

LIBERIA SPOTLIGHT INITIATIVE 2.0

COUNTRY PROGRAMME DOCUMENT

Cover Page

Joint programme title:	Liberia Spotlight Initiative 2.0—Reducing sexual and gender-based violence to achieve gender equality and women's empowerment
Outcomes(s):	<p>Outcome A: Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented and monitored by national and sub-national systems and institutions.</p> <p>Outcome B: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.</p> <p>Outcome C: Women and girls who experience violence and harmful practices use available, accessible and quality essential services and have access to justice.</p> <p>Outcome D: Women's rights groups and civil society organisations more effectively influence and advance progress on GEWE and VAWG.</p>
Duration:	48 months
Anticipated start and end dates:	Start: 1 June 2025 End: 31 May 2029
JP Team:	
RUNOs:	UNDP, UNFPA and UN Women
Fund management modality:	Global Spotlight Initiative 2.0 Fund Pass-through
» Administrative Agent: (Pass-through only)	MPTF Office
» Convening Agent: (Pass-through only)	UNDP
» UN Steering	Resident Coordinator's Office

Total estimated budget¹:	USD 16,024,669
Out of which:	
» Funded	Total: USD 16,024,669 European Union Delegation to Liberia: USD 14,411,866 RUNO Contributions: USD 1,612,803
» Un-funded	N/A
Source of funds:	
» Government	N/A
» RUNO 1: UNDP	USD 749,679
» RUNO 2: UNFPA	USD 61,368
» RUNO 3: UN Women	USD 801,756
» Donor 1: European Union Delegation to Liberia	Total Contribution: USD14,557,440 ² (Equivalent to EUR 12,800,000) USD 14,411,866 (Programmable funding) USD 145,574 (Administrative Agent Direct Costs of MPTFO)

The legal basis for the joint programme is the Legal Annex for the signed United Nations Sustainable Development Cooperation Framework (2025-2030). It refers to the cooperation or assistance agreements or other agreements that are the existing legal basis for the relationship between the Government of Liberia and each Recipient UN Organization. The Spotlight Initiative Fund is framed within the UNDG standard Administrative Arrangement Agreement Framework.

¹ The total estimated budget (including programme costs and indirect support costs) which excludes the Administrative Agent direct cost of the MPTFO.

² Budget was based on the InforEuro exchange rate of 1st of May 2025(1 EUR = 1 EUR= 1.1373 USDUSD).

Declaration of commitment and signatures

By signing this Joint Programme Document, all signatories commit to work together in a spirit of partnership to achieve the results identified in the **results framework, work plan and budget**.

Co- Chairs of the Spotlight Initiative Programme Oversight Committee	
<p>Government of Liberia Honorable Gbeme Horace Kollie, Minister Signature: [Redacted] Ministry of Gender, Children and Social Protection Date: 13 June 2025</p> 	<p>United Nations Country Team Christine N. Umutoni Signature: [Redacted] United Nations Resident Coordinator in Liberia Date: 10 June 2025</p> 
Recipient UN Organisations	
<p>Aliou M. Dia, Resident Representative Signature: [Redacted] UNDP Date: 11 June 2025</p> 	<p>Leonard Kamugisha, Officer In-Charge & Deputy Representative Signature: [Redacted] UNFPA Date: 11 June 2025</p> 
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Executive Office of the Secretary-General	
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ACRONYMS

AA	Administrative Agent
AD	Action Document
AfDB	African Development Bank
AFELL	Association of Female Lawyers of Liberia
ARREST	Agriculture, Roads, Rule of Law, Education, Sanitation, and Tourism
CGEP	Country Gender Equality Profile
CSE	Comprehensive Sexuality Education
CS-NRG	Civil Society National Reference Group
CSO	Civil Society Organisation
DHS	Demographic and Health Survey
ECOWAS	Economic Community of West African States
EU	European Union
EUD	European Union Delegation
EVAWG	Eliminating violence against women and girls
FCI	Foundation for Community Initiatives
FGD	Focus Group Discussion
FGM	Female genital mutilation
GAP	Gender Action Plan
GBV	Gender-based violence
GEWE	Gender equality and women's empowerment
GII	Gender Inequality Index
GoL	Government of Liberia
GRB	Gender-responsive budgeting
GRPB	Gender-responsive planning and budgeting
HDI	Human Development Index
HPs	Harmful practices
IMF	International Monetary Fund
IMS	Information Management System
IOM	International Organisation for Migration
JP	Joint Programme
KIIs	Key Informants Interviews
KM	Knowledge management
LISGIS	Liberia Institute for Statistics and Geo-Information Services
LNP	Liberia National Police
LRC	Law Reform Commission
LSI	Liberia Spotlight Initiative
M&E	Monitoring and evaluation
MGCSP	Ministry of Gender, Children and Social Protection

MoH	Ministry of Health
MoJ	Ministry of Justice
MPTFO	Multi Partner Trust Fund Office
MTA	Medium term assessment
NCSC	National Civil Society Council of Liberia
NSC	National Steering Committee
OHCHR	Office of the United Nations High Commissioner for Human Rights
OSC	One Stop Centre
PMCU	Programme Management and Coordination Unit
PWD(s)	People with disabilities
RC	United Nations Resident Coordinator
RCO	United Nations Resident Coordinator Office
ROM	Results oriented monitoring
RUNOs	Recipient UN Organizations
SCORE	Social cohesion and reconciliation
SDG	Sustainable Development Goals
SGBV	Sexual and gender-based violence
SI	Spotlight Initiative
SRH	Sexual and reproductive health
SRHR	Sexual and reproductive health and rights
TOC	Theory of change
TVET	Technical vocational and education training
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children’s Fund
UNSCDF	United Nations Sustainable Development Cooperation Framework
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAWG	Violence against women and girls
VSLA	Village savings and loan association
WACPS	Women and Child Protection Services
WLC	Women’s Legislative Caucus
WONGOSOL	Women NGO Secretariat of Liberia

I. Executive Summary

The Executive Summary covers the principal activities foreseen in the Liberia Spotlight Initiative (LSI) 2.0, a multi-year programme for the elimination of violence against women and girls, which is a continuation of an earlier iteration of the Spotlight Initiative 1.0 funded by the European Union (EU).

Background

Spotlight Initiative started as a global joint initiative between the United Nations and the European Union in 2017. The Initiative is recognized as a high-impact initiative to end violence against women and girls and represents an unprecedented global effort to address the most pervasive human rights violation by investing in gender equality and women's empowerment as a precondition and driver for the achievement of the Sustainable Development Goals. Since its launch in 2017, with a seed funding commitment over USD 500 million from the EU, the implementation of Spotlight Initiative in 32 programmes across five regions has yielded transformative change in the lives of women and girls. It is estimated that by 2025 Spotlight Initiative will have conservatively prevented 21 million women from experiencing gender-based violence. That is because Spotlight Initiative's holistic model to eliminating violence against women and girls—adopting a comprehensive theory of change and a new way of working with a range of stakeholders, including the central role of civil society, through a coordinated, whole-of-society, whole-of-government, system-wide approach—is 70 to 90 percent more effective than project-based or siloed approaches.

Numerous assessments have chronicled the vast array of actions directed to eliminating violence against women and girls (EVAWG) by the year 2030. As daunting a challenge as it is, there have been indications that the practice of VAWG, harmful practices, and associated gender-based violence can be arrested through long-term programming that ensures sustained engagement through a range of intersecting interventions. The promotion of Sexual Health and Reproductive Rights (SRHR) is also essential to reversing the negative trajectory.

For the new iteration of Spotlight Initiative (LSI 2.0), six outcomes that embodied the initial programme's theory of change have been consolidated into four outcomes. Each outcome has an elaborated outcome statement that speaks to desired changes as a result of targeted interventions:

- Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented and monitored by national and sub-national systems and institutions.
- Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.
- Women and girls who experience violence and harmful practices use available, accessible and quality essential services and have access to justice.
- Women's rights groups and civil society organisations more effectively influence and advance progress on gender equality and women's empowerment (GEWE) and VAWG.

Guiding principles

In pursuing objective of arresting a trend defined by gaps in legislation that addresses violence against women and harmful practices, as well as widespread legislative infractions and oppressive behaviours that expose particularly women and children to violence and discrimination, the LSI 2.0 will emphasise the following guiding principles:

- **A whole-of society and whole-of- government approach:** the Government of Liberia will lead the Programme through the Ministry of Gender, Children and Social Protection (MGCSPP). Through a multi-sectoral approach, the Initiative will engage the Office of the President and the Office of the Vice President as well as other authorities from the local to the highest level to enhance administrative and institutional response to issues of VAWG, harmful practices, and SRHR requiring a next level of

intervention. The President of Liberia, H.E. Joseph Nyuma Boakai Sr., was the first male champion to join the HeForShe campaign in Liberia as a pioneer of male engagement in the promotion of women's equality in Liberia in 2015. For the Programme in Liberia, the President will be engaged through his Office participation in high-level events for the visibility of the programme, notably the event to launch the programme where he will be invited as a Chief Guest to join other prominent global leaders such as UN USGs. The Office of the President will be further engaged through the Minister of State in fostering the Government's ownership and sustainability of the Programme as defined in Section VIII of this country programme document. The President's engagement is expected to advance and sustain high-level national ownership, policy change, accountability and sustained domestic budget allocation for SGBV prevention and response. The Initiative will also promote continued and meaningful engagement of CSOs and grassroots organizations in policy decision-making as well as in decision making in programme implementation.

- **Addressing Gender Inequality:** The Programme will ensure a sustainable, inclusive and leadership role for the empowerment of women and the advancement of gender equality for women and girls as well as the reduction of the levels of inequality between women and men.
- **Survivor-Centred:** The Programme will continue to accelerate its interventions by working with survivors of Sexual and Gender-Based Violence (SGBV) and survivors of Female Genital Mutilation ensuring their safety, dignity and recovery and at the same time ensuring respect for survivors' choices and equal and fair treatments for all survivors, regardless of their age, sex, race, sexual orientation, etc.
- The programme objectives will be supported by **capacity-building for the government** in specific technical and administrative areas that are in need.
- There will be a cleiklear **tripartite coordination** among the government, European Union Delegation (EUD) and United Nations, with the participation of civil society organisations (CSOs) and a decision-making structure. County leaders will be engaged in the planning for and monitoring of interventions specific to their respective counties.
- **A central role for Civil Society:** The programme will count with a dedicated outcome to support the women's movement in addition to engaging civil society across all other outcomes. A self-selected Civil Society National Reference Group (CS-NRG) will be established with the triple mandate to advise, advocate and hold the programme to account. This group will be invited to nominate its representative(s) to contribute to the governance of the programme, including through the National Steering Committee.
- **Participation in Global Knowledge Exchange activities:** The LSI 2.0 is anticipated to both contribute to and benefit from knowledge exchanges within the existing and expanding global community of the Spotlight Initiative. The Liberia Programme will benefit from and contribute to the compendium of innovative and good practices³ as well as from the global Learning Centre⁴. The LSI is also expected to contribute to the global knowledge exchange platform of the Spotlight Initiative⁵.
- **A comprehensive theory of change** for addressing VAWG, harmful practices and SRHR: The next generation of Spotlight Initiative programmes will build on an updated Theory of Change structure that seeks to promote greater ownership, more adaptability to local contexts and flexibility for programmes to be streamlined, structured and implemented by country-level stakeholders.

Management

The design phase of the programme has benefitted from managerial and technical interventions including the appointment by the MGCSF of a focal point assigned to the SI 2.0 Technical Design Committee that comprised Government representatives from the MGCSF and other line ministries, EU technical staff, UN technical staff,

³ Spotlight Initiative Compendium of Innovative and Good Practices and Lessons Learned

⁴ Spotlight Initiative Learning Centre

⁵ <https://www.shinehub.org/>

CSOs' representatives and the LSI 2.0 Consultant. The MGCSP also convened an Inter-Agency Task Force of Government and Partners to steer the analysis and proposed actions.

The management framework for LSI 2.0 will be embodied in the following structures:

- A National Steering Committee (NSC) — co-chaired by the Minister for Gender, Children and Social Protection, the EUD Ambassador, and the UN Resident Coordinator — will be the main governing and decision-making organ of the programme. Civil society representatives will also have voting powers. Observing members will include Recipient UN Organizations (RUNOs) Heads, the Minister of Health, the Minister of Justice, the Minister of Internal Affairs, a member of the Legislature⁶ and EU Member States.
- A Technical Working Group chaired by the MGCSP, composed of relevant Government institutions, EUD, Recipient UN Organisations technical staff and CSOs' representatives in the specialized areas. This entity will be supported by 4 Outcome Working Groups for each of the four outcomes that comprise relevant line ministries, UN outcome leads and co-lead and specialised CSOs;
- A Programme Management and Coordination Unit (PMCU or Secretariat) staffed by 1) a Coordinator; 2) a Knowledge Management, Monitoring and Evaluation officer; and 3) a Finance/ Administrative Officer. This unit will collaborate closely with the GoL, CS-NRG, and RUNOs to ensure coordination and technical coherence in the programme's implementation. Progress updates will be regularly shared with the GoL and CSOs through the PMCU involvement in and support for Government-led coordination structures, such as Outcome Working Groups and Technical Working Groups.

Geographical coverage

County level: There is an emerging consensus that gains made in the counties supported in LSI 1.0 should be sustained with additional investments to close persistent gaps in those counties and deepen the footprint of interventions realised in LSI 1.0, while up to three new county interventions are launched, with strategies derived from lessons learned in LSI 1.0. A technical analysis and in-depth discussions within the technical team including the MGCSP, and a series of consultations with the MGCSP, county and national stakeholders has produced the following selection of counties: Nimba, Lofa, Grand Gedeh, Grand Cape Mount, and Montserrado counties where Spotlight Initiative 1.0 was implemented, and Bong, Grand Bassa and Maryland counties identified for the expansion of the programme.

National level: The majority of interventions pertaining to legislations, institutional capacity, coordination of services, accountability, data management and campaigns will be implemented or amplified to cover the whole Liberian territory.

Building on lessons learned from Spotlight Initiative 1.0 and strategies to sustain the achievements made, the new programme will endeavour to address major gaps and cement the sustainability of investments made in the previous programme using the appropriate recommended sustainability approaches. These include but are not limited to the adoption of a community-based approach for sustaining the management and functioning of vocational and heritage centres for women's cultural and economic empowerment, creating champions to carry on FGM prevention campaigns, strengthening the county-level SGBV CSO Secretariats for the effective coordination and networking amongst women's movements, integration of One Stop Centres and Safe Homes Operations into local governments programmes, sustaining school and youth clubs' activities through pairing them with established grassroots institutions, and sustaining the coordination of the GBV referral system.

The programme will be expanded to three new counties where all programme activities will be implemented with substantial footprints across the 4 outcomes and throughout the implementation period.

Stakeholder engagement

⁶ An MP to join the NSC will be selected by the Legislature at the request of the NSC co-chairs. This MP's role in the committee, including supporting the implementation of the committee's recommendations requiring legislative changes, budget approvals, and oversight, will be clearly outlined in the request letter to inform the selection.

During the design phase, stakeholder consultations at the national and county levels galvanised the interest and inputs of diverse constituent groups in the analysis of the problem and leveraging corresponding actions. In navigating the complex terrain of national and subnational engagement with key stakeholders in national and county governments, elders and religious leaders, CSOs, and the private sector, the LSI 2.0 will be bound by the principle of Leaving No One Behind, drawing in vulnerable groups that are facing multiple forms of discrimination. The guidance of the Sustainable Development Goals (SDGs) underwrites these interventions and provides a model for intersectionality and multiple sectoral spaces in which the programme will be delivered.

Priority actions

In fulfilment of the expressed goals of the programme, priorities will be assigned to:

- Expanding the impact of progressive changes achieved under LSI 1.0 in: 1) legislation, institutional change, policies and data to augment strategies leading to EVAWG; 2) innovative practices in prevention, including the engagement of men and boys, and the economic empowerment of women and girls; 3) bolstering services to survivors/victims of VAWG and other harmful practices; and coalition; and 4) network building supported by resource mobilisation strategies to extend the impact of CSOs and the Women's Movement.
- Building stakeholder interest and commitment across outcomes.
- Sustainability of the achievements beyond the four-year period.
- Collaborative management oversight.
- Enabling structures for networking and collaboration in new project counties.

II. Context

With the aim of ending all forms of violence against women and girls (VAWG) by 2030, the European Union and the United Nations have been collaborating since 2017 to empower, promote, and protect the rights of women and girls worldwide. The Spotlight Initiative (SI) is bolstering this action through a multifaceted, multi-sectoral investment dedicated to the eradication of all forms of violence against women and girls.

Launched with a seed funding commitment of over USD 500 million from the European Union⁷, the SI represents an unprecedented global effort to invest in gender equality, specifically EVAWG, to accelerate the attainment of the SDGs. In Liberia, the Spotlight Initiative was implemented from 2019 to 2023, with a focus on five counties and expansion of the component on alternative livelihood support to *Zoes*, former female genital mutilation (FGM) practitioners, to the remaining 6 FGM-practising counties.

Consistent with the 2030 Agenda for achievement of the Sustainable Development Goals, the SI has generated technical, operational, and strategic experience in designing, setting up and implementing complex, multi-stakeholder programmes on ending violence against women and girls. An impressive collection of best practices⁸ testifies to the innovative and bold approach taken in Liberia where the programme also provided a model for partnership among donors, civil society, and relevant UN entities to deliver on the SDGs in a holistic manner, leveraging on the comparative expertise of Recipient UN Agencies (UN Women, UNDP, UNFPA, UNICEF and OHCHR), Government line institutions and CSOs.

Priorities of the LSI 2.0 align with existing regional strategies and initiatives aimed at eliminating VAWG and harmful practices. These include the African Union (AU) Gender Strategy 2017-2027, Agenda 2063: The Africa We Want, the Maputo Plan of Action for Sexual and Reproductive Health and Rights (2016-2030), the Maputo

⁷ European Court of Auditors. (2023) The Spotlight Initiative to end violence against women and girls: Ambitious but so far with limited impact. https://www.eca.europa.eu/ECAPublications/SR-2023-21/SR-2023-21_EN.pdf

⁸ UN Women. (2021) Shine Communities of Practice. <https://www.shinehub.org/about/SHINE>

Protocol on the Rights of Women in Africa, the African Charter on the Rights and Welfare of the Child, and the Common Position on Ending Child Marriage in Africa (2015), among others.

LSI 2.0 is also designed to assist Liberia in achieving the elimination of VAWG in line with the principles of the AU Convention on Ending Violence Against Women and Girls (AU-CEVAWG), adopted in February 2025. This convention aims to create a legally binding framework to prevent and eradicate VAWG, address its root causes, enhance legal mechanisms, and advance human rights and gender equality through a unified approach by all State Parties to critical VAWG issues. This is particularly relevant to Liberia as the country has expressed interest in becoming a trailblazer for the Beijing +30 commitments. In this capacity, Liberia will have an opportunity to champion an action aimed at adopting and funding action plans for ending VAWG.

From a national perspective, the LSI 2.0 harmonises with several Government programmes, such as the 100 Days Action Plan and the National Development Plan known as the ARREST (Agriculture, Roads, Rule of Law, Education, Sanitation, and Tourism) Agenda for Inclusive Development (AAID) which replaced the Pro-Poor Agenda for Prosperity and Development that expired in 2023. Additional relevant instruments include the National Disability Action Plan 2023-2027, the National Action Plan on the Prevention and Management of SGBV in Liberia (2018-2023) and the SGBV roadmap which provided for addressing SGBV as an emergency. LSI 2.0 will also build on the impactful results of LSI 1.0, the wealth of knowledge acquired, and lessons learnt during the first phase of the Initiative (2018-2023).

The Liberia Spotlight Initiative 2.0 has set out to expand the impact of LSI 1.0 by scaling up interventions to eliminate violence against women and girls. The EU Delegation to Liberia has reserved an allocation of EUR 13 million for implementing the programme over the period 2025 to 2029. Three UN Agencies (UN Women, UNFPA and UNDP) will receive funding to implement activities under the four outcomes that will be featured in LSI 2.0.

2.1. Situational analysis

Liberia is classified by the United Nations among the least developed countries (LDC). With a population of 5.36 million (2022), and a patriarchal society where gender inequalities are widespread, women and girls, particularly those living with disabilities, are socio-economically disadvantaged in all spheres of society, from political voice to intra-household decision-making and economic power. Gender norms follow a traditional and conservative pattern and challenging them requires overcoming structural obstacles. Some gender-related barriers include the patriarchal construction of Liberian society, harmful traditional practices, a culture of impunity that undermines the rights to justice by women and girls,⁹ community pressure, religious interference, and prevalence of violence towards both adults and children. When gender intersects with other discriminatory factors – such as disability, origin or ethnicity – the compounded risks for exclusion are much higher. Liberia’s history of violent conflict as well as recent health crises (Ebola and Covid-19 pandemics) have further exacerbated the high levels of unresolved trauma, unemployment, drug addiction, school dropout rates, and economic insecurity, thus contributing to negative forms of masculinities that increase the prevalence of SGBV.

The 2022 Human Development Report ranked Liberia’s Human Development Index (HDI) at 161 out of 193 countries with a GII of 0.656. The HDI for women was reported as 0.451 and for men 0.524.

As far as women’s political participation is concerned, the representation of women in Liberia’s legislature remained at 10.7% after the 2023 elections, despite a proposed 30% gender quota that lacked executive

⁹Kuukpen, Louis. (2024) [Sexual Violence in Liberia: End the Silent Epidemic | United Nations Development Programme \(undp.org\)](#) reports that “The prosecution of perpetrators of sexual violence crimes has been remarkably inadequate due to a number of factors ranging from inadequate court infrastructure, inadequate staffing and technical capacity, and high caseloads. In 2020, the Independent National Commission on Human Rights reported that rapists continue to benefit from a deeply entrenched culture of impunity while survivors languish with slim hopes for justice. This culture combined with the trauma endured by survivors has created a climate of fear that perpetuates a vicious cycle of silence that allows the vice to flourish. Low accountability for sexual crimes has profound consequences - it undermines confidence in the justice system, deprives survivors of the closure they deserve, and discourages reporting of sexual crimes.”

approval. Six parties did not nominate any female candidates, but women made up nearly half of registered voters, with higher female registration in populous counties.

While land rights and tenure security are critical to social and economic empowerment, longstanding cultural norms and practices have favoured men in property and inheritance rights in Liberia, with women struggling to access land and leadership positions in formal and informal land governance.

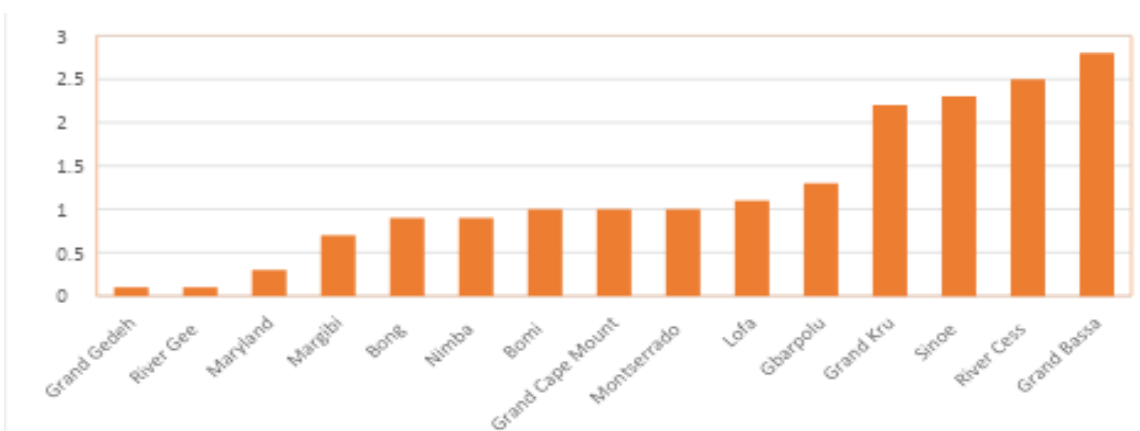
In 2022, the literacy rate of those aged 15-49 was 52% and 75% for women and men respectively. Access to information and services on sexually transmitted infections and HIV/AIDS for young people, and women in particular, is also limited with HIV prevalence experienced nationally by 2.1% of the population¹⁰.

