

Educare Liberia

Strengthening Women's Rights & Participation in Peacebuilding (UN PEACEBUILDING FUND PROJECT)

ENDLINE SURVEY REPORT



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EXECUTIVE SUMMARY

The Strengthening Women's Rights and Participation in Peacebuilding project targeted 1,150 rural women in 23 concession communities. These communities are located in five counties in Liberia: Grand Gedeh, Bassa, Gbarpolu, Bomi/Cape Mount and Sinoe. The project aimed to strengthen women capacities in leadership roles and promote their participation as key stakeholders in natural resource management and land rights.

The Project was funded by the UN Peacebuilding Fund (UNPBF) and implemented by EDUCARE Liberia with technical support from UN-Women Liberia.

The endline survey report highlights the extent to which the project achieved its performance targets. Endline data was collected from June 17 – 23, 2018 in three counties: Bassa, Bomi/Cape Mount and Gbarpolu. The report represents the voices of 363 women and men from nine of the 23 target communities.

The endline findings demonstrate good evidence that the project achieved remarkable level of success. These findings show that the project either achieved or exceeded the performance targets for half of the indicators (52 percent). For 19 percent of the indicators, the project did not reach the performance targets although some change was made. For a quarter of the indicators, endline values were found to be less than the baseline values, suggesting that no changes were made in these result areas.

The findings document 15.6 percentage-point reduction in perception about the prevalence of conflicts. Nonetheless, there is evidence of deepening negative outlook among community members towards companies and government agencies. For this indicator, the baseline value increased from 64 percent to 72.4 percent. There was not much improvement in the level of communication between the women and concession companies. Although the endline a value (54.3 percent) is higher than the baseline (50 percent), it did not reach the 90 percent performance target. From a baseline of three percent, the endline shows that inclusion of women

in NRM and land decision-making processed increased to 18.5 percent. Women reported increased confidence in their abilities to engage in NRM land rights issues because of the change from baseline (55 percent) to 86.6 percent in the endline.

These findings should, however, be interpreted carefully. They must not be misconstrued to mean existing and looming conflict drivers have been mitigated or eliminated. Rather, the endline findings are indicative of the project's invaluable contributions to help local communities learn improved ways of expressing their grievances. Instead of engaging in violent confrontations with concession companies, community members have apparently learned to utilize more effective channels for dialogue.

There was one unusual finding in the endline results. The project supported women to cultivate more knowledge and skills in order to increase their level of involvement in solving conflicts about NRM and land use. However, the findings show a decline in the proportion of NRM and land conflicts solved by the women groups. It seems this finding just reflects a design error in setting the direction of the performance target for the indicator. It was contradictory to predict a spike in share of NRM and land conflicts when the project aimed to reduce overall conflict prevalence.

Based on these findings, a handful of recommendations are proffered for consideration:

1. When the underlying theory predicts an overall reduction in level of conflicts, the performance targets should be set to measure a reduction in share of conflicts.
2. For indicators whose baseline values are particularly low or high, care should be taken to avoid setting performance targets that are overly ambitious or unrealistic.
3. Educare needs to strengthen linkages with other civil society, conservation and community rights actors to sustain support for Concession Community Women Development Structures (CCWDS) after close up of the project.
4. The end line survey does not adequately tell the story of the remarkable success of the project. Therefore, it is recommended that Educare commissions an independent end of project evaluation to combine these findings with an in-depth analysis of the project's implementation contexts, as well as engage broader NRM stakeholders.

ACKNOWLEDGEMENT

This was a good opportunity to work with Educare on a very important project. We acknowledge the selfless contribution and involvement of local community members for their participation in the endline survey. We are especially grateful to the members of various women groups, including the leaders and supervisors who helped mobilize participants for the survey.

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1. INTRODUCTION

1.1 Overview of the Project

The “*Strengthening Women’s Rights and Participation in Peacebuilding*” project was designed to target women within existing women platforms in 23 concession communities. It targeted 1,150 women across five counties: Gbarpolu, Grand Cape Mount / Bomi, Grand Bassa, Grand Gedeh and Sinoe. The project aimed to strengthen women’s leadership capacities so they can participate as key stakeholders in Natural Resource Management (NRM) issues in their communities. This intervention helped women to exercise a greater voice in demanding for justice and improved accountability for their rights.

The project has the following components:

1. Capacity building of women to understand available policy around concessions as well as the community land rights.
2. Link women development structures with relevant bodies including concession companies, government agencies that are existing in their communities.
3. Provide support and advisory services for the “Concession Community Women Development Structures.”
4. Provide conflict mediation services between communities and stakeholders.
5. Support women groups in carrying out strategic advocacy, sensitization and awareness raising at community level.
6. Establish Information Communication Technology (ICT) citizen feedback mechanisms for regular amplifying of voices of women and communities.
7. Conduct baseline and endline surveys to measure outcomes.

The project supported the women with ongoing capacity building, and facilitated strategic networking with other existing peace huts. This helped create a foundation for the emergence of a network of mutually supportive women-led community-based mechanisms in each of the five counties.

The Project was funded by the UN Peacebuilding Fund (UNPBF) and implemented by EDUCARE Liberia with technical support from UN-Women Liberia.

1.2 Objectives of the Endline Survey

In June 2017, a baseline survey was conducted during the startup of the project. The baseline benchmarked key performance indicators for tracking results. The endline survey was conducted to establish data points for making comparisons with baseline values. This is the method used to measure the extent to which the performance targets were achieved.

Overall, the endline survey sought to answer the following research questions:

- a. What is the prevalence of *existing* conflicts around natural resource management and land in the target communities?
- b. What is the nature of the perception of local community members about concession companies and the government agencies responsible for change?
- c. To what extent do open lines of communication exist between the target communities, the concession companies and the government regulatory agencies?
- d. What is the level of inclusion of women in engagement and decision making processes around natural resource management and land use in the target communities?
- e. To what extent do women in the target communities have the capacities to effectively engage and participate in conflict management and resolution processes relating to disputes around the use of natural resources and land?

These research questions were elaborated in 21 performance indicators, comprising the results framework. The survey questionnaire and interview and discussion guides are aligned to these indicators.

2. METHODOLOGY

2.1 Endline Design and Sampling

Similar to the baseline, the endline survey utilized a mixed method – collecting both quantitative and qualitative data. The use of baseline and endline data allows a “*before and after*” comparison in order to measure results.

A sample size of 297 respondents was derived in relations to the target population of 1,150 target participants. The calculation is based on the *Slovin Formula* ($n = N / (1 + Ne^2)$). The formula denotes the following: (n = desired sample size; N = population; e = error margin (5%)). The sample was drawn from nine of the twenty-three communities, selected purposively. This selection method ensured a mix of the types of concession activities. Also, six Focus Group Discussions (FGDs), were conducted in six of the nine communities. There were three FGDs for males, and three FGDs for females. Six Key Informant Interviews (KIIs) were conducted with leaders of women groups and men. Thus, a cross-section of qualitative and quantitative data was collected from all nine communities.

2.2 Data Collection and Analysis

All 297 respondents participated in the endline survey. For qualitative data, 60 persons participated in FGDs and six key informants were interviewed. Combined, the endline survey represents the voices of 363 women and men from nine of the 23 target communities.

Field data for the endline was collected from June 17 – 23, 2018. A two-day training was conducted for the enumerators on June 15-16, 2018. The same enumerators (2 males & 2 females) who conducted the baseline were involved with the endline survey. The endline survey utilized the identical methodology and instruments from the baseline (Annex C). Because of this, no field-testing was done during the training, since the team was informed by lessons from the baseline. The team used personal digital assistance (PDAs) to conduct the surveys. The use of tables assured efficient administration of the survey, and online uploading of data via a remote server. Data from the server was stored and analysed in a statistical software (SPSS).

Qualitative analysis was conducted according to emerging themes, deriving key themes from the endline questions. The endline data analysis techniques triangulate findings from both qualitative and quantitative sources. The Associate Consultant supervised the teams in the field, while the Team Leader provided remote oversight.

2.3 Challenges and Limitations of the Endline Survey

The major challenge the team encountered was the deplorable road conditions to target communities, especially in Gbarpolu County. As with the baseline survey, the team in Gbarpolu County had to hire the services of locals to saw and remove a huge tree that had fallen on the road. To get to Weasua (Gbarpolu), they rented timbers to mend the bridge over the river en route to Saw Mill.

Figure 1: Overcoming Bad Road Conditions in Gbarpolu County



3. FINDINGS AND DISCUSSIONS

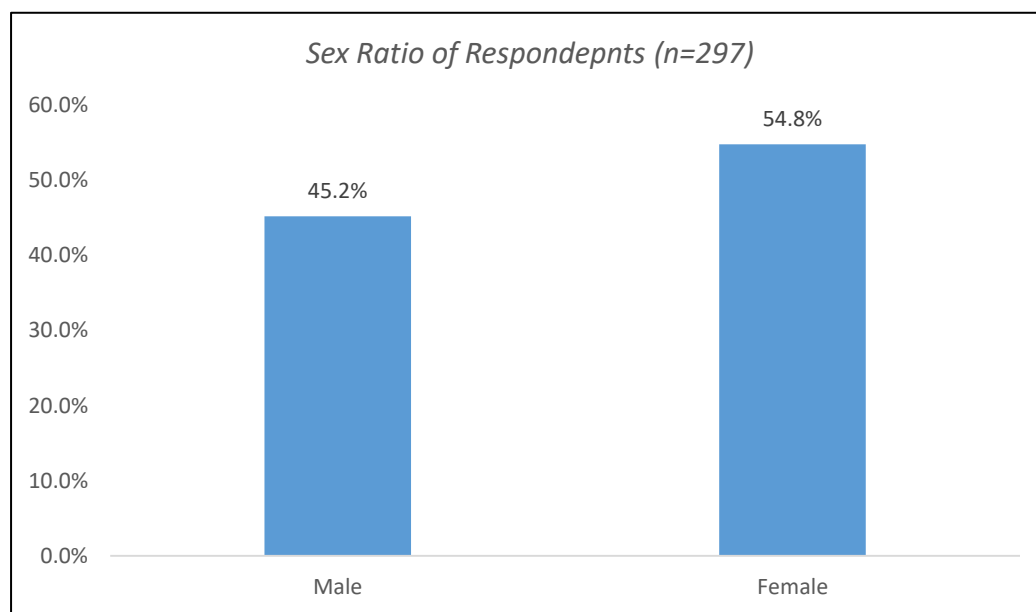
The findings presented in the endline report are aligned to the project performance indicators. This method is user-friendly because it allows for concise presentation of findings, which saves readers the task of reading bulky literature. More detailed findings are outlined in the survey data tables in Annex B.

