of participatory processes as an approach will allow local project beneficiaries to develop skills in organizational development and resource mobilization.

### **Implementation with timelines**

#### **Month one**

*Baseline-* there will be baseline survey conducted in four communities two in each county focusing on conflict issues. The principal approach to adapt is the participatory approach using different tools and techniques selected from the basket of Participatory Rural Appraisal (PRA). A member of the joint CSO team, PBRC, with proven records in social research and baseline study will lead the process. Through this process the CSOs will have an understanding of the conflict dynamics, identify existing structures that would be trained in conflict transformation and reconciliation. An estimated 30 persons selected by the counties' elders and other key stakeholders will be trained to form part of the inter-county ethnic peace and reconciliation committee. Orientations and positive mind-set towards conflict mitigation, resolutions and reconciliation would have been developed in preparation of the large political and reconciliation conference. Positive interactions and inter-ethnic relationship building postures will also be emphasized during the social mobilization process.

#### **Month two**

*Training and facilitation of inter-county ethnic reconciliation -* Key activities related to the second month will be training of members of the inter-county ethnic peace and

reconciliation committee and the dialogue. Contents of the training will include post peace building conflict transformation, mediation, negotiation, reconciliation and the principle of working together. Follow the three days training of 30 participants will be the social dialogue between and amongst key people of the two counties including traditional and political leaders; policy and decision makers; religious and local government official, as well as others drawn from different social groups.

#### **Month three & four**

##### *Early warning and early response mechanism*

Maximizing on the existence of the inter-county ethnic peace and reconciliation committee, the intervention will then set up an early warning and early response system in four selected communities, with two in each county. This structure will be required to deter potential violent conflict in their respective communities/counties and alert for appropriate intervention. With existing local capacity and depending the magnitude of the potential local intervention maybe encouraged.

### **Annex 2.5**

#### **Detailed Work Plan for 4 Months 2008-2009**

<b>First month</b>	<b>Progress Indicators</b>
Baseline survey on conflict dynamics in the four areas in Nimba and Grand Gedeh counties	- Report of the baseline survey
<b>Second month</b>	<b>Progress Indicators</b>
Training of 30 persons from four communities in conflict transformation and early warning in the two counties;	Number of persons trained in conflict transformation and early warning;
Facilitation of inter-county ethnic reconciliation dialogue	Report and list of people attended the reconciliation dialogue
<b>Third and fourth month</b>	<b>Progress Indicators</b>
<b>Phase 3: Follow up Action</b>	
<b>Activities</b>	
- set up early warning and early response systems in four localities in the two counties;	- % of potential conflicts identified and intervened
- follow up, coach and mentor members of the early warning systems	- report on the number of mentoring and coaching





## THE PROJECT BUDGET

CATEGORY	ITEM	Rate (USD)	Unit	Quantity	TOTAL COST
<b>1. Personnel</b>	2 National staff (@ 425/mnth)	850	Month	4	3,400
<i>Including staff and consultants</i>	6 project staff (@ 350/mnth)	2,100	Month	4	8,400
	1 trainers/consultants (@750/mnth)	750	Month	1	750
Subtotal					12,550
<b>2. Contracts</b>	Inter-county ethnic reconciliation (facilitation fees, venue, elec., etc)		various	sites	5,740
<i>Including companies, professional services, grants</i>					
Subtotal					5,740
<b>3. Training</b>	Conflict transformation and early warning (materials, printing, venue, feeding, etc)		various		5,000
	Early warning & early response mechanisms in four communities in GG and Nimba counties (dev of contents, process /strategies, follow-up, mentoring, coaching, material support to 4 early warning groups)	1,000	4	sites	4,000
Subtotal					9,000
<b>4. Transport</b>	Fares for participants	75	participants	30	2,250
	Fuel	250	vehicle	2	500
	Vehicle maintenance	450	vehicle	1	450
	Motor bike, fuel & maintenance				2,245
Subtotal					5,445
<b>5. Supplies and commodities</b>	Food/accom/transp of citizens from 4 districts in 2counties (participation of traditional & local leaders, policy-makers, etc		assorted	site	7,500
Subtotal					7,500
<b>7. Travel</b>	National travel allowance	58	9 days	3	

					1,566
	Local Staff travels	29	12 days	6	2,088
Subtotal					3,654
8. M&E**					2,000
9. Miscellaneous	Communication (\$20 X 8 staff)	160	Month	4	640
	Utilities	50	4 Months	Sites	200
Subtotal					840
Project Sub-total					46,729
10. Agency Mngt Suprt	7% UNHCR				3,271
TOTAL (USD)					50,000