Violence against women and girls remains one of the most significant human rights violations in Liberia. Furthermore, women and girls from marginalised groups, such as persons with disabilities (PWDs) and LGBTQI, are at higher risk of experiencing violence and are more likely to live in poverty. However, important data gaps on SGBV and disability in Liberia make it difficult to fully grasp the entity of such violence.

SGBV has physical, psychosocial, and health repercussions. It also traps women and girls into poverty along with its consequences – i.e., economic hardship, social marginalization, and the denial of basic human rights – while deepening existing economic inequalities between women and men. Violence against girls in schools directly leads to poor performance, lower enrolment, absenteeism, and high drop-out rates.

According to the 2019-2020 Liberia Demographic and Health Survey, 60% of women aged 15-49 have experienced physical violence and 9% have experienced sexual violence. Less than half (42%) of women who have experienced physical or sexual violence have never sought help.

Figure 1: Acceptance and normalization of SGBV by County



Source: Liberia DHS (2020).

The practice of FGM remains common and widespread among the population that the previous programme did not cover, despite the ban proclamation in February 2023 from Chief Zanzan Karwor, the then National Chairman of the National Council of Chiefs and Elders of Liberia (NACCCEL). Findings from the 2020 DHS report show that 38.2% of women aged 15-49 years had undergone FGM, with the prevalence of the practice standing at 72% in rural Liberia¹¹. Higher percentages are noted in women and girls between the ages of 15-19 in comparison to 20-24 years, evidence that the harmful practice is not on the decline even among the younger generation. To address this issue, LSI 1.0 provided alternative economic livelihood opportunities to former traditional practitioners in all 11 FGM-practising counties. Such interventions also included the construction of four

¹⁰ PEPFAR & USAID. (2023) Improving HIV Patient Follow-up in Liberia through Client-Level Electronic Data Management Using DHIS2 Tracker. <https://dhis2.org/liberia-hiv-tracker/>

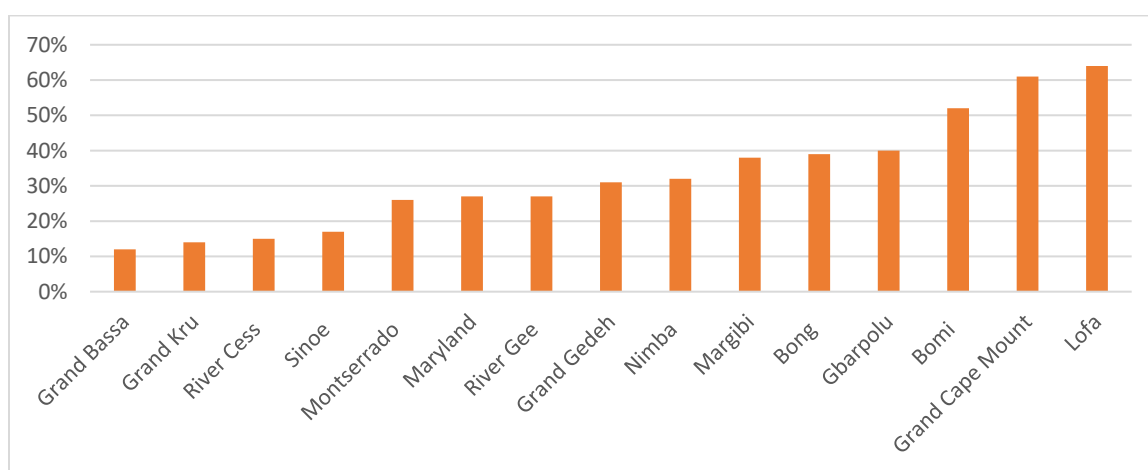
¹¹ <https://liberia.unfpa.org/en/topics/gender-based-violence-19>.

vocational and heritage centres (VHCs) for use by traditional and rural women and girls for skills learning, literacy training and cultural exchanges.

According to the Ministry of Gender, Children, and Social Protection’s annual statistical report on gender-based violence (GBV), some 1,975 cases were reported in 2022, 73.7% of which were rape, sexual assault, and other forms of sexual violation.¹² Intimate partner violence (IPV) is also widespread. According to the Liberian Demographic and Health Survey (LDHS) 2019-2020 report, the overall prevalence of IPV within the last 12 months was 44.74%. Out of 326 cases of physical assault in 2018, 93% were committed against women and girls.¹³ Out of the 2.664 SGBV cases reported in 2019, rape accounted for 69.5%.¹⁴ In 2020, out of the 2240 SGBV cases reported, 80% were rape.¹⁵ The proportion of women aged 20-24 years who were married or in a union before the age of 18 is 35.9%, of which 8.8% were married or in a union before the age of 15.¹⁶

Liberia’s rate of teenage pregnancy, around 30%, is one of the highest in the world, as is the maternal mortality ratio, with 661 deaths per 100,000 live births according to UN 2020 data.¹⁷

Figure 2: Agreement with FGM by County



Source: Liberia DHS (2020).

Society power structures mostly privilege boys and men in Liberia. SGBV, including FGM, is rooted in unequal power relations between men and women that are embedded in a system that sustains itself through discriminatory gender stereotypes and norms, and unequal access to and control over resources and decision-making. SGBV prevents women from playing a vital role in the country’s development and is an enormous impediment to safe SRHR. Addressing SGBV to advance gender equality hence requires efforts not only in promoting awareness and behaviour change, but also in challenging the fundamental power dynamics that define gender norms, disability-related stigma and relationships.¹⁸

¹² UNDP. Op. Cit.

¹³ Enough excuses: challenging gender norms that support violence against women and girls in Liberia. Oxfam & ENOUGH (2019).

¹⁴ Ensuring Rights and Choices for all in Liberia. Liberia Annual Report 2019. UNFPA (2019).

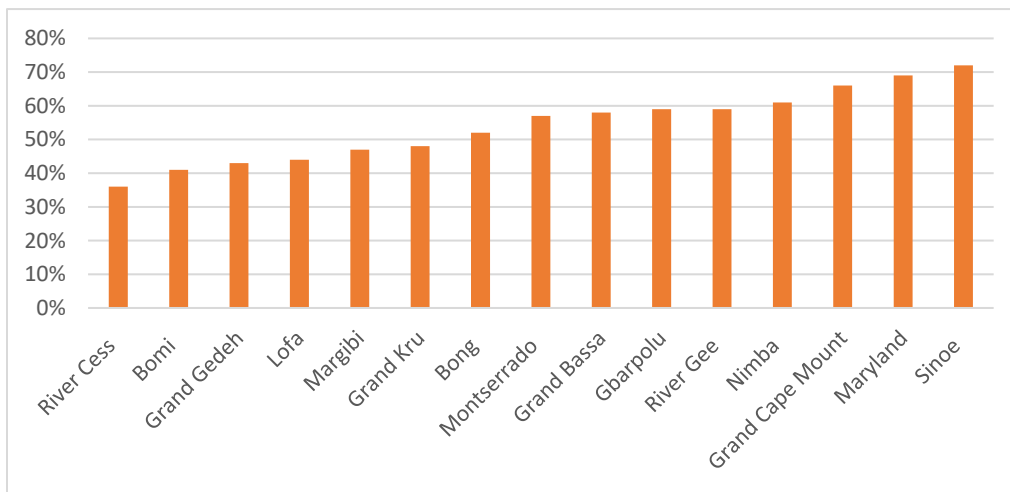
¹⁵ CLIP Liberia.

¹⁶ Accessed from <https://data.unwomen.org/country/liberia> on 5 March. UN Women (2023).

¹⁷ CLIP Liberia.

¹⁸ [UNICEF Gender Transformative Approach for Elimination of Female Genital Mutilation.](#)

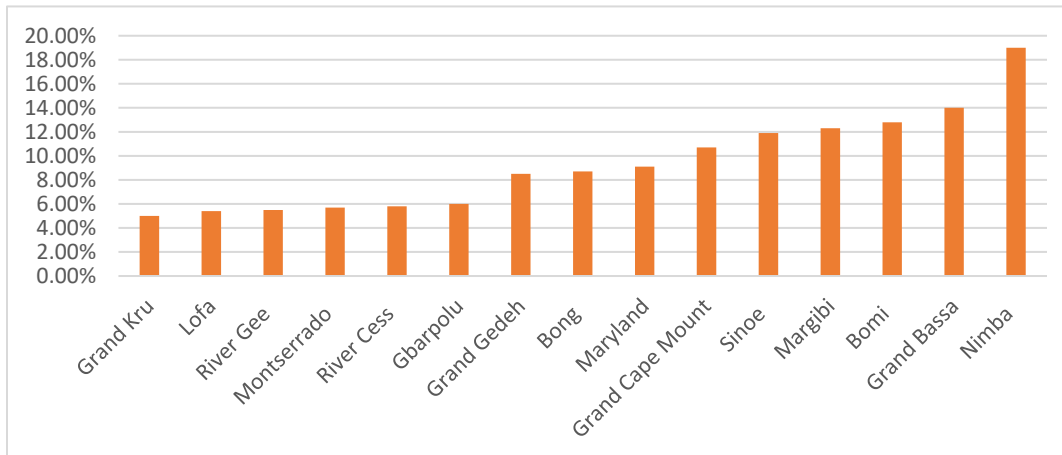
Figure 3: Incidence of spousal violence



Source: Liberia DHS (2020).

In 2023, the Ministry of Gender Children and Social Protection GBV Statistics shows that a total of 3,204 SGBV cases were reported through health facilities, Courts, the Liberia National Police and International Non-Governmental Organisations. Montserrado accounted for 1,687 cases, followed by Nimba County with 400 cases reported. Counties that accounted for lowest figures were Gbarpolu (2 cases), River Cess (5 Cases) and Grand Kru (8 cases). The low number of reported cases may require further investigation to determine if underreporting is not an issue.

Figure 4: Percentage of women aged 15-49 who have ever experienced sexual violence



Source: Liberia DHS (2020).

The MGCSF for 2022 reported that a total of 2,034 perpetrators (13 female and 2,021males) had committed 1,975 SGBV cases reported in 2022, which is 214 cases more than what was reported in the previous year.¹⁹ The most devastating trend is that 66 percent of all reported cases are rape cases, where 65.2% of all survivors are children below 15 more specifically 63.5% or 1,256 are girls and 34 or 1.7 percent are boys.²⁰ In 2023, the same Ministry reported 3,204 SGBV cases from health facilities, Courts, the Liberia National Police and International Non-Governmental Organisations' records.

¹⁹ UNDP Op. Cit.

²⁰ LSI 2022 Annual Report.

Figure 5: Map of Liberia²¹



During the implementation of the EU/UN Spotlight 1.0 (2019-2023), 11,888 GBV Cases were reported, with rape accounting for the most widely reported cases followed by domestic violence. Survivors between ages 12 to 17 years accounted for 50% of total cases reported. Montserrado ranked the highest with 60.44% of total cases reported during the period.

2.2. Programming context

The Action will contribute to the realisation of the EU Gender Equality Strategy 2020-2025, which aims to make significant progress by 2025 towards ending gender-based violence and challenging gender stereotypes, and to the EU Gender Action Plan 2021-2025 (GAP III) focused on the following areas: 1) freedom from all forms of gender-based violence; 2) promoting sexual and reproductive health and rights; 3) promoting economic, and social rights, empowering girls and women, as well as to the 2030 Agenda’s principle of leaving no one behind (LNOB).

The proposed Action is in line with the SDGs, in particular with SDG 5 (Gender Equality). Furthermore, it also contributes to SDG 3 (Good Health and Well-being), SDG 10 (Reduced inequalities), SDG 16 (Peace, justice, and strong institutions) and SDG 17 (Partnerships for the Goals). It has a potential for building synergies with the EUD’s Technical Vocational and Education Training (TVET) Youth Rising programme, which offers an opportunity for gender violence survivors’ empowerment, through education and employment opportunities.

2.3. Summary of the action

The overall objective of this Action is to contribute to gender equality and women’s empowerment (GEWE) in Liberia by significantly reducing the prevalence of SGBV) and harmful practices—one of the most common forms of violations of women’s rights in Liberia—while increasing women’s and girls’ access to sexual and reproductive health and rights. It will also ensure the rehabilitation of SGBV survivors/victims,²² as well as the full protection of women and girls in all their diversity, particularly those facing increased risk of violence, such as women with disabilities. To attain this objective, the Action uses an integrated and multi-sectoral approach to reduce SGBV and its severe consequences on women and girls and other marginalised groups through interventions encompassing prevention, protection, and response bolstered with Government’s institutional support. The Action will build on the EU’s recent investment in the Spotlight Initiative by addressing the gaps in implementation and consolidating the results.

²¹ Source: [Map of Liberia showing all fifteen counties, with Zorzor district... | Download Scientific Diagram \(researchgate.net\)](#)

²² The use of the terms “victim” or “survivor” is influenced by the circumstances surrounding and results of the sexual violence experience. Both terms refer to anyone who has faced SGBV. However, “survivor” is generally preferred because it suggests strength and resilience.

At the micro level, the Action will use an evidence-based community mobilisation approach to change attitudes towards and perceptions of SGBV (SASA! approach)²³ by also engaging men and boys to challenge the negative masculinity that underpins SGBV. Furthermore, it will target religious, traditional, and community leaders, parents, teachers, youth, organised women’s groups and media practitioners and increase their role in prevention and in the reduction of stigma across gender and multiple forms of discrimination.

The Action also intends to economically empower disadvantaged and marginalised women and youth, increase their voice and agency, and reduce their vulnerabilities to SGBV. At the macro level, the Action will seek to advocate for legislation that protects women and girls from SGBV and harmful practices, as well as for policies to protect women’s rights’ defenders and witnesses of SGBV, harmful practices, and SRHR violations. Priority will also be given to increasing the knowledge and capacity of law enforcement bodies and service providers to implement and enforce existing laws. The meso-level approach will target local governments, county administrations, service providers, and legal and judicial systems.

In addition, the Action will contain interventions that scale up access to justice for victims and perpetrators, law enforcement and accountability, as well as comprehensive and coordinated services, one-stop centres (OSCs) and quality safe homes to address women’s and girls’ multidimensional needs.

2.4. Gender analysis by outcome

Outcome A

Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented and monitored by national and sub-national systems and institutions.

Outcome B

Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.

Outcome C

Women and girls who experience violence and harmful practices use available, accessible and quality essential services and have access to justice.

Outcome D

Women's rights groups and civil society organisations more effectively influence and advance progress on GEWE and EVAWG.

2.4.1 OUTCOME A: Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented and monitored by national and sub-national systems and institutions.

Liberia has made significant progress in legislative and policy reforms to protect the rights of women and girls, yet substantial challenges remain in effectively addressing VAWG. Key laws, such as the Domestic Violence Act of 2019, the Children’s Law of 2011, and the Rape Law, are in place, but enforcement is weak, and critical gaps persist. During the implementation of Spotlight 1.0, five significant bills were either passed (Domestic Violence Bill), amended (Domestic Relations, Inheritance, and Rape Laws), or drafted and submitted for adoption (a bill to outlaw FGM). However, anticipated amendments to the Public Health Law and the full enactment of an anti-FGM law have yet to be realised, leaving FGM practices widespread despite partial bans. Furthermore, the legal recognition of sexual and reproductive rights for minority groups remains inadequate, complicating efforts to protect vulnerable populations.

²³ Raising Voices. (2024) The Sasa! Story. [The SASA! Approach \(raisingvoices.org\)](https://www.raisingvoices.org)

Challenges persist in enforcing the existing laws, owing to the vastly under-resourced justice and security sectors, weak law enforcement capacity, and lack of political will. Furthermore, despite having ratified the major international and regional instruments condemning FGM as a human rights violation, including the Maputo Protocol, Liberia remains one of the only three West African countries that does not have a law criminalising the practice. This highlights the need to address the gaps in legislation and policy frameworks that leave women and girls unprotected from violence and harmful practices.

While the Spotlight Initiative made significant strides in breaking the taboo on FGM, leading to a 3-year country-wide suspension of the practice in February 2022 and to the total ban of the practice in Montserrado County in February 2023 (followed by Grand Cape Mount, Bong, Nimba and Lofa), these gains should be anchored by formal FGM legislation as a way of sustaining the efforts and ensuring accountability. The Action identification mission found that FGM cases have neither been reported nor prosecuted even though the practice continued after the total ban declared in Montserrado County and elsewhere. Institutional weaknesses are a significant barrier to addressing VAWG effectively. Law enforcement bodies and the judiciary often lack the resources, training and knowledge of gender-sensitive approaches necessary to investigate and prosecute cases adequately. The absence of comprehensive institutional capacity strengthening hampers coordination among key institutions, such as the Ministry of Gender, Children, and Social Protection, the Ministry of Justice, the Ministry of Health, and civil society organisations. Poor coordination limits the effectiveness of monitoring and response efforts, undermines the enforcement of VAWG-related laws, and erodes trust in the justice system, leading to the re-victimisation of survivors/victims. Despite some progress, significant institutional challenges remain, particularly regarding the weak functionality of multisectoral programming approaches to plan, implement, and monitor interventions to prevent and respond to VAWG, HPs, and SRHR related issues. The most significant obstacle is the inadequate institutional budgetary allocation to meet the gender-specific needs of women, men, boys, and girls. Budgeting processes remain heavily skewed in favour of men, adversely impacting the design and implementation of activities, as well as monitoring and evaluation (M&E).

A key issue to address within this context is the access to justice for both survivors and perpetrators, particularly concerning the challenge of pre-trial detention. Many survivors seeking justice face considerable barriers due to the overburdened and under-resourced criminal justice system, resulting in delays and in the prolonged detention of accused individuals without trial. This significantly affects survivors, as the delays contribute to re-victimization, prolong their emotional distress, and often discourage them from seeking justice. For perpetrators, extended pre-trial detention violates their rights, erodes public trust in the justice system, and exacerbates the inefficiency of the system.

One of the main contributing factors to this problem is the limited number of criminal courts, particularly Criminal Court E, which handles SGBV cases, and the severe shortage of judges. This lack of judicial resources leads to bottlenecks in the system, where cases are delayed for extended periods, compounding the issue of pre-trial detention. The under-resourced courts are unable to efficiently process the high number of cases, leading to an accumulation of unresolved matters and perpetuating a cycle of injustice. For VAWG cases, these institutional weaknesses are especially concerning, as survivors are often compelled to wait months or years for their cases to be heard, facing societal pressures, threats from perpetrators, and financial hardships. The lack of swift legal remedies erodes trust in the system, perpetuating a culture of impunity for offenders. At the same time, accused perpetrators often remain in pre-trial detention without formal convictions, further undermining the fairness of the justice system.

The absence of comprehensive legislative and policy frameworks compounds these challenges. There is an urgent need for legal reforms that set limits on pre-trial detention and improve the efficiency of court proceedings. Currently, the Rape Law provides for a maximum pre-trial detention period of two court terms. However, clear guidelines on the duration of detention periods without trial, and alternatives to pre-trial

detention, such as bail or community-based sanctions, are rarely explored²⁴. Legislative reforms must address these issues to ensure the timely delivery of justice and reduce strain on the justice system.

The Domestic Violence Act of 2019, though an important milestone, requires strengthened enforcement mechanisms. Without clear policy frameworks and budgetary allocation to support implementation, law enforcement agencies continue to lack the necessary resources and training to investigate and prosecute cases effectively. Moreover, despite the enactment of some laws, judicial reforms are necessary to expand the capacity of the courts, particularly by establishing more Criminal Courts E to handle SGBV cases (Criminal Courts E) and by increasing the number of judges with specialized training in gender-sensitive approaches.

The MGCSP has not received sufficient funding in the national budget to prevent and respond to SGBV and HPs and to promote the integration of SRHR. Relevant line ministries have also not prioritised strategic interventions in their sector plans, nor allocated budgets to complement efforts by MGCSP. There are several persistent gaps that continue to undermine ongoing efforts. These include weaknesses in the institutional and organisational capacities of national counterparts and CSOs to effectively mainstream gender considerations.

Institutional constraints have featured in the analysis of LSI 1.0 and need to be addressed in LSI 2.0. As noted in the Medium-Term Review of LSI 1.0, “the absorptive capacity of the government needs further strengthening. High rotation among human resources at national level and a lack of institutional resources at County level are key bottlenecks to be addressed.”²⁵ In its response, the assessors noted corrective actions as:

- “Liberia Spotlight Initiative to conduct a workforce planning exercise to investigate the adequacy of current staffing and potential bottlenecks, in particular at the level of operational management prior to the start of Phase 2.
- For phase 2, we recommend planning for extensive capacity strengthening of local CSOs with the ambition to award grants to CSOs in a way that a more equal award distribution between national and international CSOs is achieved. This could also entail that international NGOs such as Plan International partner with local CSOs as they already do for the implementation of other grants.”

Going forward in the institutional analysis and response, the LSI 2.0 should heed the recommendations elaborated in the LSI 1.0 Mid-Term Evaluation with a view to addressing institutional relationships, expectations and concerns. An institutional assessment accompanied by a description of mechanisms at the national and subnational levels is recommended.

Challenges also exist in designing and implementing targeted or multi-sectoral programmes, with inadequate coordination between various institutions further complicating efforts. Additionally, the integration of gender-responsive planning and budgeting (GRP) remains insufficient, leading to ineffective resource allocation. Skills building in gender-sensitive approaches is limited, and there is a need for enhanced capacity to advocate for gender-related issues in a more targeted and impactful manner.

Due to limited fiscal space, the government has mainly relied on donor support and technical cooperation arrangements from UN agencies to address SGBV, HPs, and SRHR challenges. This reliance has impacted the sustainability of interventions, limiting the effectiveness of efforts to combat VAWG, particularly at the county and district levels.

A major challenge is the dual legal system in Liberia, where statutory law exists alongside customary law, leading to conflicting practices, particularly regarding the age of consent. While national law sets the legal age of consent at 18 years old, this is often overridden by customary practices especially in rural areas, where early marriages are more common. Addressing this requires the harmonisation of statutory and customary laws to ensure that

²⁴ <https://www.undp.org/liberia/blog/protracted-pre-trial-detention-crowding-prisons-and-undermining-access-justice-liberia>

²⁵ LSI 1.0 Medium Term Review. (2021). p 21-22.

the age of consent is uniformly respected, thus providing stronger legal protection for women and girls across the country.

Revisiting and aligning customary law provisions in accordance with international human rights principles that the country has endorsed and acceded to is of paramount importance since the nature of customary provisions could be at times gender discriminatory. Previous studies noted that judicial harmonisations may pose challenges, for instance in terms of cultural tensions between different ethnic groups. While merging the two judicial systems could prevent these tensions, it might require dialogue between groups to establish common grounds.

SRHR can also be compromised by gaps in the legislation as for example, the revised Liberian rape code requires abortion to be sanctioned by two physicians who have certified in writing the reasons why the abortion is necessary, a requirement difficult to obtain especially for women and girls in rural settings as well as for women and girls with disabilities.

The challenges the security and justice institutions face in the provision of services to SGBV survivors are immense. Among these are challenges related to logistical and financial resources in handling SGBV cases such as transportation of survivors, tracing and referral of cases, communications, and operational resources, amongst many others. The recent capacity needs assessment done by the Spotlight Initiative for the security and justice sector also revealed a huge capacity gap within these institutions to effectively prevent and mitigate violence against women and girls, and to provide for accessible and safe support measures for women and girls with disabilities. The assessment found out that most of the law enforcement personnel are stationed in Monrovia with minimal deployment in the counties that impedes timely prevention and response. The report further alluded to the worsening situation in the capacity of these institutions, comparing it to the previous similar capacity assessment conducted in 2019 attributing it to the economic challenge and dwindling resources especially following the United Nations Mission in Liberia (UNMIL)'s withdrawal.