3.1 Respondents' Characteristics

The quantitative data provide the hard evidence presented in the report. This is supported by anecdotes gathered from the KIIs and FGDs.

A total of 297 respondents participated in the survey. This constituted 54.8 percent females and 45.2 percent males – similar to the baseline survey exercise. The sample was selected from Cape Mount/Bomi (33.4%) (Bassa (33.1%), and Gbarpolu (33.4%).

Figure 2: Sex Ratio of Endline Survey Respondents



A third of respondents (34.8%) has no formal education; only 5.6 percent has achieved education above secondary school. About two in every three respondents (63.5%) are Christians, while a third (36.1%) is Muslims. The main economic activities respondents undertake are farming (42.8%) and business/trading (38.1%). Other economic activities include technician (3%), teacher (2.4%), driver (2.4%), and students (2.4%). In this sector, there are more than twice as many

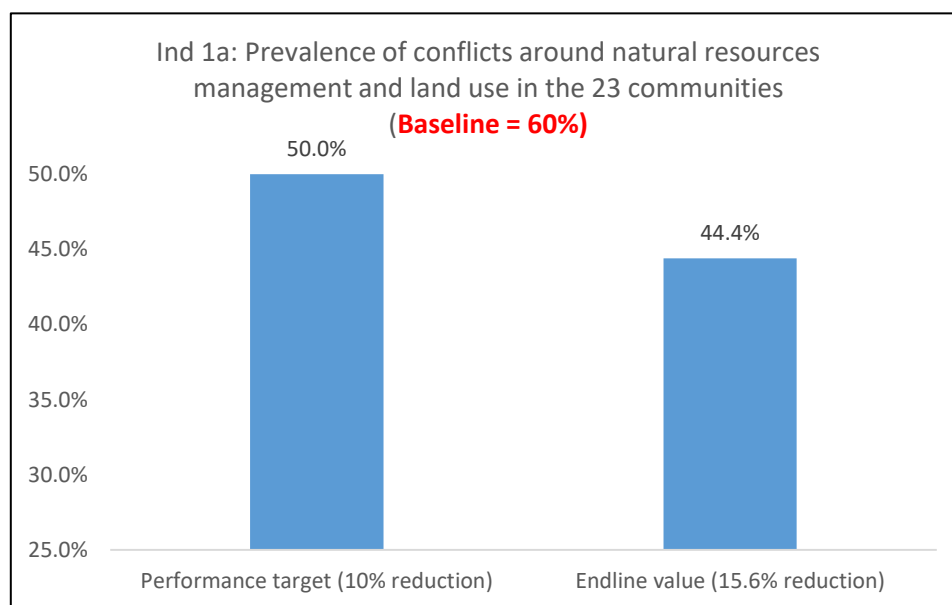
females (50.6%) than males (23%). The average age of respondents is 40 years. Well below a tenth (6.3%) of respondents reported that they are employees of any of the concession companies operating in their communities. Only two of the 14 employees are females.

3.2 Community Conflict Profile

The survey assessed respondents' perception about the broader development contexts in which the project operated. The study asked respondents about their overall satisfaction with life in their communities. More than a quarter of respondents (28.6%) said they are not satisfied with life in their communities. According to them, the main reasons for their dissatisfaction include unemployment (22.2%), bad roads (15.2%) and lack of access of safe drinking water (10.4%). Only 3.5 percent of the responses cited conflict issues as cause for overall dissatisfaction with life in the community.

Respondents were asked, ***“Are you aware of any situation or palava that could disturb the peace or cause conflict in this area?”*** Less than five in every ten (44.4%) respondents said “yes.”

Figure 3: Prevalence of Conflict Around NRM and Land



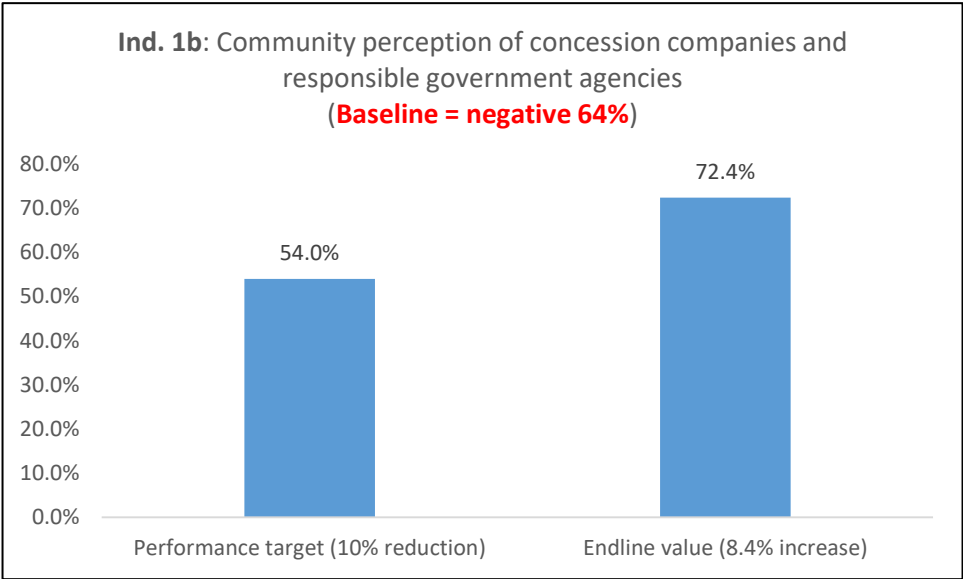
At baseline, 60% of respondents said “yes;” and the project aimed to reduce this by 10 percentage points (50%). Thus, an endline value of 44.4% suggests that the project achieved this

indicator with a 15.6 percentage-point reduction in reported level of conflict perception of respondents.

3.3 Community Perception about Concession Companies

The survey probed respondents about their perception towards the concession companies operating in their communities. They were asked, “***Do you think the concession companies here are working to help the citizens?***” Approximately three-quarters (72.4%) of respondents reported that they did not think the companies are working in the interest of the citizens.

Figure 4: Negative Community Perception Towards Concession Companies



As shown in Figure 4, the baseline value for this indicator was 64 percent. The project reasoned that after its interventions, the perception of the community members would improve. This would be shown by the expression of a more positive outlook about these companies. However, the end line finding suggests that community members seemed more negative about the companies. Instead of their negative perceptions decreasing from the 64 percent baseline value towards the proposed 54 percent performance target, it increased by 8.4 percentage points (72.4%).

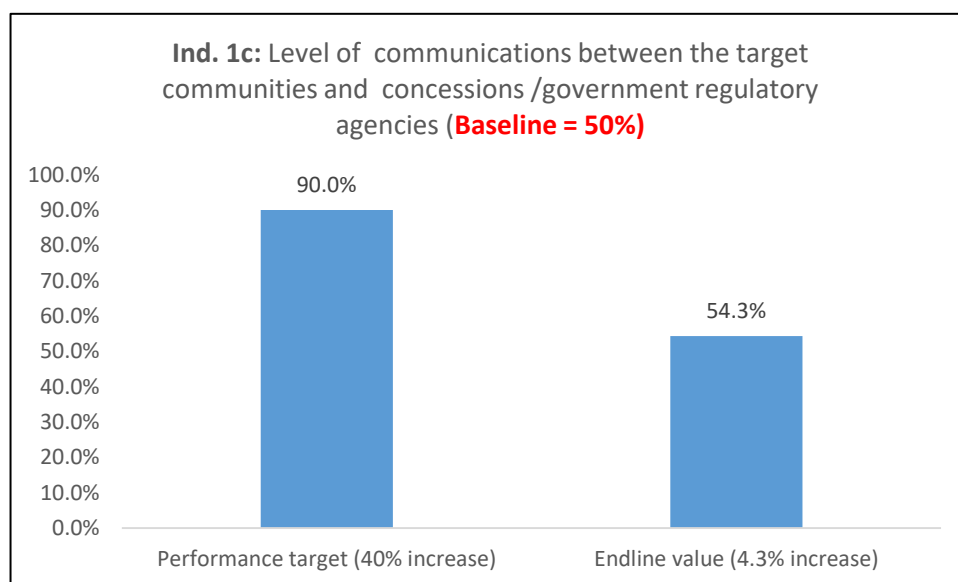
It is plausible that community members are learning more about their rights and the nature of concession agreements signed with these companies. This seems to make them increasingly

unhappy because they are not getting their just benefits. Furthermore, as other actors create awareness and advocacy around community rights in NRM and conservation, residents are getting more disillusioned. Besides, there are reports of the companies failing to create jobs or deliver on their social corporate responsibilities. Although a similar negative perception is directed at the government, there is a 17.3 percentage-point reduction from the baseline value (77.5%). The end line findings show that 60.2 percent of respondents do not think the government is working with the concession companies to protect the rights of the citizens. Majority of respondents believe the government makes laws or signs agreement that are not in the interest of the citizens (41.2%), or connives with companies to cheat the citizens (36.2%). On the other hand, those who expressed a positive view about the government's roles with the companies believe that the government consults with citizens (35.1%); work together with chiefs and community leaders (29.9%); and ensures the companies employ citizens (24.7 %).

