

PROJECT CLOSURE NARRATIVE REPORT – MOWIP (OR EQUIVALENT) BARRIER ASSESSMENT

The information collected in this form will be used for the sole purpose of the EIF Secretariat monitoring and reporting requirements.

1. Project Details

Project Name	Barrier Assessment of the Armed Forces of Liberia
Fund Recipient	UN Women Liberia Country Office
Country	Liberia
Project Manager Name	Kofi A. Ireland
Email Address	Kofi.ireland@unwomen.org
Government Coordinating Entity (GCE)	Armed Forces of Liberia
National Entity (NE)	Armed Forces of Liberia
Project Timeframe	12 months
Project Closure Report Submission Date	31 st January 2023

T/PCC FUND RECIPIENT Where the fund recipient is a T/PCC, the following signatory is required:	PUNO FUND RECIPIENT Where the fund recipient is a PUNO, the following signatory is required:
Name of the National Entity (NE)¹:	Name of the United Nations Organisation²:
Signatory Name: Position: Signature: Date: Telephone Number: Email:	Signatory: [REDACTED] Position: [REDACTED] Signature: [REDACTED] Date: 17/01/2023 Telephone: [REDACTED] 431 Email: Comfort.lampky@unwomen.org
	UN Women Atlas / Quantum Project No: 00126225
	MPTFO Project No: 00126177

UN WOMEN
United Nations Entity for Gender Equality and the Empowerment of Women

¹ As per the PRODOC i.e., Chief of Defence / Ministry of Defence / Police Commissioner / Ministry of Interior / Home Affairs

² As per the PRODOC i.e. PUNO Country Office Head / Representative

2. MOWIP Barrier Assessment Milestones

Phase	Milestones and Indicators	
Preparation	MOWIP training was conducted with the assessment team.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Training for the security institution was conducted.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Enumerator training was conducted.	Yes <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Please indicate the type of committee/s that were established to oversee the conduct and implementation of the MOWIP.	Project Steering Committee: Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> Project Technical Committee or Working Group: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
Implementation	Number of surveys administered.	Total number of persons surveyed: 600 Total women: 57 Total men: 543 Total planned number as per the PRODOC: 380 Total women: 190 Total men: 190
	Number of interviews conducted with senior leadership, decision makers, program officers.	Total number of persons interviewed: 78 Total women: 10 Total men: 68 Total planned number as per the PRODOC: Total women: Total men:
	Fact-finding form completed.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
Validation	Oral report with key leadership conducted.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Validation workshop was conducted.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Internal MOWIP barrier assessment report produced and shared with the EIF.	Yes: <input type="checkbox"/> No: <input type="checkbox"/>
	External MOWIP barrier assessment report produced and published by the Security Institution. Please include the website where the report is published.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> Website: There is only 1 report for Liberia.
Report Launch	Report launch activity conducted (<i>online/in-person, attendance</i>)	Online: Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> In-person: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> Total Number of people who attended: 75 Total women: 43 Total men: 32

3. Summary of Results

EIF Results Framework

The conduct of a Barrier assessment contributes to the **EIF Outcome 1**: Expanded country specific knowledge of barriers to deployment of women peacekeepers to United Nations peace operations.

Please provide a summary of the accomplishments, results and outcomes of the project. The summary should also highlight potential impact and any relevant achievement related to the project's implementation, including unexpected results, both positive and negative. This section should be no longer than one page.

The project achieved its intended overall goal which was to produce a validated Barrier Assessment Report for the Armed Forces of Liberia. To date, a comprehensive BA Report has been produced and published. The project has boosted public confidence in the army and has set the tone for gender mainstreaming. The local population has hailed the AFL for taking actions to address the issue of women's inclusion, especially with regards to recruitment. They see the report, which is a public document, as a giant step from the past where everything about the military was highly secretive. Negative public perception has begun to shift, and the AFL is now seen as a friendly force. The report has shone light on the general and country specific barriers to meaningful women deployment in peacekeeping missions.

As a follow up action on the Report, the AFL has identified the issue of accommodation/housing for soldiers, post-deployment counselling sessions for soldiers and their spouses and support to recruitment processes as key priorities for immediate action.

4. Good practices and recommendations

- a. *Emerging and good practices: What has worked well during the conduct of the barrier assessment? Describe any good practices implemented during the conduct of the barrier assessment that can be replicated in future programming.*

It is a good practice to ensure that the leadership of the security institution is involved in all steps of the process. In Liberia, the senior leadership of the Armed Forces of Liberia and the Ministry of Defense were involved and contribute significantly to all the processes including the selection of the research institution, drafting of the project proposal and implementation. This strengthened local ownership of the process and made implementation much easier. As a demonstration of their commitment, the leadership of the AFL developed a pre-application training specifically tailored to build the physical fitness of women desirous of enlisting in the army. The training aimed at building the physical fitness of women as a way of increasing their chances for success during the recruitment exercise.

- b. *What recommendations and lessons have you identified regarding project design, implementation, and results? Please provide a detailed description including recommendations.*

- ✓ The survey questionnaires should be reviewed and shortened to ensure that it does not create fatigue for both the enumerators and the officers. In addition, there should be flexibility to allow for country specific questions to be included.
- ✓ Most of the developing and post-conflict countries like Liberia have challenges with stable and quality internet services. Therefore, it would be helpful to explore the possibility of alternatives to uploading the responses to a software. Like the case of Liberia, the software could not initially be used because of its unavailability in Liberia.