While the programme design has included holistic approaches to respond to the needs of marginalised women and girls, this is currently only partially captured by the national monitoring system maintained by the Ministry of Gender. The data collected lack disaggregation for marginalised groups (such as persons with disabilities) to gauge to what extent specific groups have been effectively reached. According to the coordination team, disaggregated data for marginalised groups was not initially requested for the SMART platform, the first monitoring data base for the initial programme. Furthermore, some groups, such as LGBTQI persons, find it difficult to identify themselves on record in the Liberian context.

Another significant gap is the lack of comprehensive data on VAWG, which hinders effective policymaking and intervention efforts. The GBV Information Management System (IMS) remains underdeveloped and not fully functional, leading to inconsistencies and underreporting. Furthermore, several case management systems/databases exist or are being developed by government ministries, agencies and/or development partners and there is a high need for coordination to avoid duplication of efforts and waste of resources.

Additional challenges lie in the costs incurred for accessing the referral pathway, which often lead survivors to resort to alternative dispute resolution mechanisms. Indeed, it is mostly family members, survivors, communities and CSOs that must bear the costs related to SGBV referral pathways and not the duty bearers. This is due to the limited resources allotted to the justice and security sectors.

Outcome A: Programme interventions

Addressing VAWG in Liberia requires a multifaceted approach that includes comprehensive institutional capacity strengthening, the passage and enforcement of pending legislation such as the anti-FGM law and the revised Public Health Law, the enforcement of the Land Rights Act of 2018, and the harmonisation of the dual legal system, particularly regarding the age of consent. Additionally, developing an inclusive policy framework that empowers women and girls is crucial for human rights protection. Gender-responsive planning and budgeting must be prioritised to ensure that these efforts are sustainable and adequately funded. While reliance on donor

support continues to halt progress, addressing these legislative, institutional, and capacity gaps will enable Liberia to make meaningful strides in protecting the rights of women and girls, ensuring that VAWG-related laws and policy frameworks are effectively implemented, monitored, and enforced.

The elimination of discriminatory laws and strengthening implementation of the legal framework is underpinned in the Beijing Declaration and Platform for action and the work of the Commission on the Status of Women. States have a responsibility to review and remove discriminatory provisions of laws as part of commitments and reinforcing efforts of the 2030 Agenda for Sustainable Development to achieve gender equality and the empowerment of women and girls. The programme will strengthen the capacity of national institutions to implement laws and policies to prevent and respond to violence against women and other forms of discrimination through regional exchanges around legal and policy reforms through the Gender Justice Initiative.

Strengthening data collection and management, alongside the provision of adequate resources and gender-sensitive training for law enforcement officers, judiciary, and social service providers is crucial. These efforts will build on ongoing interventions to finalize the setup of the GBV IMS and training of its initial users and will become an integral part of a broader, inclusive policy framework that empowers women and girls by addressing harmful gender norms and ensuring their voices are central to the policy process.

Specific actions:

1. Advocate for the swift enactment and implementation of comprehensive laws and policies to address key GBV and rights issues, including a nationwide anti-FGM law to ensure the criminalization of the practice. This will involve collaborating with parliamentarians, traditional leaders, and civil society organisations to build consensus on the urgency of outlawing FGM, as well as other harmful practices.
2. Additionally, efforts will focus on advocating for amendments and enforcement of other critical laws, such as the Public Health Law, Domestic Violence Act, Rape Law, and laws addressing SRHR for minority and vulnerable groups. This comprehensive advocacy will also ensure accountability for violations and strengthen protections for survivors of violence, while aligning national laws with international human rights standards.
3. Promote legislative reforms to set clear limits on pre-trial detention periods and to mandate alternatives to detention for non-violent offenders. This will ensure that both survivors and accused individuals have their cases heard in a timely manner, improving access to justice and reducing the burden on the system.
4. Advocate for GRPB across target ministries and associated institutions in respective sectors, ensuring that resources are allocated to address VAWG, support survivors, and implement existing laws. This includes advocating for the MGCSP to receive adequate funding to lead VAWG prevention and response efforts effectively and developing the capacity of target stakeholders on GRPB.
5. Address gender discriminatory laws through advocacy and lobbying for legal reforms and the repeal of laws that discriminate based on gender and develop and implement laws that promote gender equality and protection of the rights of all genders.
6. Support capacity-building activities to enhance law enforcement and judicial staff's understanding of gender-sensitive approaches to handling VAWG cases. This will include workshops on case management and protocols for handling sensitive cases to avoid unnecessary delays and prolonged detention.
7. Strengthen coordination between and among the Ministry of Justice, MGCSP, and other relevant bodies is crucial to reducing the delays in case handling. Support the revitalization of multi-stakeholder coordination platforms to facilitate better communication and cooperation among institutions involved in addressing VAWG and SRHR-related issues at the national and sub-national levels, with focus in the three new target counties.
8. Strengthen robust M&E systems to track the implementation of laws related to VAWG, FGM, and SRHR. These systems will ensure that progress is regularly reviewed and that any gaps in enforcement are quickly identified and addressed.

9. Collaborate with MGCSP, Liberia National Police (LNP), prosecutors and judicial stakeholders to strengthen the GBV IMS for a centralized and harmonized database to track SGBV cases from the point of reporting to conviction, including details on the status of pre-trial detentions.

2.4.2 OUTCOME B: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.

Gender inequality in Liberia is deeply rooted in entrenched patriarchal norms and behaviours, conservative traditional beliefs and practices, as well as imbalances in access to rights and opportunities between men and women. This is translated in the high rates of SGBV and HPs, including FGM and child marriage, teenage pregnancy, as well as the low access to SRHR. According to the 2019-2020 Liberia Demographic and Health Survey, 60% of women aged 15-49 have experienced physical violence and 9% have experienced sexual violence. Less than half (42%) of women who have experienced physical or sexual violence have ever sought help. Women are still limited in their participation in political processes, while people with disabilities often experience extreme poverty and LGBTQI+ people continue to face discrimination and hostility both under the law as well as within their individual communities.

Several sociocultural factors perpetuate SGBV in Liberia, where a culture of war and violence has emboldened males and inflicted harsh experiences on women and girls, who were subjected to sexual violence, including rape, as a weapon of war. The acceptance of sexual and gender-based violence as normal behaviour weighs on the attitudes of women and girls who are disproportionately at its receiving end and often fearful of challenging the *status quo*. Data from the World Bank (2020) reveal that many women believe that husbands are justified in beating their wives if they burn the food (9.9%), neglect the children (26.6%), go out without telling them (23.1%) or refuse sex (9.7%).

Research shows that child brides are more likely to experience early pregnancies and go on to have more children than girls who marry later. This dynamic is part of the larger cycle of poverty, gender inequality, and lack of education, which are key drivers of child marriage.

As reported in the 2019-2020 DHS, about a quarter of women in the age group 25-49 were sexually active by age 15 and 78% by age 18; early childbearing evident in 37% having their first child at age 18. Marital rape and teenage pregnancies continue to affect women and girls, especially in rural communities.

The implementation of the Spotlight Initiative 1.0 has demonstrated that prevention and response to SGBV and harmful practices and the promotion of SRHR are complex issues and require a comprehensive approach, efforts, and resources from all stakeholders and partners beyond just the Spotlight Initiative. The Spotlight Initiative in Liberia is piloting important lessons on how multiple UN agencies can work as One UN together towards a common goal in strategic and coordinated partnership with governments, the EU, and civil society organisations.²⁶

Private sector involvement is crucial in ending violence against women through prevention measures that ensure a safe workplace environment. Learning from best practices of SI 1.0 on private sector engagements in other countries, the initiative will promote the engagement of this sector through the promotion of clear anti-harassment and anti-discriminatory workplace policies, the investment in awareness-raising and visibility campaigns to educate communities about the impact of VAWG and available support services, and the furtherance of women's economic empowerment initiatives expected to lead to the financial independence of target beneficiaries and the reduction of their vulnerability to violence.

²⁶Spotlight Initiative Liberia UNTF 2022 Annual Report.

Increased understanding and awareness on the need to protect women and girls from various forms of gender-based violence have resulted in increased levels of reporting of SGBV-related incidences in the 5 Spotlight counties. The maintenance of this intervention in the new project counties will ensure a reduced level of GBV through enhanced prevention measures that build the capacity of community structures in the prevention of SGBV in communities and schools/educational facilities.

Consistent with the principle of 'Leaving No One Behind', marginalised groups including the Lesbian, Gay, Transgender, Bisexual, Queer and Intersex Persons (LGTBQI) and persons with disabilities were involved from the design to the implementation of the Spotlight Initiative 1.0 and as members of the CS-NRG. These groups also participated in the process of designing Spotlight Initiative 2.0, including contributing to national and county-level consultations that informed the Initiative. According to a representative of the LGTBQI, the priorities of marginalised groups including the LGTBQI persons and persons with disabilities were clearly identified and addressed during the design of the Liberia Programme Document. A holistic approach to changing norms and behaviours is being implemented to ensure that girls and women, including the most marginalised, are aware of their rights and that duty bearers have increased knowledge of their responsibilities and the harmful consequences of VAWG.

Outcome B: Programme interventions

Male engagement and involvement are a critical component in addressing violence against women and girls and a crucial part of a comprehensive GBV response. While women are more likely to experience GBV than men, working with men as partners is a critical component to the prevention of and response to GBV. According to the consultations held to inform the design of this document, and monitoring reports from Spotlight 1.0., women in stakeholder consultations have frequently suggested the participation of men as well as women as a strategy to reduce violence by building on positive masculinities. Furthermore, experience has shown that males as power brokers can promote the acceptance of women's issues as the same as men's issues and vice versa. To address sustained social change requires the engagement of the whole community, including the most influential power brokers, mainly male leaders, traditional rulers and faith leaders notably through the SASA! approach and other social mobilization strategies recommended in the Comprehensive SGBV Prevention Strategy for Liberia developed under the EU/UN Spotlight Initiative 1.0.

Addressing escalating cases of SGBV and cultural practices affecting women and girls requires a comprehensive community-driven programme which seeks to change perceptions and attitudes towards women and girls as well as strengthen systems that address GBV. This also includes increased awareness of laws and policies that protect women and girls from violence, with extension to awareness of women's rights to access, own and have control over resources as referenced in the 2018 Land Rights Acts. With the utilisation of the Behaviour Change Communication Strategy and the SGBV Comprehensive Prevention Strategy developed under Spotlight 1.0, the media can build its networks to increase awareness, involvement, and accountability in the reduction of violence against women and girls. An empowered and informed media serves as a powerful ally in helping change the culture of acceptance that surrounds GBV. Articles and stories on perpetrators and victims have played pivotal roles in ending the stigma of talking about GBV as well as in educating the community on various laws and policies that protect women and girls from violence. Translation of GBV messages into dialects helps propagate information on ending violence against women and girls in remote areas. The media helps in addressing societal problems and influence positive behavioural change for the respect of the rights of women and girls.

SGBV prevention strategies will also prioritize the economic empowerment of grassroots women who have survived SGBV and those transitioning away from FGM in the most affected communities within the target counties. These initiatives will include vocational training in various fields such as hospitality, beauty services, soap making, weaving, tie-dyeing, climate-smart agriculture, and IT skills. These sectors have been chosen due to their high demand among former beneficiaries of the Spotlight Initiative and are expected to provide survivors of SGBV and former FGM practitioners with viable employment opportunities upon completing their training. Additionally, the programme will address financial literacy gaps by equipping participants with essential financial

and business management skills. Trained individuals will be encouraged to join Village Savings and Loan Associations (VSLAs) to sustain the skills they have acquired and operate in solidarity. This approach will pave the way for long-term economic growth opportunities, such as accessing the Buy from Women Digital Platform of UN Women, obtaining loans from financial institutions, and reaching local and cross-border markets.

Economic empowerment activities will be conducted in partnership with local organizations, such as the Peace Huts Women, Rural Women Network, the Women in Cross-Border Trade Network, and women who utilize the Vocational and Heritage Centres. These members will be empowered to act as trainers and mentors, facilitating various vocational training, financial literacy education, and entrepreneurship programs. This initiative aims to enable beneficiaries to take control of their financial futures while fostering entrepreneurship within their communities. Additionally, young women's groups will be connected to TVET schools, and collaborations with county authorities will be established to utilize heritage centres for TVET training.

Short- term and long-term investments will be encouraged specifically to ensure full operationalization of Vocational and Heritage Centres initially constructed to provide alternative livelihoods skills to former FGM practitioners and ensure they are available for other vulnerable women and girls at risk in target communities. To ensure sustainability, private sector companies, especially those in technology, financial services, and agricultural sectors, will be mobilized to provide skills training and fund access to essential tools and materials for target groups. Furthermore, Spotlight Initiative 2.0 will partner with the Ministry of Education to ensure that the six classrooms constructed as part of each Vocational and Heritage Centre' facilities are providing formal education for young girls at risk from surrounding communities, following the example of the Sonkay Town heritage centre, which is currently educating 94 students. Additionally, whenever feasible, the VHC will facilitate mobile clinics offering healthcare services.

Specific actions:

1. Empower key stakeholders in social norms change (including county authorities, media practitioners, traditional and religious leaders, grassroots women's groups, and volunteers) by enhancing their activism skills and knowledge in using the SASA! methodology to prevent VAWG and harmful practices.
2. Enhance the capacity of and collaborate with CSOs to implement and expand the SASA! approach to prevent SGBV in targeted communities by partnering with current gender equality agents of change and engaging new ones.
3. Engage communities and strengthen existing platforms for in-school and out-of-school girls and youth to foster long-lasting changes in social norms through formal education and the implementation of the Behaviour Change Communication Strategy and the SGBV Comprehensive Prevention Strategy developed in Spotlight Initiative 1.0.
4. Promote accountability among opinion leaders in social and community networks by creating platforms for information exchange, sharing updates, monitoring, and reporting on the implementation of SGBV prevention measures. These platforms will also ensure that leaders hold each other accountable for protecting women and girls from gender-based violence and harmful practices in line with national, regional and international human rights accountability frameworks.
5. Offer alternative rites of passage for young women and girls and provide alternative livelihood opportunities for former FGM practitioners. Extend these opportunities to survivors of SGBV, while also involving male partners in relevant training sessions and the private sector in supporting these initiatives within the target communities.

2.4.3 OUTCOME C: Women and girls who experience violence and harmful practices use available, accessible and quality essential services and have access to justice.

The final narrative report of LSI 1.0 and ongoing reports from the Ministry of Health and the MGCSP indicate an improvement in the availability and accessibility of essential rights-based and survivor-centred services to women and girl survivors of violence, including those from marginalised groups and communities. In 2024, up

to 1,759 survivors accessed services provided in OSCs. SGBV response services covered different sectors and included comprehensive healthcare services (clinical management of rape and other reproductive health interventions including fistula repair surgeries, maternal health care, family planning and sexuality education for adolescents), psychosocial services (mental health care and referral, psychosocial counselling, trauma healing and rehabilitation), legal services (capacity building and the provision of logistics for adequate investigation, documentation, case file preparation, as well as enhancing prosecution), protection services (safe homes), and community engagement and empowerment services (capacity building and provision of logistical support to women peace huts, rape observatory, religious and traditional leaders, women and youth engagements).

Currently, there are five functional safe homes, 13 one stop centres and 15 integrated health facilities responding to survivors of SGBV in Liberia. The availability of these service delivery points remains insufficient to meet the needs of the entire population. One of the most pressing gaps is the limited availability of comprehensive healthcare services in most hotspot counties across the country, and the shortage of essential drugs in healthcare facilities. Many survivors face barriers in accessing medical care due to scarcity in trained healthcare professionals who can provide appropriate treatment and psychological support especially for counties that have no one stop centre or safe homes.

One-stop centres are not present in some counties, including in SGBV hotspots such as Nimba and Lofa. There are only 13 one-stop centres in the country and five functional specialized SGBV courts in Montserrado, Lofa, Grand Gedeh, Nimba, and Bong remain hard to access for those living in rural areas, where the needs are generally high. In addition to the 13 OSCs, 15 health facilities (health centres, hospitals and clinics) integrated SGBV interventions into SRH services for the purpose of expanding access and potentially ensuring sustainability of health services. These services were linked to legal and psychosocial services. Once the OSCs are placed in health facilities, survivors will always have access to SRH services and GBV Medicare because clinical support will always be available. This is where government needs to take on ownership for sustainability.

The Spotlight Initiative 1.0 also invested in strengthening the capacity of service providers to address forms of violence, and ensure services are of high quality for all women and girls, including those traditionally left behind. In fact, 115 (92 females, 23 males) government service providers gained improved knowledge and skills in clinical management of rape and delivery of integrated essential SGBV response services for women and girls, survivors of SGBV. 112 (42 females, 70 males) magistrates, probation officers and social workers gained in-depth knowledge on handling, investigating, and adjudicating cases. 207,005 direct beneficiaries (75,603 women, 110,736 girls, 6,356 men, 14,310 boys) accessed multi-sectoral services at various service provision levels. 967 children (552 females, 415 males) who came into contact and conflict with the law benefited from care services provided at WACPS short stay facilities which were renovated in 2021.

The most frequent services provided to victims included: treatment for sexually transmitted infections, post-exposure prophylaxis, tetanus toxoid vaccination, emergency contraceptives and psychosocial counselling.

Reporting of SGBV cases has improved in schools during the implementation of Spotlight 1.0. In 2022, exactly 500 cases of sexual exploitation and abuse (SEA) were reported from schools and referred to competent authorities. Currently, fifty-five (55) judicial actors (10f, 45m) including court clerks, bailiffs/ sheriff of the Circuit Court, magistrates, officers from the Women and Children's Protection Section (WACPS) of the LNP, and members of CSOs are better harmonizing court proceedings for SGBV cases in Lofa and Grand Gedeh Counties²⁷. 121 LNP Officers and WACPS Investigators (77 women, 44 men) from all five Spotlight Initiative 1.0 counties have enhanced investigative capacity through relevant training conducted by the Spotlight Initiative.

The limited access to justice and accessible services for survivors is one of major challenges identified. Although Liberia has established legal frameworks aimed at protecting survivors, such as the Domestic Violence Act, implementation remains weak. Survivors frequently encounter challenges in navigating the legal system, including lack of legal aid services and insufficient training for law enforcement personnel on handling GBV cases

²⁷ LSI Annual Report January – December 2022

sensitively and effectively. In 2023, despite the significant increase in reported SGBV cases (from 1,975 cases in 2022 to 3,204 cases in 2023), challenges persist in securing convictions for alleged rapists and SGBV offenders on pre-trial detention. Justice remains slow or missing, with limited progress in prosecuting these cases due to factors such as ineffective investigations, case compromise, corruption, and a lack of proper evidence gathering by police. The low reporting rate to the police and fear of retaliation contribute to the dismissal of most cases.

Major issues affecting access to justice include lack of special prosecution offices, which are present in eleven of the fifteen counties of Liberia, and limited Criminal Courts E for speedy trials. There are limited days in Courts, even in Courts E, which take up rape cases: two terms of 21 days each, 42 days in total a year. Victims and their families often drop charges due to fear of retaliation in the communities and witnesses' absence in Court, which in many cases delays court hearings. These challenges lead to the suspension of cases in court. In counties without a Court E (currently available only in Montserrado, with Sexual Division Courts located in Lofa, Grand Gedeh, Nimba, and Bong to handle SGBV cases), cases are handled by the regular circuit courts and are not prioritised over other cases.

Limitations in response services are aggravated by limited coordination among government stakeholders and among the CSOs providing these services, as well as the limited capacity and knowledge within line ministries at the national and subnational levels. Additionally, the mainstreaming of GBV issues across line ministries is often inadequate at both the national and county levels. Nonetheless, some progress was made during the implementation of LSI 1.0 by establishing entry points for SGBV service delivery through a strong partnership with the MGCSP. This Ministry leads programming and coordinates with seven other government ministries and stakeholders, significantly enhancing the concerted effort in SGBV service provision. Furthermore, the specialized WACPS units within the LNP offer another crucial service provider to leverage.

There is limited data on individual and community perceptions of the effectiveness of GBV service provision in Liberia. The available literature consistently highlights gaps in technical capacity and resources across GBV services, including a shortage of skilled personnel, inadequate facilities, and a lack of psychosocial support and forensic evidence collection. At the county level, analyses frequently reveal gaps in collaboration between GBV services. These include the absence of shared standards and procedures to ensure consistent service delivery, weak coordination between national and county institutions, and insufficient communication and feedback mechanisms between different sectors and institutions.

Additionally, the mainstreaming of GBV issues across line ministries is often inadequate at both the national and county levels. Traditional justice mechanisms, which are commonly used, tend to disadvantage women and children, particularly in handling cases of rape, which are often resolved through compromise rather than through formal legal processes. The LGBTQI+ community continues to face challenges ranging from legal issues to social issues, such as widespread discrimination, advocacy challenge, and to some extent harassment, and physical attacks. Persons with disability are also at risk of denied access to services.

Outcome C: Programme interventions

Safe homes have been operating in Liberia since 2012. However, there are currently only five safe homes in the whole country. Through Spotlight's support, the existing safe homes were refurbished to continue service provision. Given the high prevalence of SGBV, the 5 safe homes are not enough to address the needs in the various counties. In addition to the advocacy for additional safe homes and one stop centres, training of service providers, improvements in the mainstreaming of GBV issues across line ministries and coordination among government stakeholders and among the CSOs providing GBV-responsive services are required to ensure a well-coordinated and collaborative effort aimed at minimizing GBV across the country. The programme will support judicial reforms aimed at increasing the number of judges and establishing additional Criminal Courts E with the aim to alleviate the case backlog and ensure faster resolution of cases, especially those involving sexual and gender-based violence. Additionally, CSOs will be supported to advocate for national policies that provide for more streamlined prosecution procedures for SGBV cases and reduce pre-trial detention time for alleged

offenders, and review existing legislation aimed at enhancing survivor protection, preventing delays in addressing survivors' cases, and closing legal loopholes that enable the compromise of cases.

The empowerment of already existing structures such as the Women NGO Secretariat of Liberia (WONGOSOL), CBOs, school clubs, women's groups, the National GBV Taskforce, the National Coalition Against Harmful Practices, SRHR Network, and other women's rights organisations at community, subnational and national levels and the establishment of new ones is essential for sustainability and ownership of the Spotlight Initiative. There must also be a concerted effort to ensure that GBV services indiscriminately incorporate persons with disability and the LGBTIQ+ community. It is also important to provide livelihood pathways to survivors once at the safe home/or after and to at-risk populations at the community level, including education, life skills and livelihood support.

EU TVET-Youth Rising programme and agricultural training could provide survivors with skills that may lead them to gainful employment. TVET schools, for instance, are connected with local CSOs in the counties raising awareness for SGBV survivors to enrol in TVET programmes, which offer, among other opportunities, agriculture, aquaculture, hospitality, and fashion skills training. Specific programme activities will be planned to access these training options.

SGBV survivors could also benefit from training and self-employment opportunities. In addition, the services provided should be made more accessible to persons with disabilities by including sign language, audio material or easy-to-read texts, as well as accessible infrastructure, while offering training on disability rights and particularly on gender and disability and SGBV to staff among other measures. LSI 2.0 will continue to work with MGCSP, Ministry of Justice, Ministry of Health, Ministry of Education, Ministry of Youth and Sports and Ministry of Internal Affairs; rural women's groups across the Spotlight counties; the National GBV Taskforce, National Coalition Against Harmful Practices, National Civil Society Council of Liberia, and INGOs to ensure a collaborated effort against GBV.

The decentralisation of services to survivors of GBV and the implementation of in-school and out-of-school interventions have been designed to ensure that vulnerable adolescent girls and women benefit from the programme, notably those living in remote areas. The capacity-building of service providers emphasises confidentiality and client-centred care in line with a rights-based approach to ensure that survivors of GBV are not exposed to discriminative treatment and negative judgment.