3.4 Communication Between Local Communities and Concession Companies

The level of interactions between local communities and the concession companies was one key area of focus for the project. The project aimed to influence engagement and dialogues between the community members, as well as with the concession companies and government regulatory agencies.

Figure 5: *Level of Communications Between Communities and Companies*

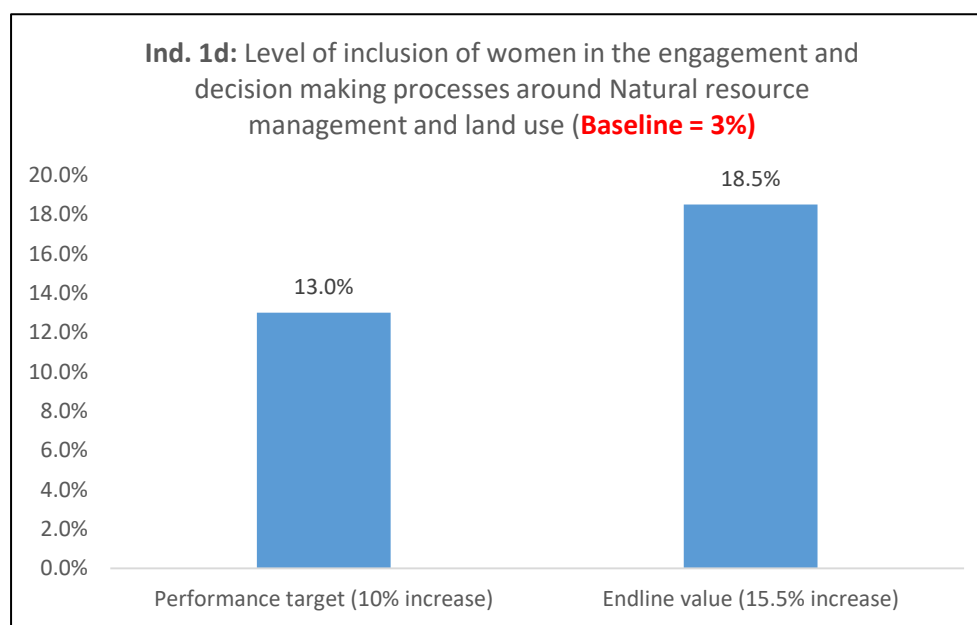


During the baseline survey, half of the respondents (50%) indicated that concession companies in the areas hold talks with the citizens. Although the value for this indicator increased to 54.3 percent (by 4.3 percentage point) at endline, the project fell short of achieving its performance target of 90%. It is likely that the 90 percent performance target set for this indicator is too ambitious. The main platforms for such discussions or talks include town hall meetings (73.3%) and general citizens meetings (57.5%).

3.5 Inclusion of Women NRM and Land Rights Conflict Resolution

The project advocated for the inclusion of women in the decision making processes around NRM and land use. The focus was to enhance the quality and volume of women's participation, not merely their presence in these processes. More so, this indicator is measured by the share of reported cases that show women's groups are engaged in activities such as awareness creation, advocacy, and solving conflicts around NRM and land use in their communities.

Figure 6: *Inclusion of Women in Solving NRM and Land Conflicts*

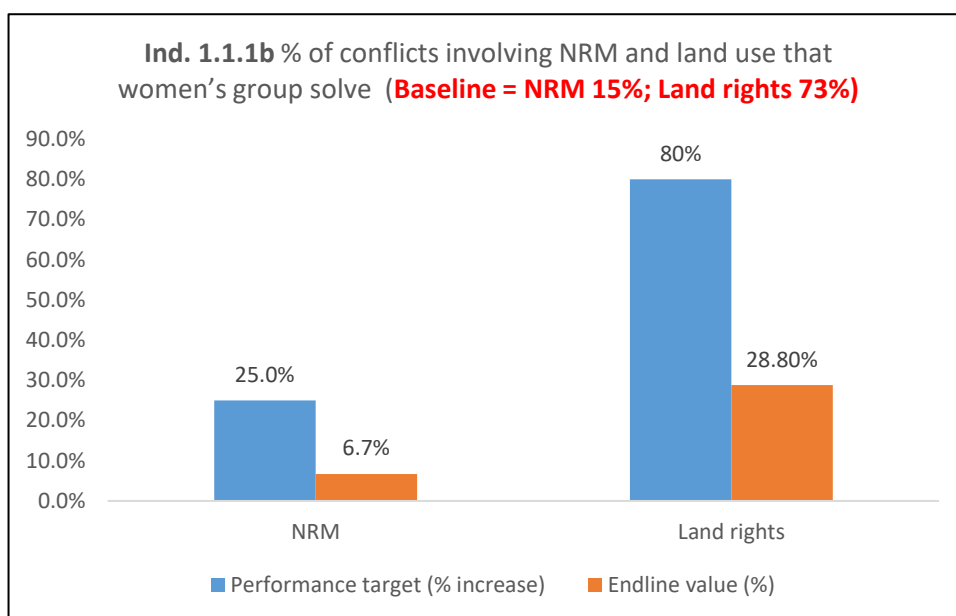


Only three percent (3%) of reported cases at baseline showed that women's group programs included activities on NRM (1%) and land rights (2%). At end line, 18.5 percent of respondents suggest that women's group solved NRM (14.8%) and land rights (3.7%) conflicts. This finding shows that the end line value for the indicator increased by 15.5 percentage points, exceeding the performance targets (13%) by additional 5.5 percentage points.

3.6 Share of NRM and Land Conflicts Solved by Women

Compared to the baseline (68%), there is a slight decline (66.7%) in the share of survey respondents who believe that women are confident in their abilities to solve conflicts on NRM and land use. Both males (62.2%) and females (70.7%) share this view. Findings from the end line determine that there is an overall improvement in the perception of respondents regarding conflict prevalence in their communities. Survey respondents were asked about the nature of conflicts that women's group solved.

Figure 7: NRM and Land Conflicts Women Solved



The project posits that as women become equipped with more knowledge and skills, they would increase their level of involvement in solving conflicts on NRM and land use. That is why it was proposed that by end line, the level of NRM conflicts that women's group solve would increase from 15 percent to 25 percent. Likewise, it was estimated that the level of land use conflicts that women's group solve would increase from 73 percent to 80 percent.

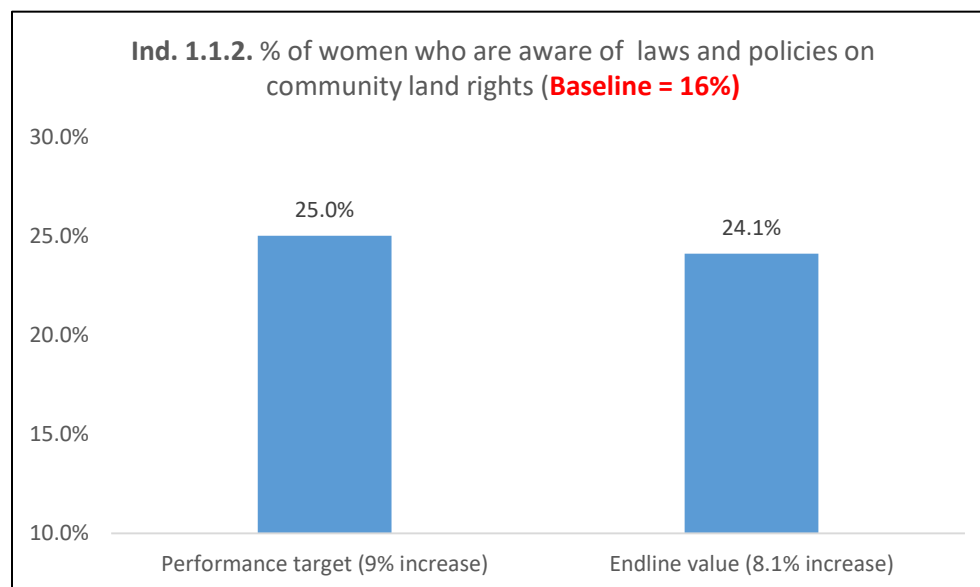
On the contrary, the end line findings reveal an unexpected decline in the levels of NRM (6.7%) and land use (28.8%) conflicts that women's group solved. It is probable that this decline does not necessarily suggest a failure to achieve object. Rather, it unearths a critical design error in setting the performance targets on this indicator.

There are two reasons that support this belief. First, since the project’s overall objective was to reduce conflict, it was contradictory to predict a spike in conflicts for women to solve. So, the performance target aimed for a reduction, not increase. Secondly, in addition to the project activities, other actors are educating local communities on non-violent approaches to peace and reconciliation. Through these interventions, community members may have learned more productive ways of handling their disagreements with the concession companies. Consequently, instead of engaging in violent altercations, they now exercise better negotiation and mediation skills. This prevents potential conflicts from escalating.

3.7 Women’s Knowledge about Land Rights Laws and Policies

The survey asked respondents if they were aware of any laws or policies that government has in place regarding concession and community land rights. During the baseline, 16 percent of women reported that they were aware of such laws and policies.