**Liberia Peacebuilding Fund  
Project Summary**

<b>Recipient UN Organization:</b>	UNDP	<b>PBF Priority Area:</b>	3		
<b>Implementing Partner(s):</b>	Ministry of Internal Affairs (in collaboration with the Government of Liberia Peacebuilding Office & CSOs - PBRC, WANEP/WIPNET, SEWORDA)				
<b>Project Number:</b>	PBF/				
<b>Project Title:</b>	Inter-County Ethnic Reconciliation Project in Nimba & Grand Gedeh Counties				
<b>Total Approved Project Budget:</b>	\$50,000				
<b>Location:</b>	Nimba & Grand Gedeh Counties				
<b>JSC Approval Date:</b>	22 March 2009				
<b>Project Duration:</b>	4 Months	<b>Starting Date:</b>	June 2009	<b>Completion Date:</b>	August 2009
<b>Project Description:</b>	<p>The “Inter-County Reconciliation Project” is aimed at improving inter-ethnic relations between the Krahn people of Grand Gedeh County and the Gio/Mano people of Nimba County. This will be done through structured dialogue amongst leadership from both counties and ethnic groups. Relations between both groups have been strained as far back as the 1980s as a result of political marginalization and exclusion; extra judicial killings exacerbated by the civil war with noticeable involvement of these groups in the fighting that even caused more deaths on both sides. It is a known fact that resentment coupled with fear, distrust and lack of confidence on both sides continued to affect social interactions and engagements. Various peace building initiatives including rituals, inter-county sports and recreation, as well as political dialogue involving different actors including national and traditional leaders and civil society organizations so far have not yielded the desired results.</p>				
<b>Peacebuilding Impact:</b>	<p><i>Peace building Impact - Peace building Impact</i> - Consolidation of peace and reconciliation in Liberia is largely dependent upon inter-ethnic reconciliation processes involving critical ethnic groups such as the Krahn and Gio/Mano who for the past decades have been involved in political agitations and militarization.</p> <p>The impact and key outcomes of the Project include firm establishment of stable and secured environment characterized by social cohesion, reduced violence and increased interactions and participation without fears and intimidations by either group. The Project will further build new relationships, heal wounds and</p>				

	lay foundation for sustained inter-ethnic interactions.
<b>Outcome(s):</b>	<i>Key outcomes</i> - Improved social cohesion amongst conflict actors in Nimba and Grand Gedeh Counties are promoted; Local capacity for sustained risks management and conflict reduction strategy is developed; Foundation for durable peace and development is laid; and enhanced capacity of minority and majority Krahn and Gio/Mano groups for conflict mitigation and reduction in support of peace consolidation in Liberia.
<b>Outputs and Key Activities:</b>	<p><i>Key outputs</i> - Participation of both groups in the civil war and treatments they rendered each other discussed and root causes identified (including Key conflict issues over political marginalization, inter-ethnic militarization); peace and reconciliation generating factors discussed and mechanisms for sustained positive engagements and problem-solving designed; critical plan of actions agreed upon; mechanisms for promoting inter-ethnic reconciliation developed and adapted; strategy for healing process and building new relationships identified and discussed; early warning and response mechanism put in place</p> <p>Participant analysis of key conflict issues over regional political marginalization and inter-ethnic militarization. Discussion and root causes identified by participants of both groups in the civil war and treatments they rendered each other;</p> <p><i>Key activities</i> –baseline data collected; analysis of the conflicts and current relationships between the Krahn and the Gio/Mano; inter-face &amp; reconciliation dialogue involving key conflict actors including local and national leaders; link problem-solving mechanisms to ‘peace hut which is an instrument for building peace and resolving conflict; training in peace and reconciliation, and set in early warning and response mechanisms system.</p>
<b>Indicator and Benchmarks:</b>	<p>-number of persons trained in peace, reconciliation, early warning</p> <p>-number of social dialogues under taken by local people in Nimba County increased;</p> <p>-number of social interactions and coexistence in Nimba &amp; Grand Gedeh Counties increased</p> <p>-%local capacities to envision and mitigate violent conflict in Nimba &amp; Grand Gedeh Counties increased.</p>
<b>Procurement:</b>	

ANNEX 3

Submission Form  
To