Specific actions:

1. Provide an evidence base for the Government of Liberia (GoL) to decentralize one-stop centres for integrated services to SGBV survivors. This includes evaluating the One-Stop Centre Model, conducting a feasibility assessment for expanding these centres to new Spotlight Counties, and implementing recommendations for their scalability.
2. Support existing safe homes, introduce income-generating activities for their sustainability and build the capacity of government, CSOs and other partners to increase and expand their efficiency and accessibility.
3. Strengthen the clinical management of rape services and advocate for the integration of SGBV/SRHR within health facilities.
4. Support the development of gender policies and gender mainstreaming tools in selected sectoral ministries, while enhancing the MGCSP's technical team and M&E unit's capacity to monitor.
5. Capacitate the national gender machineries and women's organisations to increase access to free legal aid.
6. Enhance speedy access to justice for SGBV survivors and perpetrators.
7. Build the capacity of the government to decentralise and expand the accessibility of Criminal Courts E, specialised in sexual offences.

2.4.4 OUTCOME D: Women's rights groups and civil society organisations more effectively influence and advance progress on GEWE and EVAWG

The women's movement and CSOs continue to engage communities including conducting awareness raising activities and referring SGBV cases to relevant service providers for redress. 5 GBV CSO Secretariats, which were formed to address the fragmentation of women's movements and CSOs in the 5 Spotlight counties, are coordinating the activities of the women's movements in addressing SGBV cases at the community and sub national levels. While these engagements continue, there remains a need for further capacity building trainings aimed at strengthening their capacity as expressed by several CSOs in county and national level stakeholder consultations held to inform this programme. These capacity trainings will need to be expanded to the three new counties of the programme implementation and focus on financial management, advocacy, collaboration, networking and coalition building, including for the promotion of rights of vulnerable and marginalised groups most of which are at risk of or facing multiple forms of violence, including LGBTQI persons, women and girls with disabilities, women and girls living with HIV/AIDs. During these trainings, CSOs and Women's Rights groups who have over the period operated in silos to address SGBV issues, were integrated in coalitions and networks (such as the county-level SGBV CSO Secretariats, male networks, and the National Coalition Against Harmful Practices) resulting in a strong, coherent, inclusive and empowered women's movement.

Under the EU/UN Spotlight Initiative 1.0, emphasis was put on strengthening the institutional capacity of CSOs/Women's Rights Organisations in ensuring a strong, coherent, inclusive and empowered CSOs and women's movement which can more effectively influence and advance progress on gender equality and the elimination of violence against women and girls. There is a need for continual engagement, enhanced set of skills as well as strengthening a clear linkage between existing coalitions established as county level secretariat and the Women NGO Secretariat of Liberia (WONGOSOL).

Fragmentation amongst CSOs and Women's Rights Groups persists and poses difficulty for the sector to build collaboration and partnership, thus constituting a major deterrent towards the achievement of gender equality and the protection of women and girls from violence. Under Spotlight 1.0, the programme conducted a mapping of CSOs and Women's Rights Groups throughout the 15 counties and conducted capacity need assessment, capacity building initiatives in communication, leadership, organisation development, proposal development, gender, GBV awareness, conflict management, advocacy, networking, and coordination for selected CSOs and rights groups. 727 CSOs and women's rights organisations were mapped, and five CSO Secretariats were established to coordinate the affairs of CSOs in their respective Spotlight Initiative counties.

Furthermore, small grants were provided to local CSOs to conduct awareness activities as well as respond to SGBV cases in remote communities. With the programme spreading to new counties, there is need to provide more capacity-building initiatives to CSOs and women's rights groups not reached in previous programmes, as well as to establish coordinating structures at county level to coordinate the activities of CSOs and women's rights groups in their advocacy and lobbying for the end to SGBV and HPs as well as the promotion of SRHRs.

Among the challenges facing CSOs are limited capacity to plan, implement, monitor, report and advocate on SGBV/HP and SRHR issues at national and county level; fragmentation; a solid umbrella organisation; and strategic planning to rethink mandates, ensuring they are in line with emerging shifts and demands.²⁸ With this re-thinking will be a capacity assessment of the skills sets that will contribute to more effective responses to Liberia's evolving progress.

CSOs have contributed considerably to the design and implementation of SI 1.0 in Liberia. The co-chair of the Civil Society National Reference Group participated in the national steering committee meetings. While there is space to improve mechanisms for Government and CSOs' collaboration on the LSI, as well as trust, the extent of

²⁸ Ibid.

the needs to be addressed by the prospective programme assure that both partners will find a common ground, once proper and transparent measures are enacted to achieve collaboration.

International non-governmental organisations (INGOs), CSOs, women-led organisations, and women’s rights organisations, human rights defenders, organisations of persons with disabilities and media initiatives will continue to be prominent in actions leading to the prevention of SGBV at the community and grassroots levels through strategic, inclusive and participatory communication/consultation processes. Local authorities including the judicial circuit and magistrate courts will be involved to effectively protect the rights of women and girls at the local level. Traditional and religious leaders such as the National Council of Chiefs and Elders of Liberia, community leaders, youth organisations, and academic and research institutions will also be central interlocutors, as well as SGBV service providers at all levels.

Outcome D: Programme interventions

Existing and new strategic partnerships with key women’s movements and CSOs will be maintained and strengthened for improving advocacy, accountability, and service delivery to SGBV survivors. Through partnerships with WONGOSOL, the 5 SGBV CSO Secretariats created under Spotlight Initiative 1.0 and grassroots CSOs in the Spotlight target communities, the Programme was able to scale up interventions to prevent and respond to SGBV/SEA and HPs perpetrated against women, children, and especially adolescent girls, strengthen local and national child protection systems and community-based structures such as GBV Observatories, Child Welfare Committees and GBV task forces, and work in collaboration with the MGCSP to cultivate partnerships and engagements with professional associations (National Social Work Board and the Association of Liberian Social Workers) for the implementation of recommendations from the Social Service Workforce Assessment under MGCSP.

Under the new programme, women’s movement and CSOs will be represented in the management of the Spotlight Initiative through the CS-NRG. Its members join the group in their individual capacity. Under Spotlight 1.0 there were seven members whose organisations were part of the women’s movement. The remaining nine members represented the civil society in different capacities (e.g. youth organisations, advocates and leaders of marginalised groups such as disabilities and LGBTQI and Faith-Based Organisations). The new programme will have 10 members whose work will be guided by dedicated Terms of Reference. Overall, their common element is their expertise on VAWG.

Specific actions:

1. Support CSO knowledge sharing, and increase opportunities for networking, joint advocacy and partnerships.
2. Support women’s organisations and CSOs to use appropriate accountability mechanisms for advocacy around VAWG.
3. Strengthen CSOs’ capacities on programme design, operational management, implementation, monitoring and evaluation, and resource mobilization.
4. Support the initiatives of the women’s movement and CSO networks to engage in policy decisions and accountability checks related to SGBV and harmful practices.

2.5. Theory of Change by Outcome

OUTCOME A—Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented, and monitored by national and sub-national systems and institutions.

OUTCOME A: Theory of Change

1. **IF** key laws and policies, such as the amended Rape Law, Domestic Violence Act, and Children’s Law, new Public Health Law, Domestic Relations Law, anti-FGM Law are reviewed to ensure compliance with

International Human Rights Standards, amended as needed, effectively implemented, and rigorously monitored;

2. **IF** customary laws are harmonised with national laws to ensure consistency in the protection of women and girls' rights, and there is a regulatory framework established and enforced for public-private partnerships to prevent sexual exploitation of women, girls, and other vulnerable groups;
3. **IF** the capacities of national institutions, such as the Ministry of Justice; Ministry of Finance and Development Planning; the Law Reform Commission; Ministry of Gender, Children and Social Protection; Ministry of Health; Ministry of Internal Affairs and the Legislative Drafting Bureau, are strengthened to develop and implement gender-sensitive and human rights-compliant legislation; budget allocations; and data collection; and if there is a coordinated effort to monitor, raise awareness and advocate for these frameworks at both national and sub-national levels;
4. **IF** community, traditional and religious leaders as well as other duty bearers (legislators, policy makers and law enforcement) at national, subnational and community levels are empowered with the skills, knowledge and awareness on the impacts of SGBV/HPs and the importance of human rights including SRHR; and demonstrate readiness and commitment to adhere to International Human Rights Standards on SGBV, Harmful Practices (HPs), and Sexual and Reproductive Health and Rights (SRHR); and
5. **IF** all relevant stakeholders, including the Legislature, the Law Reform Commission (LRC), Government, and CSOs are strengthened to develop and implement gender-sensitive, evidence-based and human rights-compliant policies, legislations and budgets; and if there is a coordinated effort for monitoring, reporting, and accountability check for these frameworks at both national and sub-national levels;

THEN women and girls will experience an environment where their rights are protected, as comprehensive, well-known, and effectively enforced legal and policy frameworks will address all forms of violence and support their access to SRHR.

BECAUSE the existence of adequately formulated and implemented laws and policies, backed by robust enforcement mechanisms, will ensure that rights protections are in place and effectively operationalised, and that marginalised and vulnerable groups will have the necessary support and resources to advance their rights and well-being.

OUTCOME B – PREVENTION: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.

OUTCOME B: Theory of Change²⁹

1. **IF** community leaders (traditional and religious leaders, Zoes) and duty bearers at national, subnational, community, household and individual levels are aware of their rights and responsibilities, understand the negative impacts of SGBV/HPs and the importance of SRHR;
2. **IF** vulnerable community members (including women and girls who experience and survive violence and FGM, PWDs and LGBTIQs), community leaders (traditional and religious leaders, Zoes) and duty bearers at national, subnational, community, household and individual levels are economically empowered and aware of women and girls' rights and responsibilities, understand the negative impacts of SGBV/HPs and the importance of SRHR; and
3. **IF** influencers (media, celebrities, teachers, parents, community leaders, and youth populations) are empowered with awareness, skills, and tools to promote positive cultural heritage and community

²⁹ Excerpted from LSI 1.0. [spotlight initiative liberia country programme document and budget phase i ii.pdf\(undp.org\)](#) p. 21.

cohesion on the social norms, attitudes and behaviours to prevent and respond to VAWG; HPs and promote SRHRs;

THEN harmful social norms and practices and other forms of GBV will be prevented and eliminated and SRHR will be enhanced;

BECAUSE development of a comprehensive prevention strategy that outlines inclusive participation, empowerment and awareness of negative impacts will enable sustainable community-driven solutions at the national, county, community, household and individual levels, contributing to reduced sociocultural acceptability of SGBV, child marriage and FGM.

OUTCOME C—SERVICES: Women and girls who experience violence and harmful practices use available, accessible and quality essential services and have access to justice.

OUTCOME C: Theory of change

1. **IF** existing essential services for GBV survivors, including their increased access to justice are available, inclusive, strengthened and decentralised,
2. **IF** women, girls and marginalised groups are informed and empowered to access quality services on health, psychosocial support and justice (for survivors and accountability of perpetrators),
3. **IF** service delivery systems and SOPs are in place, better coordinated and accountable to deliver integrated, inclusive essential services to GBV survivors; and
4. **IF** community members, households, and individuals are aware of existing services, the referral pathway, and their rights to report and access services;

THEN there will be increased protection against SGBV, survivors' dignity, improved access to SGBV services for survivors, reduced impunity, and reduced incidence and impact of violence in communities.

BECAUSE the proportion of women and girls, including marginalised groups, with confidence to use these services will be increased, thereby reducing the incidence and prevalence of SGBV.

OUTCOME D—CSOs and the Women's Movement: Women's rights groups and civil society organisations more effectively influence and advance progress on GEWE and EVAWG.

OUTCOME D: Theory of change³⁰

1. **IF** CSOs and the women's movement have an enabling environment;
2. **IF** the Women's Movement and CSOs, including those representing groups facing multiple forms of vulnerabilities and discrimination, have strengthened organisational capacity, knowledge, expertise, coordination, and resilience to exercise leadership on EVAW, especially at the grassroots level; and
3. **IF** multi-stakeholder partnerships and networks are strengthened at local and national levels with women's rights groups and autonomous social movements (such as youth rights advocates/groups, GBV survivors' rights group/movement, and the coalition against harmful practices) and CSOs, including those representing youth and vulnerable groups;

THEN women's movements and CSOs will better engage in the public policy cycle, contributing to the reduction of SGBV/HPs and their impacts;

BECAUSE CSOs and the women's movement will be better equipped with knowledge and capacity to hold the duty bearers accountable for eliminating VAWG/HP and promoting SRHR.

³⁰ Ibid. p 29.

III. Programme Strategy

This section presents the programme rationale and theory of change for the Liberia country programme, highlighting the benefits and results expected. The integrated results framework, work plan and budget are referenced.

3.1. Intervention Logic and Theory of Change

3.1.1 Problem Statement

Liberia has gradually evolved towards peace and stability since the end of the civil war in 2003. For many Liberian women and girls, however, the violence experienced during wartime still occurs. Violence against women and girls remains one of the most significant human rights violations in Liberia³¹ and continues to impact women and girls in complex and intersecting ways with multiple forms of consequences.

Society power structures mostly privilege boys and men in Liberia, and SGBV, including FGM, is rooted in unequal power relations between men and women that are embedded in a system that sustains itself through discriminatory gender stereotypes and norms, and unequal access to and control over resources and decision-making. SGBV prevents women from playing a vital role in the country's development and is an enormous impediment to safe sexual and reproductive health and rights (SRHR). Addressing SGBV to advance gender equality requires efforts not only in promoting awareness and behaviour change, but also in challenging the fundamental power dynamics that define gender norms, disability-related stigma and relationships.³²

3.1.2 Overarching Hypothesis

The **overall objective** of this Action is to contribute to gender equality and women's empowerment (GEWE) in Liberia by significantly reducing sexual and gender-based violence (SGBV).

The **specific objectives** of this Action are:

1. Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented and monitored by national and sub-national systems and institutions.
2. Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.
3. Women and girls who experience violence and harmful practices use available, accessible and quality essential services and have access to justice.
4. Women's rights groups and civil society organisations more effectively influence and advance progress on GEWE and EVAWG.

3.1.3 Intervention Logic and Theory of Change

The underlying intervention logic for this Action is that:

IF (A) an enabling institutional, legislative and policy environment informed by the evidence of what works and from quality and comparable data is in place and translated into action;

IF (B) favourable social norms, attitudes and behaviours are promoted at institutional, community and individual levels to prevent VAWG, including through increased voice and agency of women and girls and economic empowerment of disadvantaged and marginalised women and youth;

³¹ Tsegaw, M., Mulat, B. & Shitu, K. Intimate partner violence and associated factors among reproductive age women in Liberia: a cross-sectional study using a recent Liberian demographic and health survey. BMC Women's Health (2022).

³² [UNICEF Gender Transformative Approach for Elimination of Female Genital Mutilation.](#)

IF (C) women and girls who experience violence are empowered to use available, accessible and quality essential services and recover from violence, while perpetrators are duly prosecuted; and

IF (D) the knowledge, expertise and capacities of women's rights organisations and civil society organisations, including those representing youth and groups facing multiple and intersecting forms of discrimination, is drawn upon and strengthened,

THEN there will be a substantial reduction in violence against women and girls, while survivors will have increased access to justice as well as psychosocial and legal assistance and rehabilitation, which in turn will contribute to women's empowerment and to a more gender-equal and disability-inclusive society in Liberia.

BECAUSE better evidence-based responses to VAWG are available, violence is being prevented before it happens or before it re-occurs by addressing legal, social and gender norms, disability stigma, and inequalities, and challenging dominant notions of masculinity, and those experiencing violence, as well as their dependents, will be empowered to recover and rebuild their lives with appropriate assistance and support.

3.1.4 Addressing the Needs

A. Scope and scale of support

The overall objective of this Action is to contribute to gender equality and women's empowerment in Liberia by significantly reducing SGBV, one of the most common forms of violation of women's rights in Liberia. It will also ensure the rehabilitation of SGBV victims and survivors as well as the full protection of women and girls in all their diversity, particularly those facing increased risk of violence, such as women with disabilities. To attain this objective, the Action uses an integrated and multi-sectoral approach to reduce SGBV and its severe consequences on women and girls and other marginalised groups through interventions encompassing prevention, protection, and response compounded with Government's institutional support. The Action will build on the EU's recent investment in the Spotlight Initiative by addressing the gaps in implementation and consolidating the results.

At the micro level, the Action will use an evidence-based community mobilisation approach to change attitudes towards and perceptions of SGBV, by also engaging men and boys to challenge the negative masculinity that underpins SGBV. Furthermore, it will target religious, traditional, and community leaders and increase their role in prevention and in the reduction of stigma across gender and disability. The Action also intends to economically empower disadvantaged and marginalised women and youth, increase their voice and agency, and reduce their vulnerabilities to SGBV. At the macro level, the Action will seek to advocate for legislation that protects women and girls from SGBV and increase the knowledge and capacity of law enforcement bodies and service providers to enforce existing laws. The meso-level approach will target local governments, county administrators, service providers, and legal and judicial systems.

In addition, the Action will contain interventions that scale up access to justice for victims and perpetrators, law enforcement and accountability, as well as comprehensive and coordinated services, one-stop centres and quality safe homes to address women's and girls' multidimensional needs.

B. Needs of Target Groups

Target groups and beneficiaries

Lodged in a population of about five million people, the project is expected to reach, directly and indirectly combined, more than half of the total population in Liberia. The Spotlight Initiative responds to the needs of the target groups and beneficiaries as the identification of Counties was based on a set of selected indicators, including the incidence and acceptance of GBV, FGM and general exposure to violence. The selection process

identified eight target counties (Lofa, Grand Cape Mount, Montserrado, Nimba and Grand Gedeh, Maryland, Grand Bassa and Bong), five of which are the most populated counties in the country (Lofa, Grand Cape Mount, Montserrado, Nimba and Grand Gedeh).

Beneficiaries

The UN Trust Fund defines beneficiaries as³³:

- Women and girls only who directly benefit from the project or act as critical agents of change in their own lives and/or co-create and actively participate in the design and implementation of the projects as representatives of key constituent groups. There must be evidence that the women benefited or received services that had a positive impact on their lives;
- Individuals who may act or engage with the UN Trust Fund project in support of women and girls. They may be partners, agents of change, duty bearers, key stakeholders, or project participants, and may belong to groups targeted at the outcome level of grantee projects to influence community, societal or institutional change to end VAW/G; and
- Members of the public, family, colleagues, or acquaintances reached through ending VAW/G programming/campaigns who may be targeted or reached as part of holistic programming and/or through public information about the project’s benefits. These numbers, self-reported by grantees, are unlikely to be verifiable objectively but can be estimated. For example, they may represent the number of people receiving information on ending VAW/G from the project, attending public events to raise awareness, commenting positively on social media, and listening to a radio programme on ending VAW/G.

Direct and indirect beneficiaries to be reached in interventions can be estimated based on a model that quantifies the population accessed according to the size of households.³⁴ In LSI 2.0, the eight counties to be reached in interventions under the four outcomes amount to a population of 4,239,578, approximately 81% of the total population of 5,250,187, with an average household size of 4.4, according to the 2022 Census.³⁵

Other analysts consider direct beneficiaries and target groups to be synonymous, asserting that direct beneficiaries refer to the individuals, groups, or organizations, which benefit directly from the intervention, or who are the direct recipients of the action, concluding that direct beneficiaries and the target groups are the same.³⁶

Main Target groups

The main target groups identified for opportunities in LSI 2.0 are women and girls in general, including victims/survivors of SGBV/HPs, and other marginalised groups including PWDs and LGBTQI groups to raise awareness of their rights and encourage them to be active participants in creating change.

Table 1: Population size by counties in LSI 2.0

Bong	467,561
Grand Bassa	293,689
Grand Cape Mount	178,867
Grand Gedeh	216,692
Lofa	367,376
Maryland	172,587
Montserrado	1,920,965
Nimba	621,841
TOTAL	4,239,578

³³ [Spotlight Initiative UN Trust Fund 2022 Annual Report.pdf](#) p 35.

³⁴ Women’s Peace and Humanitarian Fund. (n.d.) Tip Sheet: Counting Beneficiaries. [beneficiary-tip-sheet_eng_final.pdf \(wphfund.org\)](#)

³⁵ <https://lisgis.gov.lr/censusreport/thematic/ThematicReportonPopulationSizeDistributionandStructure.pdf>

³⁶ UN Peace Fund. Op. Cit.

Targeted groups and communities will also include:

- **General public:** to challenge harmful social norms, create demand for accountability, and create awareness of the rights of women and girls to be free of all forms of SGBV/HPs and to access SRHR.
- **Community and religious leaders:** to elevate their knowledge of the psychosocial impact of SGBV/HPs and the possibilities of alternative practices that avoid harm.
- **Legislators:** to stimulate them to take accountability in their role as duty bearers in eliminating SGBV/HPs and ensuring all people in Liberia enjoy their SRHR.
- **The Government** (the Prosecutors, judiciary and the LNP): as duty bearers and implementers of laws and policies.
- **The private sector:** to make public commitments to ensuring their workplaces are free of GBV and to become champions of the cause through engagements in campaigns for raising the awareness and promoting VAWG prevention through women's economic empowerment initiative.
- **CSOs, traditional and religious leaders and women's groups:** to engage in preventing SGBV/HPs and lead community engagement on the subject.
- **Men and boys:** to instil changes in attitudes and behaviours, ultimately reducing their participation in and approval of SGBV/HPs.

During the Inception Phase, the number of beneficiaries expected to be reached under each Outcome will be quantified for each activity in the Work Plan. The data will be disaggregated by location, sex, age, vulnerability including HIV AIDS, PWD, and LGBTQI.

Changes and Results Expected to Benefit the Target Groups

Outcome A: Legislation, policies and data

As a result of the planned interventions under Outcome A, laws and policies that prevent SGBV/HPs and protect the rights of women and girls from SGBV/HPs will be enacted and strengthened. Moreover, women's rights organisations, MGCSIP institutional stakeholders at national and subnational level, and law enforcement bodies' capacity to create a societal level of awareness in existing laws and provisions that promote the rights of women and girls will be enhanced. It is further anticipated that the Government's capacity to monitor and enforce existing laws and legislations on SGBV is elevated.

The legal ramifications include the strengthening of legal frameworks leading to the reduction of harmful practices such as FGM and assuring protection for vulnerable groups. Access to justice will be improved with quicker case processing and reduced pre-trial detention. There will be increased efficiency and resources for handling VAWG cases, leading to more timely and sensitive responses.

In all, the Outcome interventions will result in better enforcement of laws through ongoing monitoring, ensuring accountability and sustainable legal reforms.

Outcome B: Prevention

The outlook for interventions planned under Outcome B focuses on addressing the root causes of VAWG, discrimination and on promoting positive changes in knowledge and attitudes towards social and gender norms perpetuating SGBV reported in targeted communities. Community mobilisation and activism will be activated and sustained through grassroots awareness on gender and social norms using the SASA! approach. This will be complemented by massive campaigns to be conducted at the national and sub-national levels and community-wide campaigns. Campaigns and awareness interventions will emphasize women and girls' rights (including awareness on women's rights to resources and land (LRA 2018) and resources), positive masculinities, positive portrayal of women in media reports and social media, and prevention of school-related SGBV and sexual harassment.

Traditional, community and religious leaders in communities will have increased capacity to promote and protect the rights of women and girls, and other marginalised groups: skills and awareness of key influential

members of the community will be prioritised to create a pool of agents of change and champions for social norms change and promotion of women and girls' equal rights with focus at the community level. Interventions to promote South-South exchange of key agents of change (notably the revival of the Coalition of Traditional Leaders of Africa (COTLA) Liberia Chapter, exchanges of experience and best practices, and support to initiatives aimed at enhancing compliance to regional accountability mechanisms for VAWG prevention), and enhance the spirit of volunteerism in championing gender equality through the scale up of skills and knowledge acquired will also be promoted, including through youth volunteers.

SGBV survivors and former female Zoes (traditional FGM practitioners) as well as other vulnerable women in the communities will have increased access to economic empowerment opportunities. Alternative economic livelihood and life skills identified by Zoes and other women in earlier assessments and those to be conducted at the inception phase will be implemented. Initial assessments have shown that promoters and practitioners of harmful practices are motivated by economic reasons among others, and that parents send their daughters to bush schools to learn "good manners" worthy of a future "good wife". Investment in grassroots alternative livelihood opportunities such as climate smart agriculture programmes, VSLAs, adult literacy programs and Business Development and other skills training will be implemented as a strategy to enhance a shift in mindsets of both catalysts of gender inequalities and their victims. Further consultations will be undertaken with the target groups to review non-traditional, marketable skills, which could be introduced to the women and girls.