Figure 8: *Women's Knowledge of Laws and Policies on Community Rights*



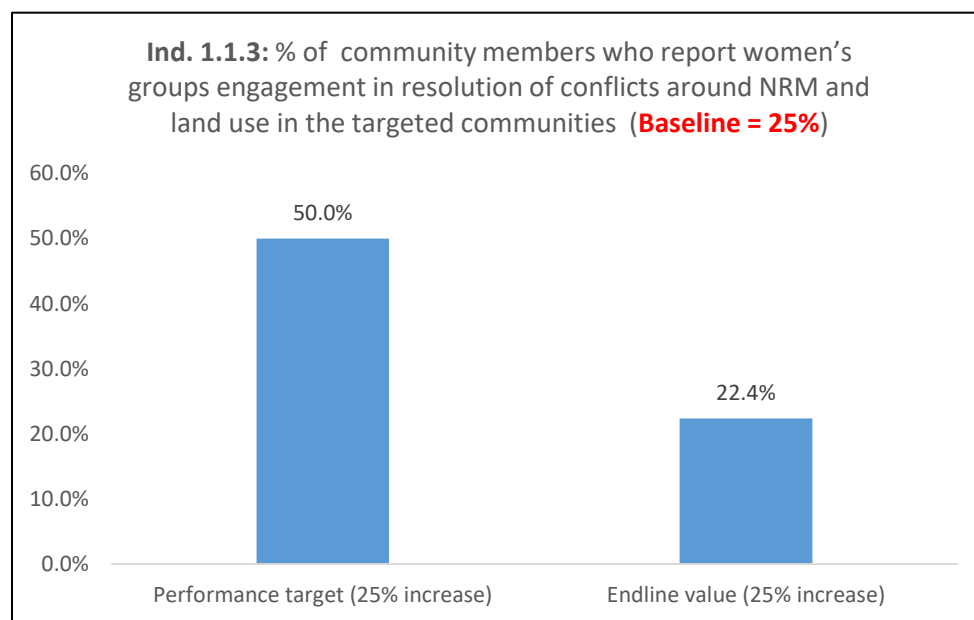
The project achieved the target of increasing women’s knowledge about community land rights laws and policies. As shown in Figure 8, knowledge level increased from 16 percent in the baseline to 24.1 percent in the endline, only a fraction shy of hitting the 25 percent target.

Additionally, accordingly to project progress reports, it is determined that 23 women's group undertake awareness raising on community land rights.

3.8 Women's Involvement in NRM and Land Conflicts Resolution

The findings from both surveys show that no meaningful change was made in community members' perceptions about the level of engagement of women's groups in solving NRM and land related conflicts.

Figure 9: *Community Perception and NRM and Land Conflicts Women Solved*



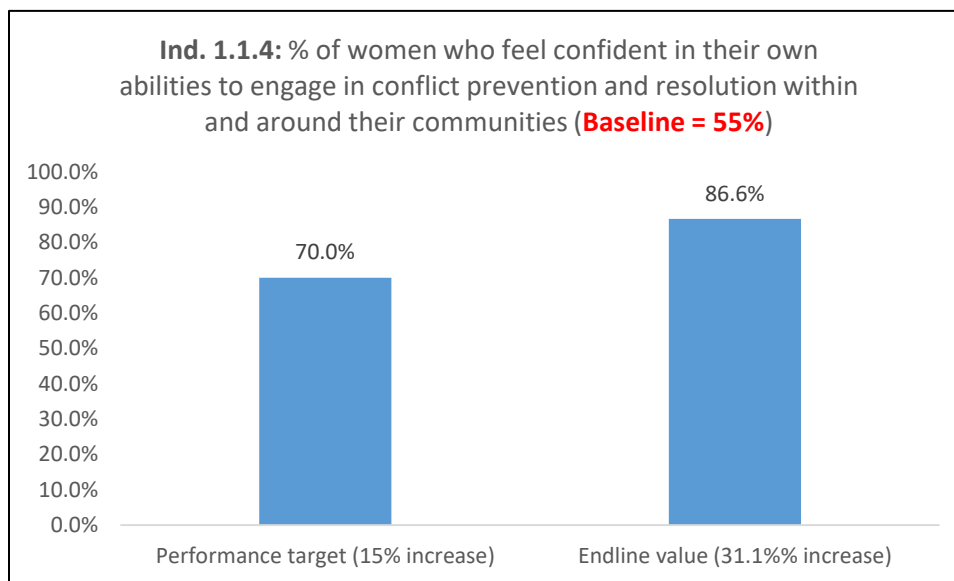
Findings from the baseline survey determine that one in every four respondents (25%) reported that women's groups were engaged in solving conflicts about NRM and land use. The project envisaged that this level of engagement would increase to 50 percent at the end line. However, the end line findings show that the target was not achieved. Besides, the end line value (22.4%) was slightly lower than baseline value (25%).

The circumstances around this finding are similar to the earlier discussion regarding the general reduction in community's perception about conflict prevalence. The general argument is that since conflict level is decreasing, the level of women's involvement in solving said conflict will shrink instead of swell.

3.9 Women's Confidence in Solving NRM Conflicts

The endline assessed the level of confidence of women in engaging and solving conflicts in the communities. First, all respondents were asked to give their opinion about the level of confidence of women in this direction. Overall, 89.2 percent of respondents reported that women are either confident or very confident. However, the project aimed to particularly influence the women's assessment of themselves.

Figure 10: *Women's Level of Confidence in Solving Conflicts*



At baseline, 55 percent of women reported that they were confident in their own abilities. Though the project proposed to increase this value to 70 percent at endline, the actual value achieved is 86.6 percent, 16.6 percentage points above the performance target.

3.10 Concession Community Development Structure

Table 1: *Number of Concession Community Development Structures Established*

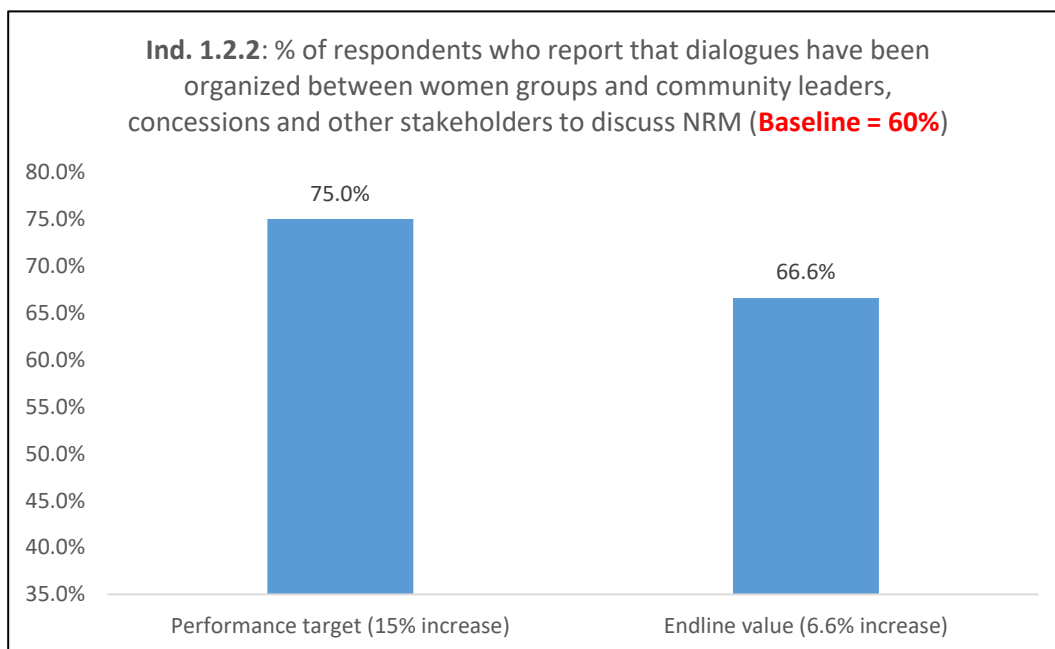
Ind. 1.2.2: Number of Concession Community Women Development Structure	
Baseline	0
Endline	23

The project achieved the 100 percent target of establishing 23 women-led Concession Community Women Development Structures in the target communities.

3.11 Organization of Dialogues with Women Groups

In each of the 23 target communities, women's groups were established, namely the Concession Communities Women Development Structures. This was a platform for women to engage with community leaders, concession companies and other stakeholders to discussion NRM, including land.

Figure 11: *Dialogue Between Women and NRM Stakeholders*

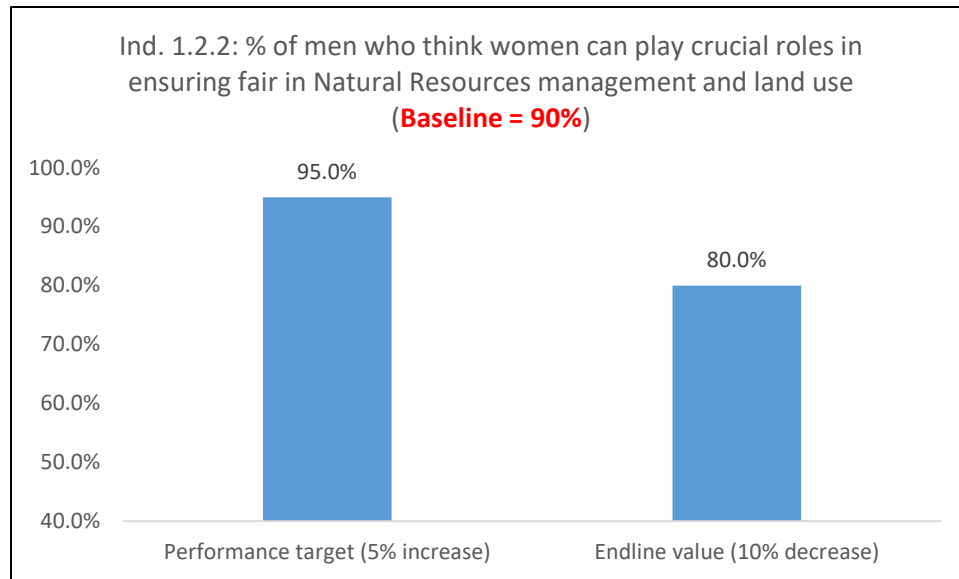


The baseline value for this indicator was 60 percent, and the project aimed to increase this value to 75 percent at the endline, a 15 percentage-point increase. Though the value increased to 66.6% at endline, it was not sufficient to meet the target.

3.12 Attitude of Men Towards Women's Engagement in NRM Issues

The attitude of men towards women's involvement in NRM issues was an area of interest to the project. However, this was one indicator that recorded a high value at the baseline survey. At that time, it was found that nine in every ten men felt that community leaders are willing and open to support women's group participation in NRM issues.