5. Challenges/Problems

Please elaborate on the key challenges/problems faced by the project, both in terms of the project's design (e.g. type of activities, expected accomplishments, objectives, etc.) and implementation (e.g. change in country situation, administrative processes, collaboration with partners, etc.). Please also list actions taken to address them.

Description of key challenges Please list key challenges faced	Key action(s) taken to solve the issue For each challenge, indicate whether and how it was solved
Constant technical errors and malfunctioning of the data software. From the onset, the software could not be used in Liberia.	This also caused delays in uploading survey questionnaires as well as missing information to the system. To address this, Cornell University was informed, and after several engagements with the software provider a tentative solution was derived. However, this challenge persisted through the process.
Very bulky survey questionnaire that takes a lot of time to complete. This led to most of the soldiers not being willing to submit to the survey. At the middle of the surveys, most soldiers were impatient and requested to suspend the survey.	The Enumeration Team had to spend more time than envisaged to complete the number of surveys required. As a result, the time allotted for surveys had to be extended thereby affecting the project completion timeline.
Very poor internet connectivity in Liberia.	Considering that internet connectivity outside of Monrovia is very poor, usage of the software to upload surveys in the field was almost impossible. Therefore, the Enumeration Team had to revert to paper-based survey which required a lot of time.

6. Advocacy and Knowledge Generation

Please describe any events, consultations, reports, research papers, blog posts that you led, or contributed to, in order to promote the project and contribute to the global conversation about uniformed women's representation in United Nations peace operations. Please indicate your role(s) in these knowledge production activities. Please also include the link or URL to each of these products, activities, or events.

During the project implementation, we participated in the below key events to promote the project and contribute to the global conversation about uniformed women's representation in United Nations peace operations.

- ✓ Supported the drafting, validation and launch of the gender and social inclusion policy of the Ministry of National Defense and the Armed Forces of Liberia
- ✓ The first session of a series of webinars to highlight key findings from research undertaken as part of the Elsie Initiative and discuss opportunities for action moving forward. The session was on " *Fighting Myths, Taking Action: The MOWIP Global Report and Using Research to Drive Change in the Security Institutions of Troop- and Police-Contributing Countries*".
- ✓ The launch of the Elsie Initiative Fund 2021 Annual Report featuring results and impacts of the 11 pilot projects being implemented through EIF funding.
- ✓ The launch of the Geneva Centre for Security Sector Governance Global MOWIP report. This was a hybrid event hosted by Canada.

7. Sustainability

- a. *How will the barrier assessment results and recommendations be addressed? Has the security institution stated its commitment to address some of these barriers? If so, how?*

As a way of ensuring that the recommendations of the report are addressed, the Armed Forces of Liberia has engaged the Government of Liberia for budgetary increment to fund some activities related to the recommendations. In this regard, some funds have been allotted in the FY2023 national budget to carry out renovations of some housing units in major barracks. Although these housing units are not specifically from female soldiers, the AFL leadership has stated that female soldiers will be given first priority. The AFL also intends to do a presentation of the report at the next Cabinet meeting as a way of seeking high level attention of the government and increase advocacy for budgetary support. In addition, the AFL is seeking funding support from donors and international partners to move forward with the implementation of recommendations. The AFL very strongly looks forward to submitting a project proposal to the Elsie Fund for inclusion in the 2023 round of projects.

Furthermore, the AFL has embarked on a massive recruitment campaign that is intended to boost their strength. In this regard, the first 176 recruits comprising 56 females has graduated from the initial entry training. This first of its kind high number of females is a result of the increased commitment on the part of the AFL's high command to ensure more females are recruited in the AFL in line with the recommendations of the BA report. At the graduation exercise, the Chief of Staff committed to recruiting even more females in the next batch of recruits expected in March 2023.

- b. *Has the conduct of the barrier assessment triggered processes for similar barrier assessment studies in other security institutions or other countries? Are you aware of any plans to do so?*

We do not have any information/knowledge on this.

8. Additional Information

This section should include any communications and outreach activities organized to raise awareness of the project's activities and report launch, such as press clippings, radio and TV coverage, websites, social media posts etc. If the information is available online, please include the link or URL.

During the project implementation, several communication activities to boost public awareness were conducted. These include:

- Two radio talk shows
- Press releases
- Media coverage of the launch of the report

Kindly see below some links to these events.

[Liberia: AFL Releases Barrier Assessment Report for Women \(liberianobserver.com\)](https://liberianobserver.com)

<https://thenewsnewspaper.online/afl-un-women-barrier-assessment-report-on-measuring-opportunities-for-women-in-peace-operations/>

Social Media Coverage

[\(3\) Facebook](#)

[\(3\) Facebook](#)

Twitter <https://bit.ly/3XyLZur>

Twitter <https://bit.ly/3Xgs0Rz>



Pic 1: some participants during the launch (Minister of Gender, Ambassadors of US, Sweden and Canada, AFL Chief of Staff, Deputy Minister of Defence, Heads of UN Agencies, etc.)



Pic 2: cross-section of AFL soldiers during the oral report (photo credit: AFL communications department)



Pic3: cross-section of AFL soldiers at the validation exercise (photo credit: AFL communications department)