The initiative will also provide an opportunity for young girls in rural communities prone to SGBV and harmful practices to acquire vocational skills and opportunities, leading to less vulnerability to SGBV, harmful practices and other forms of gender-based violence and discrimination which have often deprived many young girls in rural communities of the fundamental right to education, or denied them the right to learn and acquire knowledge for prospects, thus leading to their increased vulnerability to exploitation and abuse. The traditional rites of passage of girls into womanhood, will be upheld through the concept of 'initiation without mutilation', often claimed by traditional communities to promote the Liberian positive values along with life skills earning.

Gender equitable social norms, attitudes and behaviours will shape changes at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.

Outcome C: Responsive services

The suite of interventions under Outcome C is expected to simultaneously improve access to services and the quality of services available to survivors and victims of various forms of abuse. Among the planned measures are decentralised one-stop centres, integrated and coordinated multisectoral service delivery, and the provision of inclusive, accessible and comprehensive services. In addition, Government, women's rights organisations, and service providers' capacity to increase access and provide coordinated and comprehensive services to SGBV survivors and women and girls at risk of SGBV will be enhanced.

As a result of national and subnational awareness-building campaigns, the level of public understanding of rights of women and girls subjected to various forms of violence and legal recourse they can pursue will be enhanced. The expansion of the capacity of the national forensic laboratory services in efficient evidence collection and management and the strengthening of police's investigation skills for SGBV crimes will equally be prioritized.

Other interventions that will directly benefit survivors/victims include advocacy for the removal of fees for clinical tests and other services for survivors of GBV and child abuse; and more speedy access to justice for SGBV survivors and perpetrators, including access to free legal aid.

Outcome D: Women's movement and CSOs

The programme will strengthen the capacity of women's movements and CSOs to integrate into existing coalitions and networks, effectively advocate and lobby for change in laws and policies that are discriminatory against women, raise awareness on the existing legal and policy frameworks that seeks to address SGBV and

HPs, including the effective use of social accountability mechanisms to support their advocacy and influence on SGBV prevention and response.

Results to be derived from Outcome D investments focus on increased opportunities for women's rights groups and CSOs to share knowledge, network, partner and jointly advocate with relevant stakeholders at sub-national and national levels. A key element of the capacity-building will address social accountability mechanisms for advocacy and influence on prevention and response to VAWG and GEWE.

Further, women's rights groups and CSOs will have strengthened capacities to design, implement and monitor their own programmes on ending VAWG. They will more effectively influence and advance progress on GEWE and VAWG through advocacy initiatives that influence decision makers.

C. Geographical Scope/Needs

The programme will encompass both national and county level interventions. Programme resources will be deployed in eight counties, five of which were part of LSI 1.0. The five counties that will continue to benefit from the investment are: Nimba, Lofa, Grand Cape Mount, Grand Gedeh, and Montserrado. The three new counties are: Bong, Grand Bassa and Maryland.

From data sets obtained from the MGCSP and the LNP, as well as DHS and SCORE reports, a composite of indicators and criteria have been assembled to guide the consideration of the geographical scope to be covered in the implementation.

Table 2: Aggregate indicators and criteria to inform county selection

	Bomi	Bong	Gbarpolu	Grand Bassa	Grand Cape Mount	Grand Gedeh	Grand Kru	Lofa	Margibi	Maryland	Montserrado	Nimba	River Cess	River Gee	Sinoe
Supported under SI 1.0					X	X		X			X	X			
Primary criteria – prevalence data															
Violence tendency				2.3			2.4	2.2				2.2	2.5		2.6
Endorsement of FGM	52%	39%	40%		61%			64%							
Endorsement of SGBV			1.2			1.5		1.4		1.6				1.3	
Experience of sexual violence	12.8%	8.7%		14.0%	10.7%				12.3%			19.0%			11.9%
Incidence of spousal violence			59%	58%	66%					69%	57%	61%		59%	72%
Experience of physical violence			66.3%	63%	72.4%					64.8%	66.1%				68%
Controlling behaviour by spouses		71.2%			68.7%		79.9%		70.8%			71.2%		83.9%	79.7%
Secondary criteria – factors impacting															
Overcrowding						X	X	X				X		X	X
Banned FGM		X			X			X			X	X			
World Bank proposed	X				X	X							X		
Other agency planned GBV															

A review of the data brings to light variances in the occurrence and experience of gender-linked violence that pose a challenge for the basis of selecting counties. The complexity is further defined by crime rate statistics which display a general decline in the national crime rate that parallels a decline in reported cases of SGBV over the 2020 to 2022 period.³⁷ The tendency to SGBV in the counties does not, however, conform to the pattern of the general crime rate in the county, i.e. some counties with a low crime rate display elevated tendencies to SGBV. For this reason, it is important to report trends by county that can be monitored over time.

³⁷ Liberia National Police. (2024) National Crime Statistics Report, July to December 2022.

Figure 6: Preliminary Conclusions on County Trends

Experience of physical violence in girls and women aged 15-49 does not always correlate with SGBV and a predisposition to spousal violence

Endorsement of SGBV does not appear to correlate with the experience of SGBV.

FGM endorsement does not correlate with SGBV endorsement

Spousal violence does not correlate with acceptance of FGM

Of the Counties ranking high in the support for FGM – Bomi, Grand Cape Mount and Lofa – only Lofa and Grand Cape Mount are reported to have relatively high tendencies to spousal violence. The actual incidence of spousal violence in those 3 Counties shows Grand Cape Mount is in the high tier, while Bomi and Lofa are in the lower tier.

It is important that the SCORE 2024 Report inform on upward or downward trends on these indicators

Remote, isolated, difficult to access Counties may be more susceptible to acts of SGBV; and may face constraints in availability of courts and judicial responses.

In the Desk Review and ensuing consultations, it became evident that while there are trends common to the counties, there is also considerable diversity and diverging patterns. Correlations of the data, for example between the incidence or rate of national crime, and county patterns of crime, display noteworthy variations. Moreover, the patterns of crime nationally and the relationship to SGBV at the national and subnational levels indicate a lack of alignment of general crime trends to the reported cases of SGBV.

Consequently, the Programme Document must contend with both a national scope for the interventions, as well as county coverage. Whereas in Spotlight 1.0 a decision to invest in five counties took account of those that were most populous as well as exhibiting tendencies towards VAWG, a more nuanced analysis is necessitated for planning the geographical coverage in SI 2.0. Investments in infrastructural costs can be considered alongside multi criteria outlined below.

Given the gaps identified in the national and county stakeholder consultations, it would seem prudent to consider the counties where traditional leaders performed rituals and public ceremonies to ban FGM for further support on advocacy leading to policies that would enforce the ban and monitor practices, while enhancing access to alternative economic opportunities and employment. From this standpoint there is justification to make further investments under Outcome A in all the counties that banned the practice (See Table 3).

The potential to locate the intervention in one county with spillovers to nearby areas is also to be considered.

With insights gleaned from national and county consultations, a preliminary projection for investments was devised considering critical trends including prevalence, institutional services especially in the access to the court system and the dispensation of justice, and the rates for conviction of rape and other SGBV crimes. Other considerations in county selection include:

- 1.1 Identify common areas of interest and need by scoping all 15 counties and establishing baselines.
- 1.2 Build networks of support with donors, CSOs and partners working in the counties after conducting an inventory of current and planned activities.
- 1.3 Set goals for the county's development agenda as articulated in the NDP process, integrating the threats to humane living conditions.
- 1.4 Conduct capacity assessment of the needs of the counties.

Table 3: County indicators on prevalence

COUNTY	FGM is acceptable	Prevalence (SCORE & DHS)			Population
		Endorsement of SGBV	Experience of SGBV	Spousal violence tendencies	
Bong	39%	0.7	8.7%	71.2%	467,561
Nimba	32%	1.4	19.0%	71.2%	621,841
Lofa	64%	1.1	5.4%	67.7%	367,376
Grand Gedeh	31%	1.5	8.5%	58.0%	216,692
Grand Cape Mount	61%	1.1	10.7%	68.7%	178,867
Montserrado	26%	0.9	5.7%	61.3%	1,920,965
Grand Bassa	12%	0.6	14.0%	64.4%	293,689
Maryland	27%	1.6	9.1%	63.8%	172,587
TOTAL					4,239,578

D. Signature Interventions³⁸

Under LSI 1.0 innovative activities were launched under the Outcomes that can serve as models for upscaling in LSI 2.0, with a view to achieving sustainable results. Promising interventions noted in the Desk Review include the following:

Integrated Essential Service Package for SGBV and SRHR

In 2022, the Liberia Spotlight Initiative introduced the Integrated Essential Service Package (IESP) for SGBV/SRHR, which is a comprehensive multi-sectoral case management and service provision package for responding to SGBV and promoting SRHRs. Grounded in the human rights-based approach, the survivor-centred approach, and empowerment approach, the IESP adopts the cultural and age-appropriate/sensitivity to service delivery while prioritizing survivor confidentiality, informed consent, and safety, as well as perpetrator accountability. The adoption of the IESP has helped address poor coordination and fragmentation in the delivery of essential services to SGBV survivors in Liberia. It has also contributed to improve data collection and information management more competently. The number of survivors seeking services has increased to 22,558 direct beneficiaries (7,479 women, 11,342, girls, 1,235 men, 2,502 boys) who accessed multi-sectoral services at different service provision levels. These services included psychosocial support, counselling, referrals, family planning and survivor services (case management, counselling, access to justice and economic empowerment).³⁹ This model needs to be fully implemented and will continue to guide the delivery of essential services to survivors of SGBV and its application will be improved to address capacity and sustainability gaps identified in the previous programme implementation.

Strengthening collaboration amongst CSOs and government actors to enhance law reforms

To promote a coordinated approach to legislation reform, the LRC held several stakeholders' consultation meetings with support from the Spotlight Initiative. Line ministries, such as the MOJ, LRC, MGCSP, and MIA are collaborating with CSOs to promote the legislation reform processes through multiple discussion platforms, including Human Rights Working Groups, GBV Observatories, the GBV Taskforce, and the Inter-Ministerial Taskforce, and the Special Presidential Taskforce). This unique collaborative strategy is currently tested on the revisions of the Rape Law, the Domestic Violence Act, the Inheritance Law, and the Domestic Relations Law and

³⁸ LSI Report 2022.

³⁹UNFPA. (2023) Towards the three zeros: A Snapshot of UNFPA's achievements in 2022. https://liberia.unfpa.org/sites/default/files/pub-pdf/unfpa_liberia_annual_report_2022_hi-res.pdf

is ongoing. Better laws will be created through the law reform implementation, including with provisions to facilitate the prosecution of offenders. If women and girls are more educated on these laws, they will be better equipped to defend themselves from perpetrators and to use the law as appropriate.

The concept of “initiation without mutilation”

Liberia has embraced the concept of ‘Initiation without mutilation’ to replace FGM as a rite of passage of young girls into adulthood. The approach stresses the importance of preserving cultural traditions as an integral part of upholding national identity whilst also committing to abandoning harmful traditional practices, given that culture is dynamic and thus evolves and can change. The approach was welcomed by traditional leaders who offered to champion its implementation, starting with Montserrado County.

The use of Kobo data collection tools in monitoring

The piloting and testing of LSI Event Recording Form and LSI Monitoring forms based on the Kobo Toolbox, a free online platform that enables data collection in areas with and without mobile network, is considered a promising practice and has proven to reduce the burden of reporting while providing evidence on events and interactions with communities and grassroots actors by PMCU and CS-NRG teams.

3.1.5 Feasibility of the Programme

The feasibility of the programme is assessed against the goals, expected results, and investments to be made in the undertaking. As described in the Programme Results Matrix, there are ambitious hopes that will be managed during implementation, considering how the project was implemented in Phases 1 and 2 of Spotlight Initiative 1.0., and concerns acknowledged during the implementation.

The Theory of Change for each Outcome has identified the conditions necessary for successful implementation of the Action. Notwithstanding the risks outlined in Section 5.8, that should be overcome with strategic investments and actions, the implementation of the Action benefits from the 2019-2023 experiences.

Factors that can lead to the success of the project may be categorised as:

- Stakeholder interest and commitment
- Financial support and synergies with other partners’ relevant programmes
- Management oversight
- Structures for networking and collaboration

Considering the achievements of LSI 1.0 and lessons learned that should be applied in LSI 2.0, it can be inferred that the programme will be feasible.

Table 4: Assessing the Feasibility of the Programme

Feasibility factor	Outlook
Stakeholder interest and commitment	Based on the experience of LSI 1.0 and the promising indications of LSI 2.0, it can be anticipated there will be strong and continuous stakeholder support for LSI 2.0.
Financial support and synergies with other partners’ relevant programmes	Pending approval of the Country Programme Document, there is a strong likelihood of enhanced collaboration with other partners’ relevant programmes to maximize the impact of the programme during and beyond the end date of implementation.
Resourcing of key implementing entities	As it is the lead agency coordinating the implementation of LSI 2.0, the capacity of the MGCSP should be assessed with a view to strengthening its mandate to steer the initiative.
Management oversight	The establishment of planning and management units for LSI 2.0 (NSC, Technical Working Group, CS-NRG, Programme Management Unit) would benefit from a management review to determine optimal methods for oversight and coordination.
Structures for networking and collaboration	Formalisation of grassroots CSO coalitions around specific interest areas, with potential for jointly planned CSO initiatives.

IV. Programme Description

4.1. Description of the Action

4.1.1 Background to the preparation of the action

Extensive desk research was conducted in advance of the preparation of the Country Programme Document, followed by a two-month in-country mission that entailed wide ranging primary data gathering and interactions with key stakeholders. A Technical Committee consisting of the MGCSF technical focal points, RUNOs and CSOs were the backbone for the guidance throughout the process.

4.1.2 Goal and objectives of the action

The overall objective of this Action is to contribute to gender equality and women's empowerment in Liberia by significantly reducing the prevalence of sexual and gender-based violence (including harmful practices)—one of the most common forms of violation of women in Liberia—and increasing women's and girls' access to sexual and reproductive health and rights. It will also ensure the rehabilitation of SGBV victims and survivors, as well as the full protection of women and girls in all their diversity, particularly those facing increased risk of violence, such as women with disabilities.

To attain this objective, the Action uses an integrated and multi-sectoral approach to reduce SGBV and its severe consequences on women and girls and other marginalised groups through interventions encompassing prevention, protection, and response bolstered with Government's institutional support. The Action will build on the EU's recent investment in the Spotlight Initiative by addressing the gaps in implementation and consolidating the results.

At the micro level, the Action will use an evidence-based community mobilisation approach to change attitudes towards and perceptions of SGBV, by also engaging men and boys to challenge the negative masculinity that underpins SGBV. Furthermore, it will target religious, traditional, and community leaders, parents, teachers, youth, organised women's groups and media practitioners and increase their role in prevention and in the reduction of stigma across gender and multiple forms of discrimination.

The Action also intends to economically empower disadvantaged and marginalised women and youth, increase their voice and agency, and reduce their vulnerabilities to SGBV. At the macro level, the Action will seek to advocate for legislation that protects women and girls from SGBV and harmful practices and policies to protect women's rights' defenders and witnesses of SGBV, harmful practices, and SRHR violations.

Priority will also be given to and increasing the knowledge and capacity of law enforcement bodies and service providers to implement existing laws. The meso-level approach will target local governments, county administrations, service providers, and legal and judicial systems.

In addition, the Action will contain interventions that scale up access to justice for victims and perpetrators, law enforcement and accountability, as well as comprehensive and coordinated services, one-stop centres and quality safe homes to address women's and girls' multidimensional needs.

The Action will contribute significantly to the realisation of the [EU Gender Equality Strategy 2020-2025](#), which aims to make significant progress by 2025 towards ending gender-based violence and challenging gender stereotypes, and to the [EU Gender Action Plan 2021-2025 \(GAP III\)](#) mainly in the following areas: 1) freedom from all forms of gender-based violence; 2) promoting sexual and reproductive health and rights; 3) promoting economic, and social rights, empowering girls and women; as well as to the 2030 Agenda's principle of leaving no one behind (LNOB).

The projected time frame for the Action is June 2025 to May 2029.

4.1.3 Key Stakeholder Groups and Consultations Held

Main stakeholders and corresponding institutional and/or organisational entities to be covered by the Action include:

- The MGCSP, which will be in the lead. Established in 2001, the MGCSP serves as the driving force of the Government for the implementation of regional and international human rights instruments signed and ratified by the Government.
- Relevant line ministries include the Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Internal Affairs, and Ministry of Health, which are among the key players for SGBV prevention, protection, and response in the planned interventions at both national and sub-national level. Gender focal points of these ministries and agencies will also be involved. The Ministry of Finance and Development Planning will be involved concerning issues of gender budgeting, while the Ministry of Education will be consulted and targeted for school-level SGBV prevention and response, including for gender/SGBV mainstreaming in the education curriculum or possible post-rescue training opportunities. Legislative bodies also have a role to play in oversight and law-making.
- Other UN agencies may be involved through the Gender Theme Group and would include UNICEF, OHCHR, IOM and other Development Partners such as the EU member states.
- Government agencies: The Spotlight Initiative works with multiple government agencies to identify and implement effective interventions to end VAWG.
- Service providers: The Spotlight Initiative works with recognized SGBV prevention and response service providers such as One Stop Centres, integrated healthcare facilities, safe homes, law enforcement agencies, school clubs, male networks, and feminist groups and coalitions to identify and implement effective interventions to end VAWG.
- Communities: The Spotlight Initiative works with communities to identify and implement effective interventions to end VAWG.
- Traditional and faith leaders: The Spotlight Initiative works with traditional and faith leaders in the fight to EAWG as they hold significant influence in shaping social norms and behaviours. They have a good understanding of their local context and can contribute to identifying and implementing effective interventions to end VAWG.
- The private sector: The Spotlight Initiative works with the private sector to leverage its resources, influence and create broader cultural shifts to identify and implement effective interventions on SGBV public awareness, financial and technical support to beneficiaries' economic empowerment activities, and gender mainstreaming policies in the workplace (Prevention of Sexual Exploitation and Abuse and Sexual Harassment) in an effort to contribute to the prevention of to end VAWG.
- Academia: The Spotlight Initiative works with academia to identify and implement some trainings such as in the area of gender-responsive policy management (as part of GRPB intervention) and other research-based interventions that contribute to the initiative's efforts for ending VAWG.
- The media: The Spotlight Initiative works with the media as an ally in the fight to end violence against women and girls which include portraying women positively in new stories, capacity building for journalists in gender sensitive reporting and creating a more informed and supportive environment that helps prevent violence against women and girls.

In the lead up to the preparation of the Country Programme Document, the input of diverse stakeholders was sought through a series of national and sub-national consultations that covered four counties and the capital Monrovia in multi-sectoral interactions. Participants were drawn from Government ministries, CSOs, county leaders and managers, elders and religious organisations. Among topics discussed related to the design of LSI 2.0 were current issues faced in SGBV, SRHR, and harmful practices; the impact of mitigating actions taken and remaining gaps. From the consultations, areas of need were identified that have informed the current iteration of the Programme Document.

4.1.4 Intervention logic underpinning the Action

Expected outputs, outcome(s) and impact as well as underlying the main risks and assumptions towards their achievement are outlined in the results framework section of this document (Section 6.3: Programme’s Results Matrix).

4.1.5 Mainstreaming relevant cross-cutting issues

In the pursuit of EAWG there are multiple principles that require attention. They include: the promotion of human rights, gender equality, democracy, good governance, support to youth, children’s rights and indigenous peoples; and combating HIV/AIDS. The programme is aligned to principles undergirded in various conventions and committed to upholding the protection of the environment and the poor and at-risk communities and vulnerable persons. Relevant themes will be mainstreamed into the programme analysis and ensuing actions.

Gender equality and empowerment of women and girls

Gender equality is the principal objective for undertaking this Action, as indicated in both the general and specific objectives. Given that gender inequality is one of the root causes of SGBV, which in turn hinders women’s full potential and participation in all spheres of society, addressing SGBV is contributing to gender equality and women’s empowerment. Therefore, the intervention fully contributes to the EU’s GAP III commitment to applying a gender-transformative approach together with the human rights-based approach and intersectionality as well as conducting and using updated gender analyses to inform decision-making on future actions and integrating these into all relevant dialogues, policies, strategies, programmes and operations.

Human rights

This Action adopts a human rights-based approach and intends to promote and respect the rights of women and girls and other marginalized groups, including PWDs, in accordance with the international and regional human rights normative frameworks Liberia has ratified such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1984); the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa (2008); the Convention on the Rights of Persons with Disabilities (2012); the Convention on the Rights of the Child (as well as its optional protocols) (1993); the International Covenant on Civil and Political Rights.

The Action will also support Liberia’s laws and policies promulgated at the national level to promote and protect the human rights of women and girls and provide the impetus for ending violence against women, which include the Domestic Violence Act of 2019, the Rape Law of 2016, the Children’s Law of 2011 and the revised National Gender Policy 2020-2022. This Action will apply the working principles of the human rights-based approach throughout the design and implementation of the intervention as well as an intersectionality approach.

Disability

This Action will significantly contribute to the inclusion of the rights of persons with disabilities from its overall objective (impact) level. The Action will support the inclusion of women and girls with disabilities in all activities on prevention of SGBV, the protection of their rights as survivors of SGBV as well as their access to SGBV response services, including legal services and justice. Women and girls with disabilities will also be targeted in the economic empowerment intervention (Output B.3) geared towards reducing the vulnerabilities to SGBV. The Action will be in line with the EU Strategy for the Rights of Persons with Disabilities 2021-2030, the EU guidance note on disability inclusion in EU external action, and the National Action Plan on Disability in Liberia 2023-2027.

Reduction of inequalities

The principal objective of this Action is to significantly reduce SGBV on women and girls in all their diversity, which contributes to reducing gender inequalities. Furthermore, one of the specific objectives (outcome B) of this Action aims at preventing SGBV through tackling the root causes of gender-based violence, i.e., social and gender norms that relegate women to a subordinate position and underpin SGBV, including harmful practices such as FGM.

Violence against women and girls remains one of the most significant human rights violations in Liberia and has life-long physical and psychosocial health consequences. It also traps women and girls into poverty, economic hardship, social marginalization, and basic human rights denial, while deepening existing economic inequality between women and men. Living in poverty in turn increases the risk of women and girls experiencing violence and trafficking. This Action therefore bridges the gap of gender inequality by preventing and addressing SGBV. It also reduces the vulnerabilities to SGBV of socio-economically disadvantaged women and other marginalized groups through economic empowerment interventions.

Democracy

The respect of women's rights and freedom of women, youth and other marginalized communities from violence coupled with economic empowerment interventions intend to promote their increased agency and voice and their subsequent participation in the democratic processes.

Conflict sensitivity, peace and resilience

Gender equality is a fundamental human right, which creates the foundation for a peaceful, prosperous and sustainable society. Women's contribution has been crucial to bring an end to the Liberian civil wars and to the signing of the Comprehensive Peace Agreement in 2003, and this engagement remains essential nowadays. With inequalities being a root cause of conflict, gender equality is a precondition for peace, resilience and stability in the country. Under the Sirleaf administration, several inclusive national frameworks were developed, such as Liberia Rising Vision 2030 (a post-conflict vision for an equitable, diverse and democratically stable country), the Strategic Roadmap for National Peacebuilding, Healing and Reconciliation, and the Liberia Peace-building Plan. These frameworks were intended to reduce gender inequality and strengthen women's participation in the governance process.

4.1.6 Timeframe for the action

The action will cover a four-year period.

4.2. Strategic Outcomes

4.2.1 Expected Results and Key Interventions

Programme results associated with key interventions will be derived from a composite of actions proposed under each Outcome area. Table 7 outlines the range of Outcomes aligned to each Outcome, matched with indicators and assignments of agency roles.

Outcome A: Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented and monitored by national and sub-national systems and institutions

Output A.1: Laws and policies that prevent SGBV/HPs and protect the rights of women and girls from SGBV/HPs are enacted and strengthened.