Figure 12: *Community Willingness and Openness to Women's Involvement in NRM*

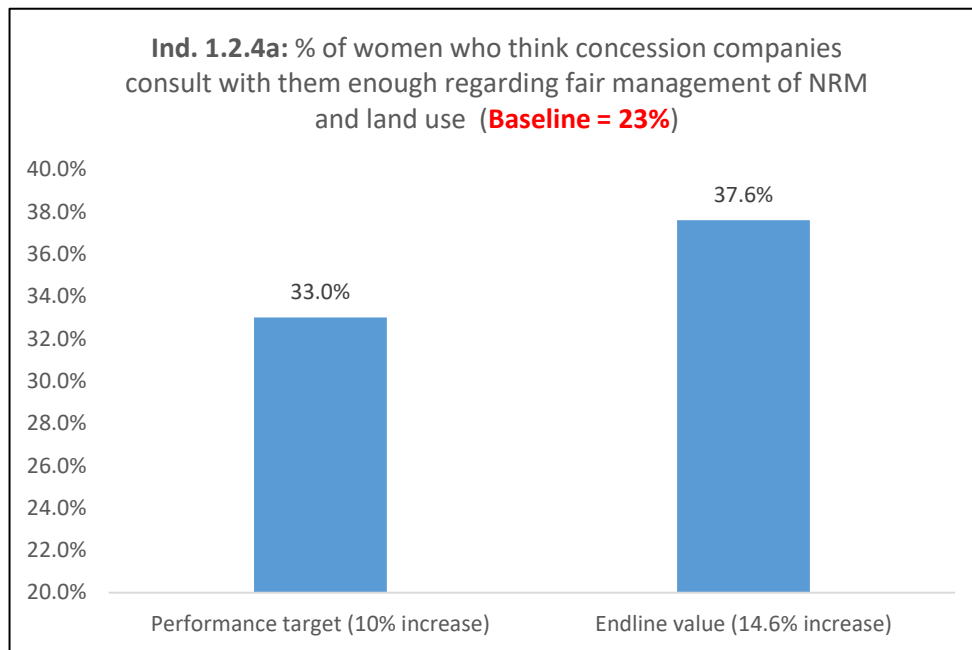


With a baseline value of 90 percent, the project hoped to increase this to 95 percent at the endline. However, instead of increasing, the endline value decreased to 80 percent, recording a 10 percentage-point decline from the baseline. Nevertheless, women overwhelmingly reported that community leaders support their involvement in NRM issues.

3.13 Concession Companies Engagement with Women Groups

The project aimed to increase women's participation in NRM and land use issues. One way to achieve this was to strengthen engagement between the women's group and the concession companies in their communities. This result was measured through a proxy indicator that assessed the extent to which women were able to gather information about the concession companies in their various communities.

Figure 13: Women's Access to Information on NRM



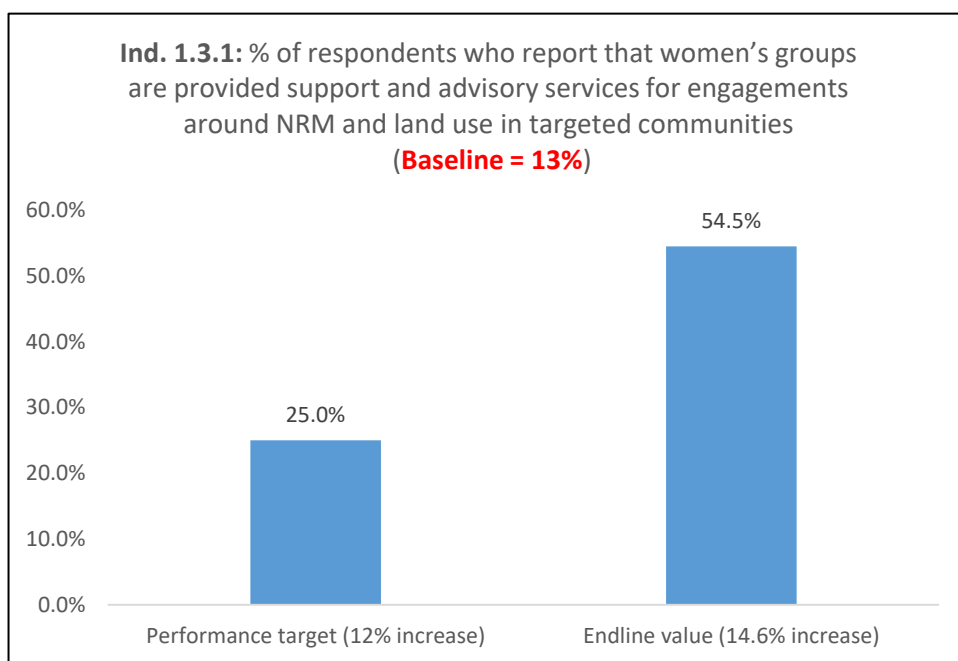
At baseline, 23 percent of women reported that they knew where to gather information about the companies in their communities. The project proposed to increase this value to 33 percent at the endline, a 10 percentage-point increase. As shown in Figure 13, by the endline 37.6 percent of women reported that they know where to gather information – that is 4.6 percentage points more than the performance target.

In similar respect, the project also proposed to strengthen interaction between the women and the companies by encouraging them to collaborate with women in the delivery of essential social services in the target communities. The baseline value for indicator 1.2.4b (**% women who report that the concession companies engage them in delivery of services**) was zero percent. This means none of the women surveyed reported such level of collaboration with the companies. The project aimed to effect a 10 percentage-point increase in this value. The endline value recorded is 6.7 percent. However, this result represents only one women (from the 15 women who answered this question). Hence, it can be adjudged that no meaningful change was made on this indicator.

3.14 Women Groups' Advisory Services

In order for women's groups to effectively engage with relevant NRM and land use stakeholders, they needed capacity building and ongoing technical support. The project organized the women into groups or strengthened existing groups and established local community platforms called the Concession Community Women Development Structures (CCWDS). Through these structures women's groups received support and advisory services to effectively carry out their activities.

Figure 14: Availability of NRM Support and Advisory Services



During the baseline survey, only 13 percent of respondents reported the existence of such groups to support women. The finding shows an end line value of 54.5 percent, more than twice the 25 percent performance target. This finding suggests that the performance target was exceeded 3.5 times what was projected.

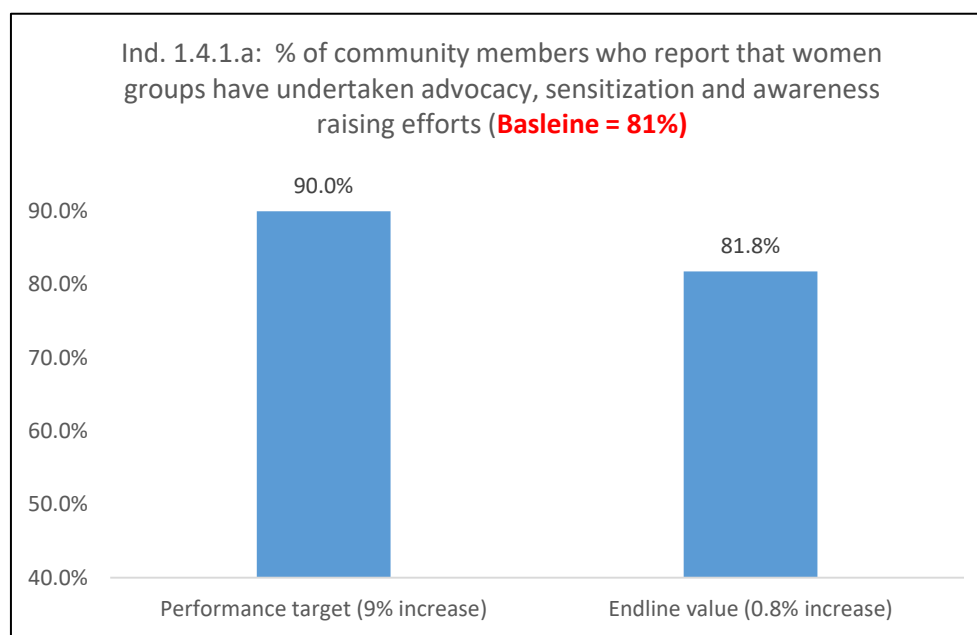
The project also planned to work with trade and labor unions, through the CCWDS, leveraging these structures as viable entry points for engaging with concession companies. During the baseline, zero percent of respondents were aware of such engagements, since no CCWDS was established. The project aimed to increase public awareness of women's work with trade and

labor unions to 10 percent. However, neither the survey nor the progress reports gathered data on this level of engagements. It is not clear if such labor and trade unions exist in these communities. The women engaged directly with workers, who are not necessarily organized into unions.

3.15 Women's Advocacy and Sensitization

Women's groups created awareness and sensitized the public about various issues affecting their communities, including health, human rights, child protection, economic livelihoods, etc. For this indicator, majority of the respondents reported that women's groups in the communities were engaged in some forms of awareness raising and public sensitization efforts.

Figure 15: Public Awareness on Women's Advocacy and Sensitization



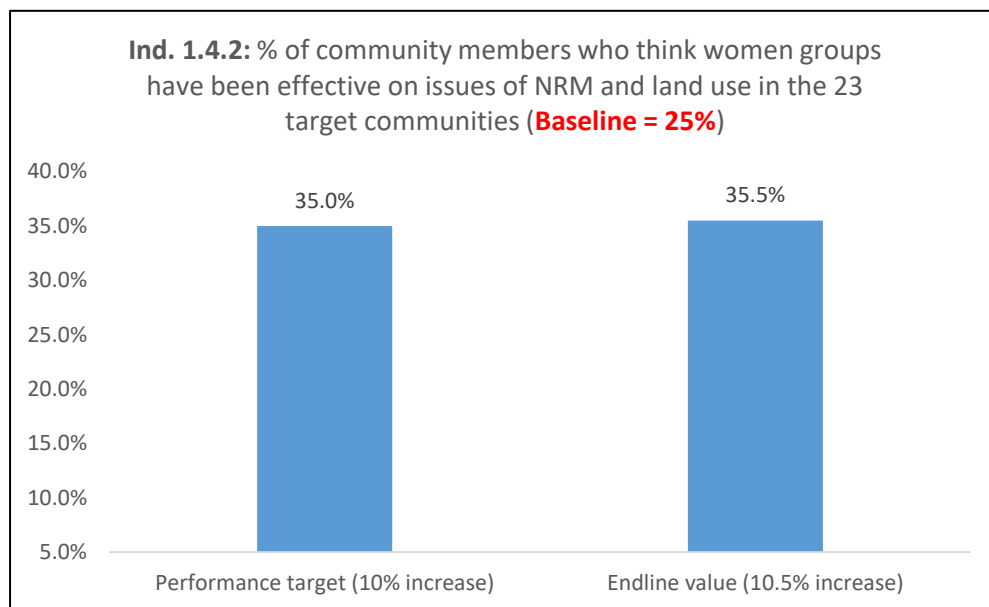
At the baseline, 81 percent of respondents reported that women's groups engaged in awareness and sensitization activities. The project aimed to increase this value to 90 percent at end line, benchmarking a 9 percentage-points performance target. The end line value recorded is 81.8 percent, which shows that there was virtually no change between the baseline and end line values. The 0.8 percentage-point increase was not sufficient to reach the proposed target.

A second aspect of the output is an indicator to measure the extent to which the awareness and sensitization activities specifically covered NRM and land (**Ind. 1.4.1b: % of community members who report women's group are working on issues around NRM and land use in their communities**). The baseline value was 5 percent, and the end line recorded 18.5 percent. This is 8.5 percentage points in excess of the 10 percent point performance target.

3.16 Women Groups' Effectiveness on NRM and Land Issues

Women's groups were engaged in awareness creation and sensitization, as well as solving conflicts on NRM and land issues in the 23 communities.

Figure 16: Community Perception About Women's Effectiveness in NRM Work

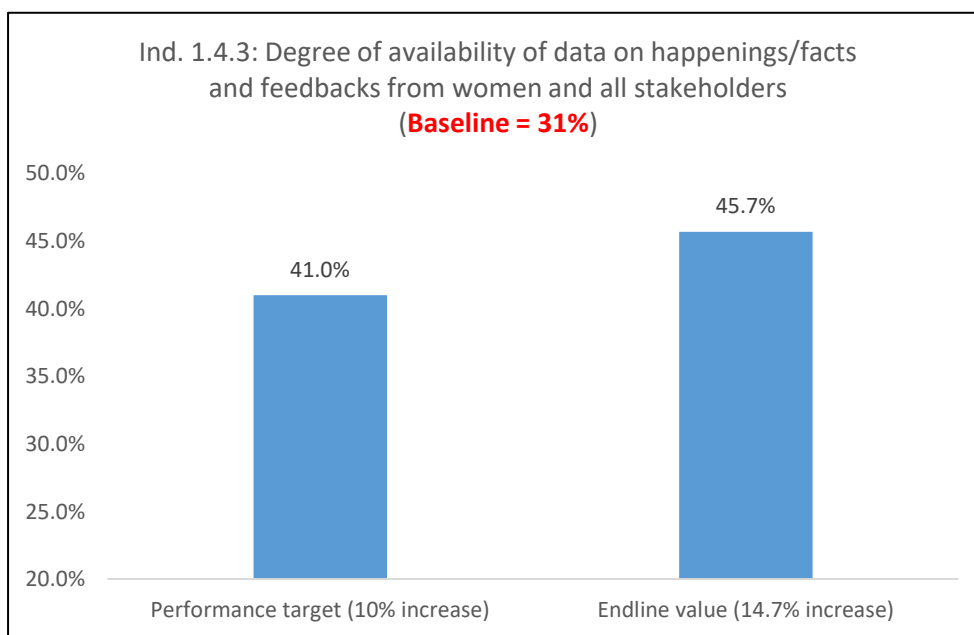


The project exceeded this performance indication by 0.5 percentage points. From a baseline value of 25 percent, it was projected a 10 percentage-points increase in the end line value. Hence, this performance target was achieved with an end line value of 35.5 percent.

3.17 Access to Information on NRM and Land Issues

As women's group created awareness and sensitized local communities, more residents reported knowing where to gather information about the concession companies in their areas.

Figure 17: *Women's Access to NRM Information*



During the baseline survey, about one-third (31 percent) of respondents reported that they knew where to gather information about the concession companies working in their areas. By the end line, the share of respondents reporting such knowledge increased to 45.7 percent – a 14.7 percentage-points increase from the baseline value. Therefore, it can be concluded that the project over achieved its target on this indicator.

Women tend to gather information from their spouses (32.1 percent), radio (25 percent) and company bulletins (20.2 percent).

Furthermore, 57 percent of respondent reported the availability of grievance redress mechanism, compared to baseline value of 35.4 percent. This shows a 21.6 percentage-points increase in the share of respondents knowing where to take their complaints. The common places to take complaints include local government offices (96.8%) and police stations (7.1%).

4. CONCLUSION AND RECOMMENDATIONS

Findings from the end line survey demonstrates that the project achieved remarkable level of success. This is demonstrated by relevant quantitative and qualitative evidence showing that performance targets were achieved. The project's results framework contains 21 performance indicators. For the purpose of this report, the level of accomplishment is divided into three categorized: 1) over achieved/achieved, 2) under achieved, and 3) no improvement noted.

These findings suggest that half of the indicators (52 percent) are placed in category one; that is, the performance targets are either achieved or exceeded. Nineteen percent of the indicators are ranked in category two (under achieved). This means although some change was made, the end line values do not show good evidence that the performance target was achieved. The third category represents about a quarter of the indicators whose end line values were found to be less than the baseline values, suggesting that no change was made in those result areas (Annex A).

These findings provide strong clues on the level of efforts invested in this project. There is decline in community perception about prevalence of conflicts. Nonetheless, community members harbor deepening negative outlook about companies and government agencies. Anecdotes suggest that women play a crucial role in NRM decision-making processes. They engage with stakeholders, created awareness and sensitize the public. These activities may have endowed residents with knowledge and skills to handle their disagreements through non-violent means. Additionally, this initiative also supported the establishment of grievance redress mechanisms at community levels. Aggrieved residents use these mechanisms to register their complaints and pursue the path of dialogue, instead of engage in violent disputes with companies or government regulatory agencies.

These findings should, however, not be misconstrued that existing and looming conflict drivers have been mitigated or eliminated. Rather, the end line findings are indicative of the project's contribution to helping local communities learn peaceful methods of expressing their grievances.

They have learned to utilize more effective channels for addressing their disagreements. This is why the report tells a story of deepening negative perception towards concession companies and government regulatory agencies, despite general reduction in conflict prevalence.

There is an area of apparent anomaly in the end line results. This affected the achievement of the indicator measuring the level of engagement of women's groups in solving NRM and land conflicts. The project supported women to cultivate more knowledge and skills, in order to increase their level of involvement in solving conflicts about NRM and land use. However, the findings show a decline in the proportion of NRM and land conflicts solved by the women's groups.

Perhaps, this result reflects a design error in setting the direction of the performance target for the indicator, instead of a failure to achieve target. This reasoning is supported by the argument that since the project's overall objective was to reduce conflict, it was contradictory to predict a spike in conflict. Therefore, the performance target should have been set to measure a reduction in NRM and land conflicts solved by women, not the opposite.

Based on these findings, following recommendations are proffered for consideration:

1. When the underlying theory predicts an overall reduction in level of conflicts, the performance targets should be set to measure a decrease in share of conflicts.
2. For indicators whose baseline values are particularly low or high, care should be taken to avoid setting performance targets that are overly ambitious.
3. Educare needs to strengthen linkages with other civil society, conservation and community rights actors to sustain support for Concession Community Women Development Structures after the project.
4. The end line survey does not adequately tell the story of the remarkable success of the project. Therefore, it is recommended that Educare commissions an independent end of project evaluation to combine these findings with an in-depth analysis of the project's implementation contexts and engage broader NRM stakeholders.

Annex A: Performance Indicators Status Table

PERFORMANCE INDICATORS STATUS TABLE							
No.	Indicator Type	Indicator Code	Baseline Value	Performance Target	Endline Value	Status Color Code	Comment
1	Outcome Indicator	1a	60%	Reduce to 50%	Reduced to 44.4%		Over achieved
2		1b	64%	Reduce to 54%	Increased to 72.4%		No improvement noted
3		1c	50%	Increase to 90%	Increased to 54.3%		Under achieved
4		1d	3%	Increase to 13%	Increased to 18.5%		Over achieved
5	Output 1.1	1.1.1a	68%	Increase to 80%	Reduced to 66.7%		No improvement noted
6		1.1.1b NRM Land	15% 73%	Increase to 25% Increase to 80%	Reduced to 6.7% Reduced to 28.8%		No improvement noted
7		1.1.2a	16%	Increase to 25%	Increased to 24.1%		Achieved
8		1.1.2b	0	Increase to 13	Increased to XX		Achieved
9		1.1.3	25%	Increase to 50%	Reduced to 22.4%		No improved noted
10		1.1.4	55%	Increase to 70%	Increased to 86.6%		Over achieved
11		1.2.1	0	Establish 20	Established 20		Achieved
12	Output 1.2	1.2.2	60%	Increased to 75%	Increased to 66.7%		Under achieved
13		1.2.3	90%	Increase to 95%	Reduced to 80%		No improvement noted
14		1.2.4a	23%	Increase to 33%	Increased to 37.6%		Over achieved
15		1.2.4b	0%	Increase to 10%	Increased to 6.7%		Under achieved
16		1.3.1	13%	Increased to 25%	Increased to 54.5%		Over achieved