Liberia has successfully criminalized domestic violence through the enactment of the Domestic Violence Act. Under the implementation of LSI 1.0, additional legislative frameworks, such as the Rape Law, the Domestic Relations Law, and the Inheritance Law, were revised and simplified for the understanding of ordinary people. However, the effective enforcement of these laws is still necessary to adequately protect women, girls, and their rights to live free from gender-based violence and harmful practices.

This initiative will focus on advocating for and facilitating mechanisms for the effective implementation of these laws. Additionally, it will ensure proper advocacy efforts are directed towards relevant lawmakers to secure the passage of the draft Bill to outlaw FGM, which is currently pending review by the Legislature. Furthermore, the promotion of law reforms under this initiative will aim to harmonize customary and statutory laws for addressing inconsistencies that hinder women's rights and their access to justice. This includes improving access to land rights and protection from harmful practices such as FGM, child marriage, and witchcraft accusations.

Output A.2: Women's rights organisations, MGCSIP institutional stakeholders at national and subnational level, and law enforcement bodies' capacity to create a societal level of awareness in existing laws and provisions that promote the rights of women and girls are enhanced.

LSI 1.0 has contributed to enhancing the capacities of various institutions to support the adoption, implementation, and enforcement of policies and laws that protect women and girls from gender-based violence. Customized trainings targeted national and subnational institutions to design and implement policies, programs, and activities aimed at preventing and responding to all forms of VAWG. These institutions play a

crucial role in translating laws and policies into practice and ensuring comprehensive elimination of VAWG. However, relevant gaps still exist, leading to low implementation rates of legislation.

Under LSI 2.0, institutions such as LNP, Ministry of National Defence, MoJ, and the judiciary will receive targeted capacity enhancement to address identified gaps in skills and knowledge necessary for promoting legal awareness and literacy on SGBV, HPs, and SRHR. Interventions under this output will also equip these organizations with the necessary tools to promote legal awareness and literacy on SGBV and SRHR and fund their outreach efforts.

Output A.3: Government's capacity to monitor and enforce existing laws and legislations on SGBV is elevated.

Several institutional capacity gaps were identified during the implementation of LSI 1.0 and from consultations conducted to inform the development of this programme, including limitations in skilled human resources, tools, coordination of processes, and monitoring and reporting of SGBV laws. These gaps have consistently impacted investigations, protection of women and girls from GBV, and acquisition of evidence for accessing justice. It was also noted that funding for GBV issues was significantly low, constituting less than 1% of the national budget in 2023.

To address these issues, interventions under this output will consist of providing technical assistance to law enforcement agencies to enhance their capabilities in handling SGBV cases. This includes supporting the Liberia National Police in improving their capacity to conduct investigations, training judiciary officials, and operating the GBV IMS for case management system. Mechanisms to enhance national budget allocations for SGBV programmes will also be supported. Additionally, this output will support the MGCSP in coordinating, enforcing, monitoring, and reporting on commitments related to VAWG and harmful practices to improve accountability and transparency in addressing SGBV.

Output A.4: CSOs are capacitated to advocate for the enforcement and effective monitoring of existing laws.

In Liberia, women's rights CSOs have had limited involvement in lawmaking processes and influencing laws. During the LSI 1.0 implementation, efforts to enhance the capacity of CSOs included supporting the Association of Female Lawyers of Liberia (AFELL) in producing a 5-year (2022-2026) strategic plan. This plan aimed to guide the association's advocacy for amending laws and developing policies to promote and protect human rights. Further support will be given to AFELL in order to be able to fully implement its strategic plan so as to influence policies and laws that protect women, girls, and women's rights defenders so far. This output will focus on enhancing CSO capacities to acquire law reform skills, developing harmonized legislative reform advocacy interventions, and strengthening grassroots CSOs' ability to engage in legislative processes.

Output A.5: National data frameworks for SGBV and HPs are harmonized to ensure effective coordination and policy planning and response.

Liberia has been using a manual GBV IMS to collect and process GBV data. This system has proven beneficial in analysing and understanding trends and the impact of GBV on women and girls in Liberia. To increase efficiency, LSI 2.0 will enhance ongoing efforts to implement a digital GBV-IMS, centralized at the MGCSP. This initiative will also support capacity building for users and the hiring of a data manager to operate the system. Additionally, there will be advocacy for the GoL to fully integrate this system and its operations.

Activities under Outcome A by Output

Output A.1: Laws and policies that prevent SGBV/HPs and protect the rights of women and girls from SGBV/HPs are enacted and strengthened.

Activity A.1.1: Advocate for and support reforms, amendment or passage of VAWG-related legislation (including FGM, child marriage and equal access to inheritance for women and girls) and for the harmonisation of customary and statutory laws, including through ongoing relevant actions of the Women's Legislative Caucus.

UN Women, in collaboration with UNDP, will facilitate advocacy efforts, dissemination and socialization of the findings of the existing map of discriminatory laws and policies that affect women and girls and support the requisite legal body for the elimination of gender-discriminatory laws including amendments of existing laws to ensure an enabling environment for VAWG prevention. UN women and partners will work with the Women Legislative Caucus and the National Legislature for the review of these laws as well as amplify advocacy efforts for the passage into law of the Anti-FGM Bill.

UN Women, in collaboration with UNDP, will also document the existing customary laws and practices to understand their impact on women and girls, engage traditional leaders to gain their support for reforming harmful practices and laws, educate communities about the customary laws versus the formal laws, inheritance, the Land Rights Acts, and the Children's Law highlighting the importance of equal rights for women and girls, including inheritance rights, girl child rights and SRHRs. The programme will work towards ensuring that customary law aligns with statutory law.

Activity A.1.2 Develop, review and adopt new and existing policies to ensure SGBV responsive services

UNDP will collaborate with the Law Reform Commission (LRC) and other relevant partners to develop, review, and adopt new and existing policies to ensure that SGBV prevention and response services are adequately responsive to the needs of survivors. The activity will begin with a comprehensive review and assessment of current policies to identify gaps and areas requiring improvement. Based on this assessment, new policies will be developed to address these gaps, ensuring alignment with international best practices and standards for SGBV prevention and response. Once the policies are developed, the LRC will facilitate their adoption and integration within relevant governmental and institutional frameworks. Additionally, the activity will focus on strengthening the capacity of key institutions, including law enforcement, SGBV service providers, and the judiciary, to effectively implement these policies. A robust monitoring and evaluation system will also be established to track the implementation and impact of the policies to enhance survivors' access to justice, perpetrators' fair trial, and accountability in the SGBV prevention and response system.

Activity A.1.3 Strengthen the capacities of law enforcement and other relevant Government bodies to understand, produce and apply evidence in investigations and prosecutions to ensure justice for SGBV survivors.

UNDP will support the Ministry of Health and the Ministry of Justice to enhance DNA testing processes, a critical step in providing prima facie evidence in the prosecution of SGBV cases. This activity will focus on building the capacity of forensic laboratories by providing necessary technical expertise, equipment, and resources for DNA analysis. Healthcare professionals will also be trained in the proper collection, handling, and preservation of DNA evidence, in partnership with the Ministry of Health, ensuring that evidence remains intact for legal proceedings. Additionally, the activity will strengthen collaboration between key stakeholders, ensuring a coordinated approach to DNA testing and its integration into the judicial process. Clear protocols and guidelines will be developed for the collection and testing of DNA evidence, and efforts will be made to ensure its use in court to support successful prosecutions. The Ministry of Justice will play a key role in ensuring that DNA evidence is appropriately integrated into legal proceedings. A robust monitoring and evaluation system will be established to track the implementation of these interventions and assess their effectiveness in improving the quality of evidence used in SGBV prosecutions.

UNDP will also support the creation/strengthening of a secure and ethical system for collecting and storing DNA profiles of survivors and perpetrators of SGBV through the expertise of a consulting firm. These DNA profiles will provide critical evidence to support investigations of SGBV cases, facilitate related accountability, and aid in enhancing legal processes. The collection of DNA profiles will be carried out with full respect for individuals' rights, privacy, and consent. A secure database will be established to store these profiles to facilitate coordination between law enforcement, health services, and the justice system. This activity will strengthen a

national data framework and contribute to improved policy planning, response efforts, and the overall effectiveness of the justice process in addressing SGBV and HPs.

Output A.2: Women's rights organisations, MGCSIP institutional stakeholders at national and subnational level, and law enforcement bodies' capacity to create a societal level of awareness in existing laws and provisions that promote the rights of women and girls are enhanced.

Activity A.2.1: Provide gender equality/SGBV/social inclusion, prevention and awareness training to members of relevant government agencies, judiciary, and legislature.

Under Spotlight 1.0 implementation, UNDP enhanced the capacity of 119 government officials from 11 government institutions, excluding the legislature and judiciary, to effectively handle SGBV cases. This activity will focus on building the gender awareness capacity of key government officials, the judiciary, and legislative bodies through comprehensive training on gender equality, sexual and SGBV, social inclusion, and prevention strategies. The training will focus on raising awareness about the existing laws and provisions that protect the rights of women and girls from violence, harmful practice and promote their rights, including SRHRs. By enhancing the knowledge and understanding of gender-responsive approaches, legal frameworks, and the practical application of these laws, UNDP will strengthen the ability of these institutions to address gender-based violence and discrimination effectively. This will contribute to creating an enabling environment for the implementation and enforcement of policies and laws that safeguard women and girls' rights.

Activity A.2.2 Strengthen women and youth organisations to deliver legal awareness/literacy on SGBV and SRHRs.

This activity aims to empower women and youth organizations by providing them with the skills, tools, and knowledge needed to promote legal awareness and literacy on SGBV and SRHRs. Through targeted capacity-building efforts, key organizations will be equipped to deliver effective training, awareness campaigns, and outreach initiatives within their communities. To support the successful implementation of these activities, funds will be transferred to CSOs to help them carry out the necessary work, including outreach interventions. The goal is to enable women and youth organizations to become key advocates for legal reforms, empowering groups at risk of or facing multiple forms of discrimination with knowledge and resources to assert their rights and seek justice in case of SGBV occurrence and SRHR violations.

Activity A.2.3 Capacitate organisations conducting awareness and providing services for marginalised communities and persons with disabilities with skills and tools to advocate for and contribute to policy and legislative reforms on SGBV, HPs and SRHR.

UNDP will strengthen organizations that work with marginalized communities, including persons with disabilities, by providing them with the skills, tools, and knowledge necessary to advocate for policy and legislative reforms on SGBV, HPs, and SRHR. Through targeted capacity-building, these organizations will enhance their ability to engage in effective advocacy and contribute to shaping inclusive policies that address the specific needs of marginalized populations. To ensure the successful implementation of this activity, UNDP will transfer funds to PWD organizations to support their efforts and outreach activities. This will empower these organizations to give marginalized groups a stronger voice in the ongoing efforts to protect women and girls' rights and promote social justice.

Output A.3: Government's capacity to monitor and enforce existing laws and legislations on SGBV is elevated.

Activity A.3.1. Provide technical assistance to relevant law enforcement agencies and support the coordination/harmonisation of case management systems.

UNDP will provide technical assistance to key law enforcement agencies to enhance their capacity in addressing SGBV. This will involve supporting the LNP in improving the investigation of and response to SGBV cases, improving skills of the judiciary officials, including judges and prosecutors, to handle SGBV cases with great care, sensitivity and in line with legal frameworks to ensure effective justice for survivors. Additionally, the Ministry

of Justice, the Ministry of Gender, Children and Social Protection and the Ministry of Health will be supported in coordinating and harmonizing case management systems, while the Liberia Immigration Service will be engaged in preventing trafficking in women and girls and cross-border exploitation often resulting in SGBV. The Independent National Commission on Human Rights will ensure that human rights standards are upheld in the handling of SGBV cases, and community policing unit of the Liberia National Police will be trained to build trust with local communities and ensure that SGBV cases are properly reported and attended. This activity is expected to contribute to improving the government's ability to monitor and enforce laws and legislation on SGBV in Liberia, ensuring a more cohesive and survivor-centred response to SGBV.

Activity A.3.2: Support existing national and strengthen sub-national multi-stakeholder platforms to effectively engage in the development, implementation, and monitoring of VAWG legislation and policy frameworks

UN Women will provide support to the Government of Liberia through the Ministry of Gender for strengthening the coordination role of the GBV Taskforce, its sub-national structures, and other networks involved in addressing violence against women and girls. A national stakeholder mapping will be conducted to update the existing database of SGBV prevention and response actors for effective coordination. Stakeholders focusing on VAWG legislation and policy will be actively engaged in the development, implementation, and monitoring of VAWG legislation and policy frameworks in line with the mapping findings on stakeholders' capacities, scope of work and readiness to contribute to policy reforms under the coordination of the MGCSP.

Activity A.3.3: Support the Ministry of Finance, the Legislature, and relevant Civil Society Organisations' interventions to implement, enforce, monitor and report on public budget allocations and expenditures of a new gender-responsive planning and budgeting policy to effectively address violence against women and girls, harmful practices, and sexual reproductive health and rights in line with the GRPB policy and the institutionalization of GRPB.

UN Women will continue to support the Government of Liberia through the Ministry of Finance to scale up implementation of GRPB policy in nine budget entities⁴⁰ as well as advocate for the institutionalization of GRPB within 3 additional ministries. Capacity building training will be conducted for new members of the parliament on mainstreaming gender in public budget allocations and expenditures. UN Women will support the organization of a roundtable discussion to gather inputs and build consensus on the GRPB policies and practices. UN Women will partner with high-learning institutions to deliver short-term courses for reinforcing the skills and knowledge of government policymakers and development practitioners in gender-responsive economic policy management as a long-term strategy to the challenge of gaps in national capacities to analyse sectoral policies and budgets from a gender perspective. UN Women will also support the production of key tools to enhance budget allocation and expenditures on SGBV prevention and response programmes, including a costed action plan to prevent and respond to SGBV, in collaboration with the MGCSP.

Activity A.3.4: Strengthen the capacity of the Ministry of Gender, Children and Social Protection to coordinate, enforce, monitor and report on national, regional and international commitments on VAWG and harmful practices prevention and response.

UN Women will support the Ministry of Gender in simplifying and creating public mass awareness on the various national legal frameworks including the Domestic Violence Act of 2019, the Liberia Children's Law of 2011 and the rape law, including by conducting public mass awareness campaigns on the laws and policies. Furthermore, UN Women and the Ministry of Gender will work towards revising the National Action Plan to end Gender Based Violence with a focus on prevention, response and support for survivors of violence. UN Women

⁴⁰ The nine (9) budget entities include the Ministry of Finance and Development Planning; the Ministry of Gender, Children and Social Protection; the Ministry of Education; the Ministry of Health; the Ministry of Agriculture; the Ministry of Internal Affairs; the Governance Commission; the Liberia Institute of Statistics and Geo-Information Services; and the Ministry of Justice.

will support the bi-annual update of the national Gender Based Violence Referral Pathway for the coordination of services for survivors of VAWG.

UN Women will work closely with the Ministry of Gender and other line ministries to report on regional and international commitments on GEWE, including the CEDAW, Sustainable Development Goals, the international covenants on Human Rights and the convention on the Rights of Persons with Disabilities (CRPDs). To achieve this and ensure that the Ministry has adequate institutional support to manage the Spotlight Initiative 2.0, UN Women will provide funding for the MGCSP to recruit a national technical staff member. This individual will also work in close collaboration with the PMCU which will operate under the RC Office.

Activity A.3.5: Conduct EAWG research for evidence-based policy making, including updating the Liberia Country Gender Equality Profile and conducting a national study on VAWG, harmful practices and SRHR

UN Women will collaborate with the MGCSP and the University of Liberia in conducting EAWG research for evidence-based policy making and implementation, including a national study on VAWG, harmful practices and SRHR. UN Women will also contribute to existing research initiatives, including the production of an updated Gender Equality Profile. This research will inform further implementation of VAWG programming.

Output A.4: CSOs are capacitated to advocate for the enforcement and effective monitoring of existing laws.

Activity A.4.1: Provide technical assistance to relevant CSOs and support the coordination/harmonisation of advocacy interventions.

The activity will support and facilitate connections and coordination amongst women's movements, CSOs, women's rights groups, and other stakeholders including government agencies in efforts to boost a unified approach to advocacy, prevent a duplication of efforts, and build strong coalitions which actively engage in demanding the adoption, implementation and enforcement of strong legislations on SGBV, harmful practices, and women's rights (including SRHRs). CSOs will be supported to develop comprehensive advocacy plans that align with national and international goals and strategies for their implementation. The support will focus on building organizational skills, increasing understanding of legislative frameworks, and developing effective advocacy strategies to drive policy reforms and meaningfully engage with government institutions and other key stakeholders in their advocacy efforts.

Activity A.4.2. Support CSOs for the establishment of community-led platforms to advance legislative action in key regions across Liberia.

UNDP will seek the expertise of CSOs to support CBOs in establishing and expanding the capacity of Community-Led Legislative Action Committees and other relevant community-led platforms in the new counties for Spotlight 2.0 implementation, namely Bong, Maryland, and Grand Bassa. These committees will provide a platform for local communities to engage in monitoring the enforcement of laws and raising awareness about their legal rights. CSOs will be equipped with necessary tools, training, and resources to set up and support these committees and other relevant community-led platforms, empowering grassroots communities to actively participate in shaping policy. Through these platforms, communities will have a voice in the legislative process, creating a sustainable and impactful way to advocate for change and ensure that laws are enforced.

Output A.5: National data frameworks for SGBV and HPs are harmonized to ensure effective coordination and policy planning and response.

A.5.1 Launch/roll out and sustain the GBV/IMS, and strengthen the Ministry of Gender, Children, and Social Protection's capacity.

To ensure the effective tracking and management of GBV information at the MGCSP, UNFPA in collaboration with the MGCSP, will finalize the development and set up the GBV IMS initiated in Spotlight 1.0. The setup of the GBV IMS system will be complemented by the training of GBV prevention and response actors and service providers as well as other users of the IMS nationwide. UNFPA will supply tablets and computers to

administrative staff and data officers of the MGCSP at county and national levels to track and report data into the IMS.

Activity A.5.2. Enhance mechanisms for the collection, analysis, and dissemination of GBV data, including quality assurance and harmonisation/synchronisation of national and sub-national GBV data collection structures and systems (focus on GBV-IMS).

The launch and operationalization of the GBV IMS supported by the programme through UNFPA will be followed by UNDP support to the Ministry of Gender to enhance the existing systems for collecting, analysing, and sharing GBV data at both national and sub-national levels. The focus will be on strengthening the GBV-IMS by improving its capacity to capture, track, and analyse data on GBV incidents, response, and trends. Key interventions will include improving quality assurance processes, ensuring data consistency, and harmonizing national and sub-national data collection frameworks for greater reliability. By synchronizing these data systems, the activity will foster better coordination of GBV-related efforts and enable the collection of accurate, timely, and comprehensive data. UNDP will also work with the Ministry of Gender to develop a monitoring framework to assess the impact and effectiveness of the GBV-IMS over time. A feedback loop will be integrated into the GBV-IMS to enable service providers and other stakeholders to provide input on the data collected and track the effectiveness of the response. This will help identify areas of improvement and ensure the system is continuously refined to meet the needs of those affected by SGBV. This, in turn, will support informed decision-making, policy development, and effective planning for GBV responses across the country.

Activity A.5.3. Strengthen the MGCSP capacity for the roll out of the national GBV Accountability Framework mechanism.

UNDP will support the MGCSP in building its capacity to effectively implement the national GBV Accountability Framework mechanism. This will involve providing training, technical assistance, and resources to strengthen MGCSP's ability to monitor and enforce accountability in GBV-related activities. The activity will focus on ensuring that the framework is fully operational, enabling transparent and consistent monitoring of GBV cases, responses, and interventions. This will improve the government's ability to track progress, ensure accountability, and ultimately strengthen national efforts to prevent and respond to GBV.

UNDP will also enhance the GBV-IMS case management system for promoting greater accountability and transparency in the justice system, helping ensure victims receive prompt and fair justice.

Activity A.5.5 Provide technical support to MGCSP to manage the GBV IMS including data analysis and dissemination through services of a national Data Analyst/Manager.

To enhance the capacity of the MGCSP to manage the GBV IMS for including data analysis and dissemination, UNFPA will hire one national data analyst to be assigned to the MGCSP for the period of Spotlight 2.0. To promote sustainability and knowledge transfer, the data analyst will provide mentorship and coaching to the technical staff of MGCSP responsible for data management during the period of Spotlight 2.0.

Outcome B: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.

Output B.1: SGBV and HPs are reduced and positive changes in knowledge and attitudes towards social and gender norms perpetuating SGBV are reported in targeted communities.

The LSI 1.0 has invested in changing the socio-cultural acceptance of domestic violence, child marriage, and teenage pregnancy. The programme developed and implemented a Comprehensive Prevention Strategy and a Behaviour Change Communication strategy in over 110 communities, 50 schools, and various media outlets. Despite these efforts, consultations conducted prior to the development of this programme indicated that adverse gender norms are still prevalent and need to be addressed through multiple strategies. Findings

revealed that community members have limited understanding of GBV, HPs, and SRHR, and that many actors lack the capacity to reach remote areas.

To address this gap, Output B.1 will work to promote a shift in mindsets towards positive change regarding commonly accepted norms and practices against women and girls by community members through extensive strategies and campaigns on women's and girls' rights at the national, sub-national, and grassroots levels. The SASA! Approach will be piloted and utilized along with other prevention strategies developed under the EU/UN Spotlight Initiative 1.0. From the training on SASA! and the CPS strategies, leaders who demonstrate evidence of being agents of change will continue to receive technical assistance to conduct training and awareness interventions for community members. They will also engage other community members to become champions for promoting positive social and behaviour change.

Output B.2: Traditional, community and religious leaders and communities have increased capacity to promote and protect the rights of women and girls and other marginalised groups.

Under Spotlight 1.0, traditional leaders of Liberia have committed to abolish FGM nationwide and support positive norms that advance women and girls' rights. However, there are currently no effective mechanisms in place to hold traditional leaders accountable for preventing SGBV and harmful practices. There is a need to reactivate the Liberia Chapter of the Council of Traditional Leaders of Africa, which has been inactive for some time, to ensure that traditional leaders are learning from regional exchanges and comply with regional commitments to protect women and girls from violence and harmful practices.

Activities under this output will aim to revive the COTLA Chapter for Liberia and establish additional multi-partner coordination mechanisms to ensure accountability among influential stakeholders (media, traditional leaders, religious leaders, youth activists and other women's rights activists) to overcome social and cultural barriers that affect women and girls.

Output B.3: SGBV survivors and former Zoes (traditional FGM practitioners) have increased access to economic empowerment opportunities.

The adoption of alternative livelihoods has been implemented to replace FGM as a source of income in Liberia. Over 800 practitioners publicly renounced the practice and started to engage in alternative livelihood opportunities offered by LSI 1.0. This strategy will be continued and expanded to include VAWG survivors and vulnerable women and girls who are at risk of undergoing FGM by attending bush schools that practice FGM to acquire livelihood skills. Interventions will go beyond addressing FGM to ensure the prevention of all forms of GBV.

Women's economic empowerment activities will be conducted in Vocational and Heritage Centres established in four Spotlight Initiative 1.0 counties: Montserrado, Grand Cape Mount, Nimba, and Lofa. These activities will also take place in other public sites to be identified in collaboration with county authorities in new target counties. The programme will mobilize government partners at the community, county, and national levels to invest in public services at these economic empowerment sites such as primary education for community girls at risk of SGBV, TVET skills for survivors of SGBV and converted practitioners of FGM, and income-generating activities for community women and girls with an aim to break the cycle of abuse and harmful practices, fostering long-term independence for those affected. Local structures for women's empowerment, such as Peace Huts Women, Rural Women Network, Women in Cross Border Trade, Male Networks and organized groups of former FGM practitioners will participate as stakeholders and beneficiaries in economic empowerment opportunities offered by this intervention.

Activities under Outcome B by Output

Output B.1: SGBV and HPs are reduced and positive changes in knowledge and attitudes towards social and gender norms perpetuating SGBV are reported in targeted communities.