Annex A: Performance Indicators Status Table

PERFORMANCE INDICATORS STATUS TABLE							
No.	Indicator Type	Indicator Code	Baseline Value	Performance Target	Endline Value	Status Color Code	Comment
17	Output 1.3	1.3.2	0%	Increased to 10%	-		No data
18		1.4.1a	81%	Increase to 90%	Increased to 81.8%		Under achieved
19	Output 1.4	1.4.1b	5%	Increase to 10%	Increased to 18.5%		Over achieved
20		1.4.2	25%	Increase to 35%	Increased to 35.5%		Over achieved
21		1.4.3	31%	Increase to 41%	Increased to 45.7%		Over achieved

Annex B: Endline Survey Data Tables

Table 2: Negative Perception of Companies Towards Concession Companies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	160	53.9	72.4	72.4
	Yes	61	20.5	27.6	100.0
	Total	221	74.4	100.0	
Missing	System	76	25.6		
Total		297	100.0		

Table 3: Level of Satisfaction with Work of Concession Companies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly satisfied	11	3.7	5.0	5.0
	Satisfied	52	17.5	23.5	28.5
	Neutral	15	5.1	6.8	35.3
	Dissatisfied	99	33.3	44.8	80.1
	Very dissatisfied	44	14.8	19.9	100.0
	Total	221	74.4	100.0	
Missing	System	76	25.6		
Total		297	100.0		

Table 4: Community Perception About Women's Confidence in Solving NRM and Land Conflicts

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very confident	33	11.1	11.1	11.1
	Confident	165	55.6	55.6	66.7
	Neutral	63	21.2	21.2	87.9
	Not confident	33	11.1	11.1	99.0
	Very unconfident	3	1.0	1.0	100.0
	Total	297	100.0	100.0	

Table 5: Share of NRM and Land Conflicts Solved by Women

			Cases Type Solved by Women GroupsQ509 ^a						Total
			Ethnic/tribal tensions	Corruption	Social relations (i.e. youth / elders, cultural, etc.)	Land or property disputes	Natural resources	Local politics (i.e. leadership of the county administration)	
Has the women's group here participated in solving any conflict around concession companies and land issues in the past one year?	Yes	Count	3	15	45	30	7	4	104
		% within Q508	2.9 %	14.4%	43.3%	28.8%	6.7%	3.8%	
Total		Count	3	15	45	30	7	4	104

Table 6: Women's Awareness of Laws and Policies on Community Rights

			Awareness of Laws and Policies			Total
			Yes	No	Don't Know	
Are you aware of any laws of documents that the government has in place about concession companies and community rights?	Sex	Count				
	Males	135	30.7%	33.3%	26.9%	100%
	Females	162	48.1%	24.1%	27.8%	100%
Total		297	43.1%	28.3%	28.6%	100%

Table 7: Community Willingness and Openness to Support Women's Inclusion in NRM Issues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very willing and open	5	1.7	22.7	22.7
	Willing and open	15	5.1	68.2	90.9
	Not willing and open	1	.3	4.5	95.5
	Very unwilling and unopen	1	.3	4.5	100.0
	Total	22	7.4	100.0	
Missing	System	275	92.6		
Total		297	100.0		

Table 8: Availability of NRM Advisory Support for Women's Group

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	6	2.0	18.2	18.2
	Yes	18	6.1	54.5	72.7
	Don't know	9	3.0	27.3	100.0
	Total	33	11.1	100.0	
Missing	System	264	88.9		
Total		297	100.0		

Table 9: Women's Group Involvement in NRM Awareness and Sensitization

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1	.3	3.0	3.0
	Yes	27	9.1	81.8	84.8
	Don't know	5	1.7	15.2	100.0
	Total	33	11.1	100.0	
Missing	System	264	88.9		
Total		297	100.0		

Table 10: Level of NRM Activities Undertaken by Women's Groups

		Responses		Percent of Cases
		N	Percent	
Issues Addressed during Public Awareness	Peacebuilding	27	38.6%	100.0%
	Sexual Gender Based Violence	6	8.6%	22.2%
	Economic empowerment and livelihoods	12	17.1%	44.4%
	Agriculture productivity	10	14.3%	37.0%
	Natural renouncement management	4	5.7%	14.8%
	Land rights	1	1.4%	3.7%
	Health and sanitation	7	10.0%	25.9%
	Human Rights	3	4.3%	11.1%
Total		70	100.0%	259.3%

Table 11: Women's Organization of NRM Dialogues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	1	.3	3.0	3.0
	Yes	22	7.4	66.7	69.7
	Don't know	10	3.4	30.3	100.0
	Total	33	11.1	100.0	
Missing	System	264	88.9		
Total		297	100.0		

Table 12: Level of Collaboration of Women to Deliver Services

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	22	7.4	66.7	66.7
	Yes	2	.7	6.1	72.7
	Don't know	9	3.0	27.3	100.0
	Total	33	11.1	100.0	
Missing	System	264	88.9		
Total		297	100.0		

Table 13: Degrees of Access to Information on NRM in Local Communities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	73	24.6	33.0	33.0
	Yes	101	34.0	45.7	78.7
	Don't know	47	15.8	21.3	100.0
	Total	221	74.4	100.0	
Missing	System	76	25.6		
Total		297	100.0		

Table 14: Common Sources of NRM Information

		Responses		Percent of Cases
		N	Percent	
Information Source about Concession Company	Radio	35	20.8%	34.7%
	Company bulletin	41	24.4%	40.6%
	Town chief and elders	27	16.1%	26.7%
	Spouse and friends	50	29.8%	49.5%
	Town hall meetings	10	6.0%	9.9%
	Mobile phone hotline	1	0.6%	1.0%
	Other specify	4	2.4%	4.0%
Total		168	100.0%	166.3%

Table 15: Availability of Grievance Redress Mechanisms

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	45	15.2	20.4	20.4
	Yes	126	42.4	57.0	77.4
	Don't know	50	16.8	22.6	100.0
	Total	221	74.4	100.0	
Missing	System	76	25.6		
Total		297	100.0		

Table 16: Structures for Registering Complaints

		Responses		Percent of Cases
		N	Percent	
Complaint Centers Q704 ^a	Local government offices	122	87.1%	96.8%
	Police station	9	6.4%	7.1%
	Headquarters in Monrovia	1	0.7%	0.8%
	Ministry of Internal Affairs	7	5.0%	5.6%
	Other Specify	1	0.7%	0.8%
Total		140	100.0%	111.1%

APPENDIX C: Baseline Survey Questionnaire

Educare Peacebuilding Fund (PBF) Project

"Strengthening Women's Right and Participation in Peacebuilding"

ENDLINE SURVEY QUESTIONNAIRE

GENERAL INFORMATION

ENUMERATOR'S ID#: _____ SEX OF RESPONDENT: _____

COUNTY: _____ COMMUNITY: _____

NATURAL RESOURCE ACTIVITY: _____ DATE: _____

Hello, my name is _____. I am part of a team that is conducting a survey on *"Women's Right and Participation in Peacebuilding"* We have been sent by an NGO called Educare to conduct this survey to understand how women can support peacebuilding in Liberia. I do not represent the Government or any political party.

I would like to ask you some questions about your views and experiences with conflicts in your community, and how women are working to bring peace in the community. We are not trying to find out about any specific people or to find out fault about anybody. But want to understand how women can support peace and stability in Liberia. The questions are not about wrong or right answers. The interview will take about 15-20 minutes.

We don't need to know your name and we will not be recording anything that will hurt you or your community. Anything that you say will be used just for the report, and your name will not be included in any report. If I ask a question that you don't want to answer, just let me know then I will go to next question, and you can stop the interview at any time. If you do not understand any question, please let me know so I can explain better.

Would you like to take part in this survey?

Thank you for agreeing to take part in this research survey.

=====

1.0 RESPONDENT PROFILE

101 What is the main thing you do for your living?

- 1) Student
- 2) Farmer
- 3) Driver
- 4) Civil servant
- 5) Social/community worker
- 6) Military/security officer
- 7) Business/trader
- 8) Teacher
- 9) Medical worker
- 10) Technician
- 11) Homemaker
- 12) Casual labor
- 13) Professional (lawyer, accountant, engineer, etc.)
- 14) Others: Specify _____

102 How old are you? (*Probe respondent to estimate age, if not known*)

_____ (age in years)

103. How far did you stop in school?

- 1) None
- 2) Primary
- 3) Junior High
- 4) Senior high
- 5) Technical/vocational
- 6) University
- 7) University+

104. What is your marital status?

- 1) Single
- 2) Married
- 3) Co-habiting
- 4) Divorced
- 5) Separated
- 6) Widow
- 7) Widower

105. What religion do you practice?

- 1) Christian
- 2) Muslim
- 3) Traditional African Religion
- 4) No religion
- 5) No response
- 6) Others specify: _____

=====

2.0 COMMUNITY CONFLICT PROFILE

201. All in all, are you satisfied with life in this community?

- 1) YES (Go to Q203)
- 2) NO

202 Why are you not satisfied with life in this community? (*Select all that apply*)

- 1) Unemployment
- 2) Low/irregular salary
- 3) Bad roads
- 4) Poor education facilities
- 5) No training programs for youth
- 6) Lack of business opportunities
- 7) Lack of access to health care
- 8) Lack of access to safe drinking water
- 9) Insecurity
- 10) Human rights abuse
- 11) Conflict
- 12) Others specify: _____

203 Do you know of anything that can cause big confusion or trouble and spoil peace in this area?

- 1) YES
- 0) NO (Go to Q301)

204. What is this confusion about? (*Select all that apply*)

- 1) Ethnic/tribal tensions
- 2) Religious disputes
- 3) Corruption ¹
- 4) Social relations (i.e. youth / elders, cultural, domestic, etc.)
- 5) Land or property disputes
- 6) Natural resources
- 7) Local politics (i.e. leadership of the county administration)
- 8) Border disputes
- 9) Boundary disputes
- 10) Others specify: _____

205. Who are the main people involved in this confusion? (*Select all that apply*)

- 1) Companies and citizens
- 2) Companies and workers
- 3) Ethnic groups
- 4) Group of families
- 5) Youth and elders
- 6) Security forces and citizens
- 7) Others specify: _____

=====

3.0 COMMUNITY PERCEPTION

301. Are there concession companies working in the area?

- 1) YES
- 0) NO (Go to Q501)

302. What are the names of the concession companies that you know are working in this area?

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____

303. Are you employed with any of the concession companies in this area?

- 1) YES
- 0) NO

¹ Lack of accountability and transparency, misuse of public and corporate resources. etc.