Activity B.1.1: Train, mentor and support county authorities, media practitioners, traditional, religious and community leaders, grassroots women’s groups and volunteers to build their skills and knowledge on the SASA! Approach to VAWG and HPs prevention.

While there have been various training methodologies utilized for SGBV prevention in Liberia, including the SGBV Comprehensive Prevention and the Behavioural Community strategy, the programme will explore the SASA! methodology. SASA! is an evidence-based community mobilization approach to prevent violence against women. The programme will seek the expertise of specialists to train women's rights organizations, CSOs, and selected activists in the SASA! methodology. These trained individuals and groups will then provide training, mentorship and technical support to local authorities, community leaders, youth activists, and women groups. These grassroots teams will subsequently be supported with technical tools to roll out the approach in 48 targeted communities across the 8 counties on voluntary basis.

UN Women will also work with implementing partners for the roll out of prevention training for 600 leaders (300 traditional and 300 religious’ leaders) using the comprehensive prevention strategy documents and other prevention modules. This capacity building initiative will provide targeted groups with information on gender and SGBV prevention as well hold community dialogues on cultural and religious beliefs influence on gender norms and SGBV. From the training, selected leaders who show evidence of being agents of change will be provided TOT to conduct training for community members as well as engage communities on positive social and behaviour change. Implementing partners in collaboration with UN Women and the Ministry of Gender will provide leadership on these capacity building and awareness initiatives.

Activity B.1.2: Pilot and scale up the mobilisation of traditional, religious, and community leaders and members, including men and boys, through the evidence-based SASA! approach to challenge negative masculinities, traditional harmful practices, and promote women’s equal rights.

While the programme will utilize existing prevention strategies, UN Women, the Ministry of Gender, and CSO partners will collaborate with grassroots stakeholders in 48 pilot communities which are high risk and prone to violence in the five existing Spotlight counties and the three additional counties to either pilot or scale up SGBV and harmful practices prevention interventions using the SASA! Approach. Lessons learned during the roll-out will be reviewed and expanded to other communities through SASA! activists. A key component of the programs will include assessing existing male groups and networks throughout the 8 counties to identify needs and the selection/establishment of six groups per county to participate in the new and innovative approach. The programme will equip the 48 SASA! activist groups with the initial tools and knowledge required for implementing SGBV and harmful practices prevention interventions. These groups will closely collaborate with grassroots women’s CSOs to reach remote areas.

Activity B.1.3 Promote Social Behaviour Change Communication Strategy on GEWE/SGBV/SRHR, including awareness, information sharing, and education for in-school and out-of-school girls and youth, using age-appropriate programmes and school curriculum.

The use of social behaviour change approach aims to engage communities, foster dialogue, and change social norms that contribute to SGBV and other harmful practices, and ultimately working towards improved protection and empowerment of women and girls. The initiative focuses on integrated protection strategies to maximize the impact. UNFPA will support the already existing structures such as CBOs, school clubs and out of school clubs, women’s groups, boys and fathers' clubs at community and sub-national levels, and establish new ones for awareness on GEWE SGBV, and SRHR. UNFPA will also ensure the decentralisation of services to survivors of GBV and implementation of in-school and out-of-school interventions to ensure that vulnerable adolescent girls and women benefit from the programme, notably those living in remote areas.

UNFPA will support the National GBV Taskforce, FGM Working Group, SRHR Network, and the National Civil Society Council of Liberia to enhance coordinated efforts in the fight against SGBV and ensure the environment for GEWE and the promotion of SRHR. The involvement of these structures will ensure sustainability and ownership of the Spotlight Initiative programme.

Activity B.1.4: Support traditional leaders' initiatives to scale up FGM prevention activities for closing, monitoring, and reporting on the closure of bush schools in 11 counties.

The programme will scale up FGM prevention activities in the 11 FGM-practising counties and **support traditional rites** as well as other initiatives leading to the permanent closure of the bush schools. UN Women will partner with diverse national counterparts to reinforce awareness on the proclamation that banned FGM practices in Liberia. This will include working with the Ministry of Gender, Children & Social Protection, the Ministry of Internal Affairs and the National Coalition Against Harmful Practices to permanently close all remaining bush schools and strengthen the awareness and knowledge of traditional leaders on the health, social and legal implications of FGM. The programme will also publicly recognize and award the work of progressive traditional leaders and practitioners who commit to and actively engage in ending FGM. Technical and material support will be provided to the Ministry of Internal Affairs, the newly elected National Council of Chiefs, and CSOs to strengthen monitoring and reporting mechanisms. The programme will also support the development of alternative rite of passage programmes that endorse non-harmful processes to support initiation without mutilation and uphold tradition while promoting the well-being of girls.

Output B.2: Traditional, community and religious leaders and communities have increased capacity to promote and protect the rights of women and girls and other marginalised groups.

Activity B.2.1: Set up a functional coordination mechanism of opinion makers, government, CSOs, media, and service providers to promote their engagement and accountability in the prevention of SGBV, harmful practices and SRHR violation.

The Liberia Spotlight Initiative 1.0 supported the government to develop the National GBV Accountability Framework to ensure accountability among stakeholders (government, civil society, service providers, development partners, donors, and media) in preventing and responding to SGBV, harmful practices, and promoting SRHR in Liberia. This framework laid the foundation for effective monitoring, evaluation, and service delivery in line with national gender equality and women's empowerment policies. Building on this, UN Women will establish a coordination mechanism (called National SGBV & SRHR Action Coalition (SAC)) to strengthen collaboration and promote shared accountability among key stakeholders, including opinion makers, government ministries, CSOs, media, and service providers. The MGCSP will lead the SAC, ensuring coordination, communication, and effective implementation of policies related to SGBV prevention and SRHR protection. The SAC will facilitate ongoing dialogue, information-sharing, and coordinated action on key initiatives, such as awareness campaigns and advocacy programs. UN Women will support regular meetings, workshops, and collaborative efforts to promote mutual accountability. The GBV Accountability Framework will guide the SAC's work, ensuring that all participants meet their responsibilities and adhere to national standards in addressing SGBV and SRHR violations. The activity will also focus on promoting gender-responsive approaches to overcome social and cultural barriers, ensuring that women and girls, especially those from marginalized communities, have access to justice, services, and health resources. The media will be crucial in raising awareness, shifting societal attitudes, and fostering a zero-tolerance culture for SGBV and harmful practices.

Activity B.2.2: Support the MIA in the reactivation and operations of the Council of Traditional Leaders of Africa Liberia chapter to facilitate exchange on the prevention of and response to SGBV, HPs and the promotion of SRHRs in Liberia.

Under Spotlight 1.0, UN Women collaborated with the National Council of Chiefs and Elders of Liberia, the autonomous agency for traditional activities, in eliminating the practice of FGM throughout Liberia. Through this activity, UN Women will escalate the engagements with the new Council of Chiefs under the leadership of the Ministry of Internal Affairs to sustain the gains made in collaboration with the Council of Traditional Leaders of Africa. UN Women will provide technical, financial and material support for the COTLA Chapter in Liberia to implement agreed priorities and replicate COTLA activities in the region, including conferences, consultative meetings, etc. This activity will support learning exchanges that transform the mindsets of some traditional leaders on ending FGM in Liberia.

Output B.3: SGBV survivors and former Zoes (traditional FGM practitioners) have increased access to economic empowerment opportunities.

Activity B.3.1: Provide inclusive skills training for targeted women on viable income-generating activities.

The initiative focuses on empowering women, particularly those from marginalized and vulnerable communities—especially women affected by SGBV, young girls at risk of FGM and converted practitioners of FGM—by providing inclusive skills training and opportunities to enhance their ability to engage in viable income-generating activities. Through this activity, UN Women will integrate gender-responsive strategies that enable women to acquire skills and access opportunities for sustainable livelihoods, growth and resilience. The activity will also promote community engagement by supporting women in connecting with local markets, to ensure that they achieve financial autonomy while challenging restrictive gender norms that limit their contribution to the local economy and workforce in the eight Spotlight counties. Building on the UN Women’s investments in the Vocational and Heritage Centre model, a hub which offers alternative livelihoods to former FGM practitioners and alternative learning and skills for women and girls at risk of FGM, the programme will expand the Women’s Economic Empowerment model in the prevention of all forms of SGBV, harmful practices and the promotion of women’s and girls’ rights, including SRHRs. Most vulnerable women will be reached with economic opportunities such as vocational skills, access to markets, access to finance, and access to digital technology, enabling them to achieve economic self-reliance. Interventions at Vocational and Heritage Centres will be expanded to Women Peace Huts, the Rural Women’s Network’s facilities, and other sites targeted by the Spotlight Initiative. Participants will be empowered through the UN Women’s Second Chance Education model, which aims to create pathways to employment and entrepreneurship in key sectors, focusing on women in remote communities. These interventions will be tailored to the local context, covering both traditional and innovative sectors that offer significant income-generation opportunities, such as agriculture, crafts, small-scale business development, digital entrepreneurship, and cross-border trade. Emphasis will be placed on equipping women with practical, marketable skills, including financial literacy, business planning, and leadership development, ensuring they gain the confidence and expertise to succeed. In line with the Second Chance Education Programme, economic empowerment programs will be complemented with adult literacy initiatives in the eight Spotlight counties. Spotlight 1.0 revealed that many women in target communities had missed educational opportunities, which limited their access to economic opportunities. To ensure they effectively benefit from vocational training, entrepreneurship opportunities, and financial services, adult literacy initiatives will be implemented. This will also encourage beneficiaries to ensure their children attend formal school instead of bush schools or engage in illicit activities like drug abuse. Facilities offering women’s economic empowerment programmes will be linked to government TVET programmes, where applicable, and participants of school age will be motivated to enrol in formal education, in collaboration with the Ministry of Education. Women entrepreneurs will be supported with grants to operate in cooperatives, providing them with the capital needed to start or expand their businesses, turning their skills into sustainable income streams. Where applicable, women’s cooperatives will be connected to local private sector companies as markets for their products, especially in commercial farming of crops like rice, cocoa, and palm oil. They will receive guidance through key stages of the value chain process—production, post-production handling, marketing, and sales—to meet market standards. These cooperatives will also be connected to UN Women’s Digital Platform (“Buy From Women”) to access more markets using digital technology. Additionally, women engaged in informal cross-border trade will receive support to meet border regulatory compliance to reduce the violence they face in their trade.

Activity B.3.2: Organise village savings and loan associations and provide start-up capital for targeted women, involving men/partners in training and economic empowerment activities.

Under the Spotlight Initiative 1.0, UN Women supported 13 VSLA groups targeting traditional practitioners in the 5 Spotlight counties. The new programme will provide follow up training for selected existing groups based on their financial needs and challenges. The programme will further establish 24 additional VSLA groups across the 8 project counties. In each of the project locations, the programme will provide VSLA training opportunities for one male group/network who are agents of change per county. The VSLA training will focus also on financial

literacy topics and will provide support for existing and newly established groups to obtain legal registration for access to microfinance. VSLA groups demonstrating high potential for next-level entrepreneurship will be connected to the broader entrepreneurship opportunities offered by Spotlight Initiative and other relevant programmes within the operational zone.

Activity B.3.3: Engage the Government of Liberia at the national and county level to invest in and sustain the operations of existing vocational and heritage centres for the prevention of SGBV, harmful practices and SRHR promotion.

Four vocational and heritage centres were constructed under the EU/UN Spotlight 1.0 and handed over to the users through the Government of Liberia. These centres still need further support to ensure their functionality and operationalization to fully serve as hubs for learning and cultural exchange in communities affected by the FGM ban. The programme will work toward ensuring sustainable support to these facilities through budgetary allocation from the Government of Liberia. UN Women will work in collaboration with the Ministry of Gender, Children and Social Protection, the Ministry of Internal Affairs, the Ministry of Education and other key partners to maximize the effectiveness and impact of these centres.

Outcome C: Women and girls who experience violence and harmful practices use available, accessible, and quality essential services and have access to justice.

Output C.1: Government, women's rights and youth led organisations, and service providers' capacity to increase access and provide coordinated and comprehensive services to SGBV survivors and women and girls at risk of SGBV is enhanced.

One-stop Centres play a pivotal role in the fight against SGBV. However, these institutions lack the required capacity to provide the needed integrated services including medical service, police assistance, psychosocial support/counselling, and legal aid/counselling for SGBV survivors due to staff attrition, low or no pay. Public institutions still struggle to meet a satisfactory benchmark of gender-responsive business processes in service delivery, this is also exacerbated by the lack of effective monitoring by MGCSP. Fees charged for clinical test and other services of GBV, and child abuse cases have grossly undermined the fight against SGBV and the significance of the OSCs across the country. Furthermore, the OSCs are not decentralized across the country, especially in the new Spotlight counties (Bong, Grand Bassa, and Maryland). Therefore, UNFPA will support the scalability of OSCs to promote decentralization of SGBV services especially in the new Spotlight Counties while ensuring the application of OSCs model for integrated service delivery to survivors of GBV. Moreover, UNFPA will collaborate with UNDP to improve service delivery in public institutions in gender-responsive business processes using the UNDP Gender Equality Seal Certification Programme in selected sectoral ministries, while enhancing the MGCSP's capacity to monitor SGBV service delivery. In addition, UNFPA will collaborate with the OSCs through MGCSP to ensure the removal of fees for clinical tests and other services for survivors of child abuse. To ensure comprehensive response to GBV, the multi-sectoral service delivery coordination of actors and services at national and subnational levels will be strengthened.

Output C.2: Women, girls, and other marginalised groups' knowledge and access to quality safe homes and SRHR services are enhanced.

This output aims at enhancing women, girls, and other marginalised groups' knowledge and access to quality safe homes and SRHR services. Effective Clinical Management of Rape remains a challenge at safe homes across the country. As a result, many women, girls, and other marginalised groups lack confidence in the safe homes. For example, supportive communication, which requires listening closely with empathy and without judgement, remains challenging due to lack of professional staff at the safe homes. Examinations, which also requires taking a medical history, lack quality due to limited equipment and infrastructure; forensic evidence is undermined due to the lack of trained staff, while treatment and referral services lack compassion and confidentiality, leaving survivors exposed to stigma and trauma. The few existing safe homes across the country lack sustainability plans outside donor and central government's support. UNFPA will strengthen the clinical management of rape

services and advocate and provide technical support for the integration of SGBV/SRHR within healthcare facilities. Furthermore, UNDP will work with the judiciary to enhance speedy access to justice for SGBV survivors and perpetrators. In addition, UNFPA will support existing safe homes, (public and private) to introduce income-generating activities for their sustainability and build the capacity of government, CSOs and other partners to increase and expand their efficiency and accessibility. UNFPA will ensure that these income-generating activities are innovative, cost effective and do not impose any cost to survivors seeking services at the safe homes. To ensure that the interdisciplinary team (including law enforcement officers and clinicians) of the national forensic laboratory expands its services, UNFPA will implement capacity building initiatives in efficient evidence collection and management, and as well strengthen police investigation skills for SGBV crimes.

Output C.3: Women and girls’ survivors of violence and their families have increased knowledge on how to access justice.

Output C.3 considers survivors, their families and perpetrators’ knowledge to access justice. Knowledge on judicial process and access to justice remains relatively low especially for women and girls across the country. Access to legal aid is expensive, especially for the vulnerable groups, which are mostly subjected to violence. However, there are limited campaigns intended to promote women and girls’ survivors’ access to justice, which remains a major. To increase women and girls’ survivors and their families’ access to justice, UNFPA will capacitate the national gender machineries and women’s organisations to increase access to free legal aid. In addition, the UN will conduct national campaigns involving mainstream media and social media, government partners, UN and CSOs on survivors’ access to justice and perpetrators’ accountability. Moreover, UNDP will support the Ministry of Justice to operationalise the Criminal Courts E, specialised in sexual offences, established in Spotlight counties for increasing access to justice for survivors and ensuring fair trials. The capacity of SGBV prosecutors will also be enhanced, and national GBV Standard Operating Procedure will be reviewed/revised for the provision of quality and harmonized protection services.

Activities under Outcome C by Output

Output C.1: Government, women’s rights and youth led organisations, and service providers’ capacity to increase access and provide coordinated and comprehensive services to SGBV survivors and women and girls at risk of SGBV is enhanced.

Activity C.1.1: Undertake an evaluation of the One- Stop Centre Model for integrated service delivery to survivors of GBV.

To document lessons learned for improvement of the One-stop Centres Model for integrated service delivery to survivors of GBV and as well recommend the replication of the integrated One-stop Centre Model for integrated service delivery at other OSCs across the country, UNFPA will hire an independent consultant to evaluate the model and present findings to stakeholders, including other donor partners and the civil society of Liberia. The findings and recommendations will help strengthen programme response interventions, monitor and adapt to unfolding realities, ensuring survivors’ access to comprehensive and inclusive service delivery. There will also be a concerted effort to ensure that GBV services indiscriminately incorporate persons with disability and the LGBTQI+ community.

Activity C.1.2: Conduct a feasibility assessment to determine the decentralization of one-stop centres especially in the new Spotlight Counties (Bong, Grand Bassa, Maryland).

UNFPA will hire an independent consultant to conduct a feasibility study intended to scale up the integrated model of services (medical service, police assistance, psychosocial support/counselling, and legal aid/counselling) for SGBV survivors across the OSCs in the three new Spotlight counties.

Activity C.1.3: Support the implementation of recommendations of the feasibility assessment to determine scalability.

Based on the recommendations of the feasibility study, UNFPA will support the validation, rollout, printing of a simplified version of the findings and dissemination of the integrated service model across the three new

Spotlight counties targeting additional OSCs. The implementation of the recommendations will be annually monitored to enhance quality assurance and efficiency of the programme.

Activity C.1.4: Improve service delivery in public institutions in gender-responsive business processes using the UNDP Gender Equality Seal Certification Programme in selected sectoral ministries, while enhancing the MGCSP's capacity to monitor.

To improve gender-responsive service delivery in public institutions with SGBV prevention and response responsibilities, UNDP will roll out the Gender Equality Seal Certification Programme in selected sectoral ministries. The goal is to embed gender-sensitive business processes, policies, and practices into the structure of public service, ensuring services are inclusive and equitable for everyone. It also aims to strengthen the capacity of the MGCSP to monitor and support these gender mainstreaming efforts. With tailored training, hands-on technical assistance, and the development of monitoring frameworks, the MGCSP will be better equipped to guide and sustain these changes across the institutions involved. By adhering to the Gender Equality Seal standards, this initiative not only promotes institutional accountability to respond to SGBV but also drives meaningful, systemic change paving the way for a public sector that genuinely responds to the needs of all people, especially women and marginalized groups facing discrimination.

Activity C.1.5: Increase and capacitate existing One Stop Centres with improved technical skills in response services and ability to provide holistic client care, including immediate forensic sample management.

To further enhance SGBV service delivery, UNFPA will support MGCSP and MoH to establish additional three OSCs preferably in Maryland, Grand Bassa and Bong Counties (one per county). UNFPA will also hire a consultancy firm to provide specialised training to improve technical skills in GBV response services, holistic client care including forensic sample management targeting all the OSCs across the Spotlight counties to enhance the technical capacity of staff at the OSCs. To ensure commitment to service delivery, UNFPA will support the Ministry of Health to identify staff that will be trained and equipped to provide comprehensive and inclusive services to GBV survivors at the OSCs across the programme counties. The Programme will ensure technical support through routine mentorship and coaching sessions for staff to ensure adequate and quality service delivery for GBV survivors at all facilities across the programme counties.

Activity C.1.6: Advocate for the removal of fees for clinical tests and other services for survivors of GBV and child abuse.

UNFPA will support the National GBV Taskforce, FGM Working Group, SRHR Network, and the National Civil Society Council of Liberia to jointly assess the impact of the payment of fees for clinical tests and other services for survivors of GBV and child abuse and use the findings of the assessment to advocate with the government for the removal of such fees for survivors of GBV and child abuse across the country and take on ownership to ensure that medical, psychosocial and legal support for GBV survivors are accessible and available to all and free, without stigma and discrimination. This will increase survivors' confidence and will lead to enhanced GBV service delivery for all at all levels.

Activity C.1.7: Strengthen the multi-sectoral service delivery coordination of actors and services at national and sub-national levels for a comprehensive response to GBV.

Throughout the project, UNFPA will support the MGCSP to conduct monthly coordination meetings of the GBV taskforce at the national level and the coordination meetings of county-level GBV actors, including MoH officials, Gender coordinators, LNP/ WACPS officers, and social workers. These meetings will help strengthen coordination amongst different GBV actors and the MGCSP for effective response.

Output C.2: Women, girls, and other marginalised groups' knowledge and access to quality safe homes and SRHR services are enhanced.

Activity C.2.1: Strengthen the Clinical Management of Rape services and advocate and provide technical support for the integration of SGBV/SRHR within healthcare facilities.

UNFPA will focus on system strengthening by hiring an independent consultant to conduct a 5-day capacity building training for OSCs staff in Clinical Management of Rape services. This will be a centralized training bringing together participants across the 8 Spotlight counties. The training will target service providers at the OSCs responsible for the provision of services to GBV survivors. UNFPA will also conduct capacity building training for healthcare workers aimed at integrating SGBV/SRHR into healthcare facilities. This will include capacity building for clinical forensic sample collectors across all OSCs who will be responsible for the collection of DNA samples, storing, transporting to the DNA Lab for onward testing to support survivors' access to justice. As part of system strengthening, UNFPA will procure drugs and supplies, including dignity kits for survivors of GBV. In addition, the capacity-building of service providers will emphasise confidentiality, client-centred care and adopting of a rights-based approach to ensure that survivors of GBV are not exposed to discriminatory treatment and negative judgment.

Activity C.2.2: Support existing safe homes (public and private) to introduce income-generating activities for their sustainability and build the capacity of government, CSOs and other partners to increase and expand their efficiency and accessibility.

Safe homes have been operating in Liberia since 2012. However, there are currently only five functional government safe homes in the whole country. Through Spotlight's support, the existing safe homes were refurbished to continue service provision. Given the high prevalence of SGBV, the 5 safe homes lack the capacity to address the needs in the various counties. In addition to the advocacy for additional safe homes, training of service providers (including CSOs and private safe homes' staff), and linking safe home services with the GBV IMS for real-time GBV case monitoring, gender mainstreaming of GBV issues across line ministries and coordination among government stakeholders and among the CSOs providing GBV-responsive services are required to ensure a well-coordinated and collaborative effort aimed at minimizing GBV across the country. UNFPA will support safe homes through the provision of essential materials for management of survivors targeting both public and private safe homes. In addition, as there are limited or no social workers at most of the safe homes currently due to staff attrition or no motivation, UNFPA will support the safe homes through the MGCSP to identify new staff and provide training in survivor care and management, Security Risk management — including survivor centred approach and confidentiality, while advocating with the government to include service providers at the safe homes on government payroll for sustainability. For easy access of survivors to the safe homes, survivors' transportation will be established at the safe homes and OSCs/health facilities to ensure that survivors are linked to service delivery access points timely. As the need for sustainability is key, UNFPA will support government, partners, and staff of the safe homes to identify innovative and cost-effective income-generating activities with absolutely no cost to survivors. As a startup supporting the income-generating activity, UNFPA will give a cash package to kickstart the income-generating activity identified per safe home.

UNFPA will support CSOs in the counties in raising awareness among SGBV survivors about enrolling in TVET programmes which offer, among others, agriculture, aquaculture, hospitality, and fashion skills training. Synergies will be also built with the upcoming EU-funded Private Sector Development programme focusing on inclusive and sustainable agriculture value chains. Additionally, it is important to provide livelihood pathways to survivors at the safe home/or after and to at-risk populations in the community, including education, life skills and livelihood support. In addition, the services provided will be made more accessible to persons with disabilities by including sign language, audio material or easy-to-read texts, as well as accessible infrastructure, while offering training on disability rights and particularly on gender and disability and SGBV to staff at the safe homes among other measures.

Activity C.2.3: Enhance speedy access to justice for SGBV survivors and perpetrators.