304. What kind of work are the concession companies doing? (*Select all that apply*)

- 1) Palm plantation
- 2) Rubber plantation
- 3) Gold / diamond mining
- 4) Timber and Logging
- 5) Rock crushing
- 6) Iron ore mining
- 7) Others specify: _____

305. Do you think the concession companies here are working to help the citizens?

- 1) YES
- 0) NO
- 2) Both

306. Why do you think so? (*Select all that apply*)

- 1) Provide job creation and employment
- 2) Livelihood creation
- 3) Capacity development
- 4) Increase in agricultural production (i.e., food security)
- 5) Revenue generation
- 6) Promote local development
- 7) Strengthens local authorities
- 8) Takes away farm land
- 9) Pollutes water sources
- 10) Destroys sacred shrines
- 11) Undermines local authorities
- 12) Damaging roads
- 13) Scarcity of forest products
- 14) Failure to provide social services
- 15) Sexual exploitation of locals
- 16) Corruption
- 17) Others specify: _____

307. All in all, how satisfied are you with the work the concession companies are doing in this area?

- 1) Very satisfied
- 2) Satisfied
- 3) Neutral
- 4) Dissatisfied
- 5) Very dissatisfied

308. Do you think the government people are working with the concession companies for the citizens to get what they supposed to get?

- 1) YES
- 0) NO

309. Why do you think so? (Select all that apply)

- 1) Make companies to employ citizens
- 2) Consults with citizens
- 3) Work together with chiefs and community leaders
- 4) Makes sure companies provide basic services
- 5) Provides special services for women
- 6) Connive with companies to cheat citizens
- 7) Make laws or agreements not in the interest of citizens
- 8) Do not respect chiefs and community leaders
- 9) Intimidate/harass citizens
- 10) Others specify: _____

=====

4.0 COMMUNITY PARTICIPATION IN CONCESSION DECISION MAKING

401. Did community members take part in the decision that brought the concession company here?

- 1) YES
- 0) NO (Go to Q403)
- 2) Don't know (Go to Q403)

402. Did both men and women take part in these meetings?

- 1) YES
- 0) NO
- 2) Don't know

403. Since the concession companies started work in this community, do they hold talks with the citizens?

- 1) YES
- 0) NO (Go to Q501)
- 2) Don't know (Go to Q501)

404. How do they carry out these talks? (Select all that apply)

- 1) Town hall meeting
- 2) General citizens meeting
- 3) County council meetings
- 4) Meeting with chiefs and elders
- 5) Others specify: _____

405. How often are these talks held?

- 1) Monthly
- 2) Quarterly
- 3) Semi annually
- 4) Annually
- 5) Others specify: _____

406. Are women in this community included in these talks??

- 1) YES
- 0) NO
- 2) Don't know

=====

5.0 WOMEN RIGHTS AND PARTICIPATION

501. Are there any women's group or association working in this area?

- 1) YES
- 0) NO (Go to Q504)
- 2) Don't know (Go to Q504)

502. What are the things this group works on? *(Select all that apply)*

- 1) Peacebuilding
- 2) Sexual Gender Based Violence
- 3) Economic empowerment and livelihoods
- 4) Social empowerment
- 5) Agriculture productivity
- 6) Natural resource management
- 7) Land rights
- 8) Health and sanitation
- 9) Child protection
- 10) Human Rights
- 11) Others specify: _____

503. What other things do you think the women's group should be working on? *(Select all that apply)*

- 1) Climate change
- 2) Local government
- 3) Training and capacity building
- 4) Harmful traditional practices
- 5) Others specify: _____

504. Would you encourage women from your family to be members of any women's group in this area?

- 1) YES
- 0) NO

505. How well do you think women are confident in themselves to solve confusion around concession companies or land matters?

- 1) Very confident
- 2) Confident
- 3) Neutral
- 4) Not confident
- 5) Very unconfident

506. How well do you think women are confident in themselves to solve any confusion in the area?

- 1) Very confident
- 2) Confident
- 3) Neutral
- 4) Not confident
- 5) Very unconfident

507. How well do you think women are confident in themselves to ask for their rights when it comes to laws and cultural practices against women?

- 1) Very confident
- 2) Confident
- 3) Neutral
- 4) Not confident
- 5) Very unconfident

508. Has the women's group here taken part in solving any conflict around concession companies and land issues in the past one year?

- 1) YES
- 0) NO (Go to Q510)
- 2) Don't know (Go to Q510)

509. What types of cases did the women's group take part in solving? (*Select all that apply*)

- 1) Ethnic/tribal tensions
- 2) Religious disputes
- 3) Corruption ²
- 4) Social relations (i.e. youth / elders, cultural, domestic, etc.)
- 5) Land or property disputes
- 6) Natural resources
- 7) Local politics (i.e. leadership of the county administration)
- 8) Border disputes
- 9) Boundary disputes
- 10) Others specify: _____

510. Are you aware of any laws the government put in place on concession and community rights?

- 1) YES
- 0) NO (Go to Q601)
- 2) Don't know (Go to Q601)

511 What are some of the laws that you know about? (*Select all that apply*)

- 1) Lands Rights Policy
- 2) Lands Rights Bill
- 3) Concession Management Framework
- 4) County Development Fund
- 5) Social Development Fund
- 6) Others specify: _____

512. Do you think the laws address the concerns of men and women equally?

- 1) YES (Go to Q601)
- 0) NO
- 2) Don't know (Go to Q601)

² Lack of accountability and transparency, misuse of public and corporate resources. etc.

513. Who do you think the laws favor more?

- 1) Men
- 2) Women
- 3) Youth

=====

6.0 INVOLVEMENT OF WOMEN IN ADVOCACY ABOUT NRM

601. In this area, is there a women's group working on concession company issues?

- 3) YES
- 0) NO (Go to Q701)
- 4) Don't know (Go to Q701)

602 What is the name of the women's group(s)?

- 1) _____
- 2) _____
- 3) _____

603. In the past year, has the women's group organized any discussion to talk about the companies' work in this area?

- 1) YES
- 0) NO (Go to Q607)
- 2) Don't know (Go to Q606)

604. How many of such big meetings have been organized in the past one year?

_____ (if don't know, proceed to Q606)

605. Where were these meetings held? (*Select all that apply*)

- 1) Community level (towns)
- 2) District level (district headquarter)
- 3) County level (capital)
- 4) National level (Monrovia, regional venue)

606. How willing and open is the community leadership in supporting women's group to take part in matters around concession companies and land?

- 1) Very willing and open
- 2) Willing and open
- 3) Neutral
- 4) Not willing and open
- 5) Very unwilling and unopen

607. From your experience, who is the main group of leaders that do not encourage women's group to take part in matters about concession companies and land?

- 1) Women themselves
- 2) Men
- 3) Elders
- 4) Youth
- 5) Community leaders
- 6) Company management
- 7) Government officials
- 8) Traditional leaders
- 9) Others specify: _____

608. Do concession companies here work with women's group in doing what they promised to the community?

- 1) YES
- 0) NO (Go to Q610)
- 2) Don't know (Go to Q610)

609. What are some of ways in which they work with women's group? (*Select all that apply*)

- 1) Community development projects
- 2) Awareness and sensitization
- 3) Self-help initiatives
- 4) Training and capacity building
- 5) Others specify: _____

610. Do women's groups in this community have anywhere to get support for their work on concession company and land issues?

- 1) YES
- 0) NO (Go to Q612)
- 2) Don't know (Go to Q612)

611. What kinds of support are available to women's group? (*Select all that apply*)

- 1) Community development projects
- 2) Awareness and sensitization
- 3) Self-help initiatives
- 4) Financial assistance
- 5) Training and capacity building
- 6) Equipment and supplies
- 7) Others specify: _____

612. What other support services would be needed to help these women's to do their work better? (*Select all that apply*)

- 1) Field trips / study tours
- 2) Micro loans and financial aid
- 3) Legal services
- 4) Construction of training centers
- 5) Others specify: _____

613. Do the women's groups here carry out any program to inform the general community about their work?

- 1) YES
- 0) NO (Go to Q701)
- 2) Don't know (Go to Q701)

614. What are some of the things the groups talk about during these programs? (*Select all that apply*)

- 1) Peacebuilding
- 2) Sexual Gender Based Violence
- 3) Economic empowerment and livelihoods
- 4) Agriculture productivity
- 5) Natural resource management
- 6) Land rights
- 7) Health and sanitation
- 8) Child protection
- 9) Human Rights
- 10) Others specify: _____

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7.0 INFORMATION GATHERING & GRIEVANCE REDRESS

701. Do you know anywhere you to get information about the work of the concession companies in this area?

- 1) YES
- 0) NO (Go to Q703)
- 2) Don't know (Go to Q703)

702. From where do you get information about the company? (*Select all that apply*)

- 1) Radio
- 2) Company bulletin
- 3) Town chief and elders
- 4) Spouse and friends
- 5) Town hall meetings
- 6) Mobile phone hotline
- 7) Internet
- 8) Council meetings
- 9) Others specify: _____

703. If you are not happy about the work of the concession company, is there anywhere you can go to lay the complaints?

- 1) YES
- 0) NO (Go to END)
- 2) Don't know (Go to END)

704 Where can you go to lay the complaints? (*Select all that apply*)

- 1) Local government offices
- 2) Town hall
- 3) Police station
- 4) Headquarters in Monrovia
- 5) Ministry of Internal Affairs
- 6) Others specify: _____