UNDP will provide technical and operational support to enhance the justice system's ability to address SGBV cases effectively and equitably, including tackling the issue of prolonged pre-trial detentions. External consultants with expertise in case management, legal reform, and human rights will be engaged to design and implement streamlined processes for tracking and expediting SGBV cases. UNDP will work closely with government partners, particularly the Ministry of Justice and the SGBV Crimes Unit, to improve coordination

and ensure timely responses. To address prolonged pre-trial detentions, the activity will improve established monitoring mechanisms to track case progress and reduce delays. Advocacy efforts will focus on deploying dedicated prosecutors and investigators for SGBV cases to expedite case resolution. Additionally, the initiative will expand access to essential support services for survivors, including legal aid, counselling, transportation, accommodation, and guidance through the justice system. Strengthening the operational capacity of the SGBV Crimes Unit and fostering inter-agency collaboration will be prioritized to create a survivor-centred, transparent, and efficient judicial process while ensuring compliance with human rights standards.

Activity C.2.4: Expand forensic laboratory services to ensure that victims of SGBV have access to quality tests and increase the technical and financial resources for interdisciplinary teams to use these laboratories at full scale.

UNDP will strengthen Liberia's national forensic laboratory services to better support the investigation of SGBV cases. The activity will enhance collaboration between the forensic services unit at the police and the national forensic pathology department at JFK Hospital, ensuring that survivors are accessing a coordinated and effective approach to forensic evidence collection, analysis, and management. Consultants with expertise in forensic science, SGBV investigations, and evidence management will be hired to work alongside government experts to accompany forensic experts, law enforcement officers, and clinicians on best practices for evidence collection and documentation and improving the lab's technical capacity to handle SGBV-related evidence such as biological samples, trace evidence, digital evidence and the modern forensic equipment procured during Spotlight 1.0 will be effectively utilized. This will improve the lab's ability to process and analyse evidence promptly, reducing reliance on external laboratories and improving case timelines for survivors' easy access to these services. Additionally, UNDP will provide technical and financial support to enhance police investigative techniques, by focusing on trauma-informed investigative techniques, victim-centred approaches, and the legal requirements for evidence handling. Clear protocols for evidence management will be developed to ensure clear transfer of evidence to the forensic laboratory while maintaining the chain of custody and ensuring its admissibility in court. Financial resources will be availed to acquire reagents and other necessary supplies while a longer-term strategy will include advocating for national budget allocation to sustain the DNA operations.

Output C.3: Women and girls survivors of violence and their families have increased knowledge on how to access justice.

Activity C.3.1: Capacitate the national gender machineries and women's organisations to increase access to free legal aid.

To support women and girls who have survived violence, along with their families, in gaining a clearer understanding of how to access justice, UNDP will provide financial support through grants to CSOs to raise awareness and build capacity on survivors' access to justice. This initiative will equip survivors and their families with practical knowledge of their legal rights and the steps required to navigate the justice system. Additionally, the activity will strengthen the Ministry of Gender's role in providing guidance, advocacy, and legal aid, while fostering collaboration among stakeholders to create more accessible and survivor-friendly justice processes.

Activity C.3.2: Conduct national campaigns involving mainstream and social media, government partners, UN and CSOs on survivors' access to justice.

UNDP will support the Ministry of Justice and targeted CSOs to conduct national campaigns to raise awareness about the importance of access to justice for survivors of violence. These campaigns will leverage a mix of mainstream and social media platforms to reach diverse audiences, ensuring the message is both widespread and impactful. By collaborating with government partners and CSOs, the campaigns aim to highlight available legal resources, promote survivors' rights, and encourage communities to support justice initiatives. The goal is to create a more informed and supportive environment, addressing critical challenges such as delays in reporting sexual violence cases, destruction of evidence due to late complaints, and compromises within families,

communities, and institutions. These efforts seek to empower survivors to confidently seek justice while fostering accountability and systemic change across all sectors.

Activity C.3.3: Support the Ministry of Justice to operationalise the Criminal Courts E, specialised in sexual offences, established in Spotlight counties for increasing access to justice for survivors and ensuring fair trials.

This activity includes improving and operationalizing Circuit Courts to prioritize SGBV cases in areas where specialized SGBV courts have not yet been established. To ensure that cases of VAWG are consistently tried in the specialized sexual offense courts, the programme will support the Ministry of Justice and Judiciary in fully operationalizing Criminal Courts E/Sexual Division Courts, as established in five counties (two of the previous Spotlight counties) and additional three (3) new counties (Grand Bassa, Maryland and Grand Cape Mount). This support will include providing technical assistance, resources, and capacity-building initiatives to ensure fair trials and a justice process that is both efficient and sensitive to the needs of survivors. By strengthening the operation of these specialized courts, the activity aims to create a judicial environment that prioritizes accountability, protects survivors' rights, and builds public confidence in the justice system. Additionally, efforts will focus on harmonizing and improving court processes, including measures to reduce delays caused by limited grand jury sittings.

Activity C.3.4: Enhance the capacity of SGBV prosecutors and review/revise the national GBV standard operating procedures for the provision of quality and harmonized protection services.

Strengthening the capacity of SGBV prosecutors is a critical component in ensuring effective, survivor-centred legal processes. While capacity-building efforts were initiated under Spotlight 1.0, they were not exclusively tailored for prosecutors. This activity will specifically focus on enhancing the skills of prosecutors handling SGBV cases. Through specialized training and the provision of targeted resources, the initiative aims to equip prosecutors to handle these sensitive cases with professionalism, empathy, and a deep understanding of survivor-centred approaches. Furthermore, the activity includes reviewing and revising the national GBV Standard Operating Procedures (SOPs) which expires in 2024. The objective is to ensure these SOPs are current, comprehensive, and aligned with global best practices. This will support the delivery of consistent, high-quality, and harmonized protection services for survivors across the country. By addressing these gaps, a more coordinated and survivor-focused response system will be enhanced, ensuring justice, accountability, and holistic support for those impacted by GBV.

Outcome D: Women's rights groups and civil society organisations more effectively influence and advance progress on GEWE and EVAWG.

Output D.1: Women's rights groups and CSOs have increased opportunities to share knowledge, network, partner and jointly advocate with relevant stakeholders at sub-national and national levels.

The output will promote extensive collaboration and networking among a diverse range of civil society actors, including grassroots organizations, local activists, and women's rights advocates in Liberia. Although SGBV CSO Secretariats have been established in five target counties and grants introduced for grassroots CSOs representing at-risk groups during the implementation of LSI 1.0, there is still a lack of strong coordination among these CSOs and between them and the MGCSP. Under LSI 2.0, efforts will be made to integrate these groups into networks for effective knowledge sharing, joint advocacy, and capacity building, aiming to create a robust and empowered civil society and women's movement. Focus will be placed on building a powerful women's movement by creating advocacy network clusters around key issues related to SGBV prevention and response, harmful practices, and the promotion of SRHRs identified from the four outcomes of LSI 2.0. CSO networks and groups will be encouraged to work in clusters for a stronger voice and greater influence.

Interventions will ensure that the women's movement under LSI 2.0 actively drives and influences positive changes in preventing and responding to SGBV and promoting SRHR through both immediate actions and long-term community-based solutions. UN Women will leverage its convening role to foster a coordinated and

collaborative approach among women's CSOs and between CSOs and the MGCSP at national, sub-national, and grassroots levels, while allowing CSOs the independence and space to operate freely. CSO platforms will function autonomously but work with the MGCSP and County Gender Coordinators to enhance coordinated actions against SGBV and harmful practices. Grassroots women's organizations such as Women's Peace Huts, the Rural Women's Network, and the National Coalition Against Harmful Practices will be encouraged to join county-level and national-level networks to collectively advocate for the prevention and response to SGBV and harmful practices.

Output D.2: Women's rights groups and relevant CSOs have increased capacity in using social accountability mechanisms for advocacy and influence on prevention and response to VAWG and GEWE.

The use of social accountability and evidence-based tools for advocacy and accountability monitoring on SGBV and harmful practices by women's rights organizations in Liberia remains limited. LSI 1.0 has facilitated capacity building for 32 women's rights groups and 68 CSOs to enhance their advocacy efforts in addressing VAWG through the use of social accountability tools. These CSOs and groups have also developed a community scorecard and contributed to the creation of shadow reports for the Commission on the Status of Women (CSW). However, it is crucial to ensure the sustainability of these CSOs' actions and integrate them into the broader advocacy work of the women's movement, which will be supported under this programme.

Interventions under this output will better position CSOs to hold duty-bearers accountable for addressing funding gaps and sustaining commitments to end VAWG in a more practical manner. Support will be provided to women's rights CSOs for the implementation of the community scorecard, along with additional capacity building using Public Expenditure Tracking Surveys (PETS) focused on SGBV, harmful practices, and SRHRs. Expertise of external stakeholders, such as the West Africa Civil Society Institute (WACSI) will be outsourced to build CSOs' capacity on shadow reporting for the UN treaty body, community score cards, citizen Report Cards, Public Expenditure Tracking Surveys and social audits. This will ensure that CSOs have the capability to request accountability from the GoL regarding gender budget allocation to SGBV, harmful practices, and SRHRs. The project will work with an estimated 100 Women Groups and CSOs to jointly advocate for transparency and accountability in improving the lives of women and girls. Women's groups and CSOs will be required to develop social accountability reports annually as part of the project implementation.

Output D.3: Women's rights groups and CSOs have strengthened capacities to design, implement and monitor their own programmes on ending VAWG.

As part of the LSI 1.0 implementation, approximately 63 women's rights groups, 15 youth groups, and 12 marginalized groups received training/workshops to enhance their capacities in designing, implementing, and monitoring programs on SGBV, HTPs, and SRHRs. Additionally, these groups gained knowledge in developing human resource policies, financial and procurement policies, and gender and social inclusion policies for their institutions. This helped address gaps identified by the LSI programme in 2021. However, CSOs have reported challenges with staff turnover due to limited resources. Further institutional capacity-building initiatives for women's CSO groups are planned under this output and will focus on programme management, monitoring, and resource mobilization skills.

Selected women groups and CSOs, in particular those focusing their interventions with groups facing or most-at-risk of multiple forms of violence (including women with disabilities, HIV positive women, LGBTQI, women, survivors with drug use disorders, and those in detention or in conflict with the law) will participate in a robust capacity building programme that ensures that they can develop required policies, conduct resource mobilization as well as implement and monitor the progress of the plan against their results as well as document the impact of their interventions.

Activities under Outcome D by Output

Output D.1: Women's rights groups and CSOs have increased opportunities to share knowledge, network, partner and jointly advocate with relevant stakeholders at sub-national and national levels.

Activity D.1.1: Support CSO knowledge sharing, and increase opportunities for networking, joint advocacy and partnerships.

Women's groups and CSOs will be provided capacity training in networking, advocacy methodologies and establishing partnership with the aim of creating opportunities for these organizations to collaborate, share information and work together towards a common goal. The programme will integrate women's groups and CSOs from the additional 3 counties into platforms for advocacy initiatives, exchange of information and lessons learned on their implementation of activities. UN Women will support women's groups and CSOs to amplify their voices and to make greater impact on policy and social change through coordinated campaigns, shared messaging and collective effort to influence public policy, improve service delivery and achieve the mission of ending violence against women and girls. UN Women will work with external training institutions along with national institutions to build the capacity of women's groups and CSOs in Liberia.

Additional technical and financial support will be provided to the CSO Secretariats, including five CSO Secretariats in existing Spotlight counties and three more to be established in the new Spotlight counties, and grassroots women's networks to enhance effective coordination and collaboration amongst women's groups and CSOs at the county level to address critical issues, such as responding to survivors of violence, court monitoring and legal aid support. The CSO Secretariats established at the level of the county will serve as the voice for the rights of women and girls and ensure protection and legal redress for survivors.

Output D.2: Women's rights groups and relevant CSOs have increased capacity in using social accountability mechanisms for advocacy and influence on prevention and response to VAWG and GEWE.

Activity D.2.1: Support women's organisations and CSOs to use appropriate accountability mechanisms for advocacy around VAWG.

UN Women will provide training and resources to enhance the skills of women's organizations and CSOs in the utilization of accountability mechanisms in reporting of SGBV issues in Liberia. These groups will develop accountability reports (minimum 2) annually using appropriate accountability mechanisms and engage in official dialogues with the government on issues that affect the community/population including women and girls. UN Women will also provide support for the drafting of various reports that respond to international commitments.

Output D.3: Women's rights groups and CSOs have strengthened capacities to design, implement and monitor their own programmes on ending VAWG.

Activity D.3.1: Strengthen CSOs' capacities on programme design, operational management, implementation, monitoring and evaluation, and resource mobilisation.

UN women will assess CSOs who have undergone capacity building under Spotlight 1.0 to assess their readiness for management of programme and resources. Refresher trainings will be conducted based on feedback from assessment. New women's groups and CSOs will be trained in programme design, operational management, proposal development and resource mobilization.

Activity D.3.2: Strengthen the capacity of the National CSO Coalition against Harmful Practices to advocate for, monitor, and report on prevention of and response to harmful practices against women and girls.

UN Women will provide technical, financial and material support to the National CSO Coalition against Harmful Practices who represents the network of local CSOs involved in addressing issues of FGM and other harmful traditional practices in Liberia. UN Women will provide support for mass awareness and campaign programs, awareness activities as well as information dissemination on social and medical consequences of harmful practices.

Activity D.3.3: Support the activities of the Civil Society National Reference Group to advise the programme, advocate for the realization of its objectives, hold the programme accountable for its commitments.

UN Women will support key actions of the Civil Society National Reference Group, including the development of the group's work plan for advocacy and awareness, monitoring and reporting on human rights violations and progress and challenges in addressing issues of violence against women and girls. UN Women will also support regular meetings of the CS-NRG and consultations with other CSO members, engagements with policy makers, and initiatives to engage women's rights groups for influencing the development and implementation of laws and policies that promote gender equality and protect human rights. The group will equally be facilitated to participate in relevant monitoring, campaign and media activities on SGBV and harmful practices prevention as well as SRHRs promotion.

V. Programme Management Modalities

1.7. Project Implementation Modalities

The LSI 2.0 will be governed and managed through different structures, including the National Steering Committee (NSC), the Civil Society National Reference Group, the Technical Working Group, and outcome working groups. In securing the participation of the Government in all coordination structures, the various Government Ministries will be represented in the appropriate Outcome Working Groups that will interface with the Technical Working Group and the National Steering Committee.

Under the coordination, leadership, and accountability of the United Nations Resident Coordinator (RC), the programme will be strategically aligned with the national development needs and priorities.

The UN agencies will be responsible for delivering and monitoring the outputs within their remit.

5.1.1 Methodology

A programme methodology will be elaborated by Outcome teams as the Programme Document nears finalisation. Instruments for planning national and county level interventions, including policy guidance documents to guide the implementation of interventions under each outcome, planning tools such as environmental scans, mapping of existing interventions by outcome, and participatory strategic planning to achieve programming coherence supported by the LNOB principle, will be available to the teams.

General principles to guide the methodology would include:

- Limited investments in new infrastructure, instead focus on re-purposing existing facilities, if need be, and leveraging existing platform and tools;
- Enhancing the scalability of gains made by LSI 1.0;
- Coordinating advocacy and legislative reforms at national and sub-national levels;
- Participatory engagement with stakeholders to target multi-sectoral interventions guided by the principle of leaving no one behind (LNOB);
- Delivery of capacity building based on identified needs or shortfalls among key implementing partners; and
- Priority focus on CSO strategies for networking and collaboration, building on CSO mapping reports, studies and examining options for programming joint actions to address SGBV issues at national and subnational levels.

5.1.2 Implementing and collaborating partners

Throughout the LSI 2.0 design phase, there have been consistent interactions with stakeholders at the national level, including the Government of Liberia via the inter-ministerial taskforce on Spotlight Initiative 1.0 led by Ministries of Gender, Children and Social Protection and comprising seven other line ministries⁴¹. Development partners including the World Bank, Government of Ireland, and Plan International have participated in interviews with the LSI 2.0 Technical Team. A high-level consultation convened by the Minister of Gender galvanised support for the LSI 2.0 and led to the formation of an Inter-Ministerial Task force of about 24 members. Notably, the Technical Team expanded its membership from RUNO and EUD technical staff to include government representatives in line ministries. Additionally, CSOs identified for their contribution to the work of the four Spotlight 2.0. programme outcomes met in a national consultation, following which a group of 11 CSOs was self-selected to become members of the interim CS-NRG and elected the group's leadership.

At the subnational level, four counties were part of stakeholder consultative events that brought together superintendents, religious leaders, mayors, professional persons, and CSOs in analysing the gender-related challenges faced by the counties and proposing actions to overcome the threats posed to women and girls. Diverse organisations including youth, LGBTQI, PWDs and HIV affected persons were included in the county encounters.

Other stakeholders including non-traditional partners (media, private sector, academia and faith-based organisations) have contributed to analysis, reporting on events, and provision of services as appropriate.

5.1.3 Coherence with existing programmes

Building bridges to maximise the investments and achieve coordination and programme harmony is an essential premise of the LSI 2.0. Currently in Liberia, several programmes are planned or being implemented that will complement LSI 2.0, at both national and subnational levels.

To facilitate changes in gendered social norms, the LSI 2.0 initiative will collaborate with the World Bank-funded "**Liberia Women Empowerment Project**," which aims to enhance social and livelihood services for women and girls. This collaboration will focus on promoting positive social norms, improving health and education services, and supporting resilient livelihoods. Furthermore, the initiative will partner with the "**Liberia Fights FGM**" project, funded by the UN Trust Fund to End Violence against Women and implemented by WONGOSOL. This project seeks to support and protect women and girls who are survivors of or at risk of FGM, as well as empower people, community leaders, and lawmakers to advocate for legislation to end FGM/C. Advocacy for policy improvement, legislation and community awareness efforts aimed at changing mindsets will be aligned and complement each other. Coordination will also ensure harmonized interventions for SGBV data collection; empowering grassroots organizations and strengthening gender machinery institutions. Beneficiary selection in overlapping geographic zones of the two programmes will be jointly discussed.

Partnerships will also be formed with the **Gender Promotion Initiative (GPI 2)**, which aims to amplify the voices of women's rights organizations to influence national priorities. The proposal, to be submitted to the Peacebuilding Fund, emphasizes transitional justice processes, including war and economic crimes courts, and addresses gender-based violence. The Spotlight Initiative 2.0 focuses on strengthening women's organizations. Both programmes will maintain regular dialogue during implementation to avoid duplication and enhance impact.

Additional partnerships will be established with projects funded by the EU, EU member states, and other entities focused on promoting rights, women's empowerment, youth empowerment, access to services, male engagement, and creating a legislative environment that supports women's rights and opportunities, including

⁴¹ Ministry of Health, Ministry of Justice, Ministry of Internal Affairs, Ministry of Youth and Sports, Ministry of Labour, Ministry of Information, Culture and Tourism, and the Ministry of Finance and Development Planning.

SRHRs. Ongoing discussions will consider linking LSI beneficiaries to the TVET Youth Rising programme and using LSI facilities for TVET training and job creation purposes when implementation begins.

Table 5 provides details on the organisations, descriptions of the areas of focus, financial resources committed and the geographical coverage.

After the programme is launched, there will be ongoing dialogue with development partners with the aim of achieving synergies by sharing plans and in some cases financial and human resources to expand the impact of interventions.

As the results of LSI 1.0 have been scrutinised and analysed in multiple reports and evaluations, there is a wealth of knowledge that will form the basis for more coherent and impactful approaches in LSI 2.0.

Table 5: Coherence with existing programmes

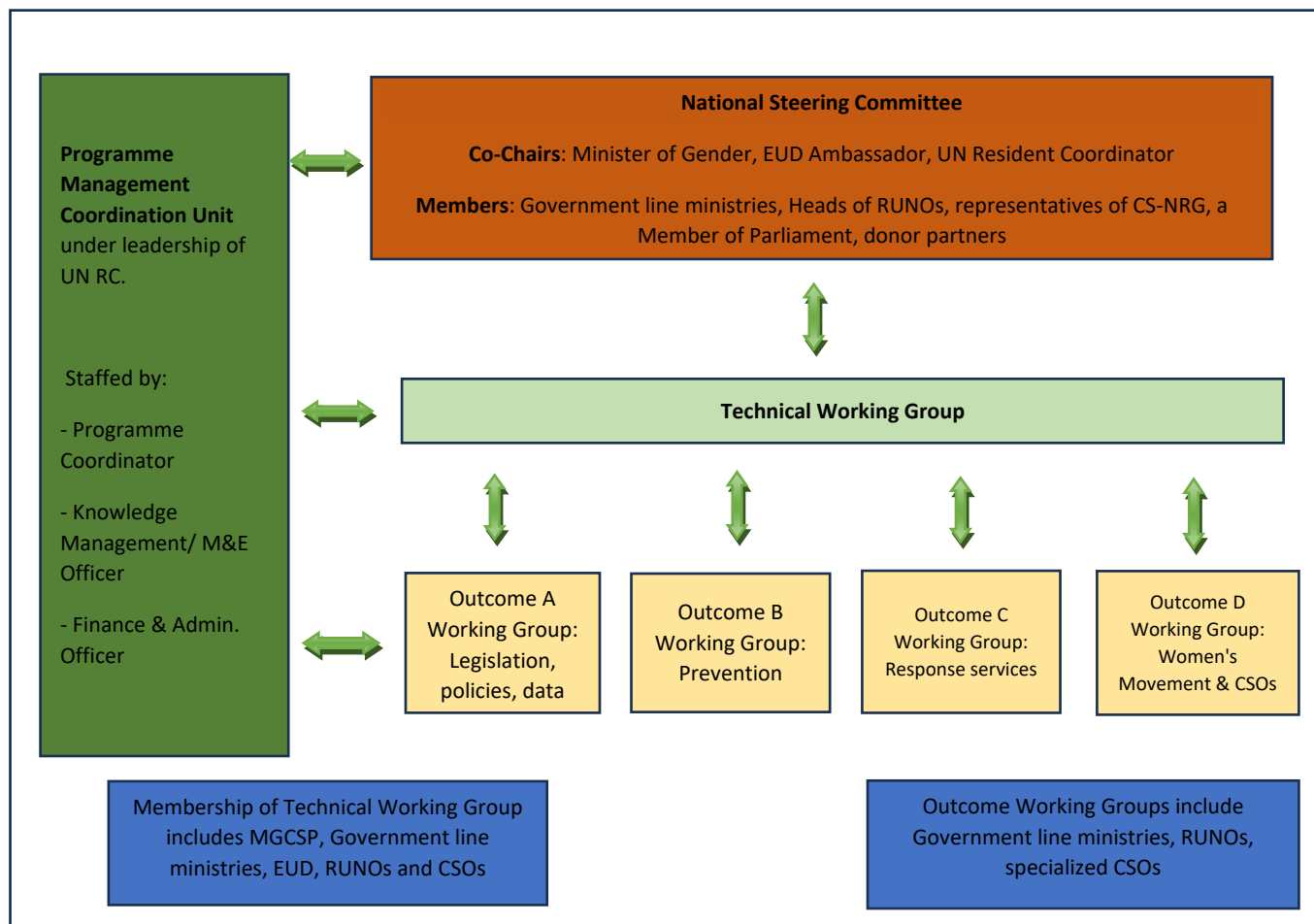
Programme / Initiative Title	Key Donors	Start and end date	Implementing Organisation	Overall Budget	Geographic Coverage (National, State, Municipalities)	Objective of the Programme/ Initiative	Outcomes Programmes/ Initiatives are linked to
Liberia Women Empowerment Project	World Bank/ International Development Association (IDA)	16 May 2023- 30 Jun 2027	Ministry of Gender, Children & Social Protection	USD 44.6 Million	National/ Grand Cape Mount, Bomi, Gbarpolu, Montserrado, Rivercess and Grand Gedeh counties		Prevention and Norms Change, Quality Services, Data, Women Movement
POWER Programme	EU-Sweden	Jan 2022- Dec 2025	OHCHR	USD 5.6 M/59 MSEK	National	GBV component on an overall capacity building programme for women’s rights CSOs.	CSOs and Women’s Movement
Support to GBV Service provision	EU-Sweden	Feb 2023- Dec 2026	Medica Liberia	USD 1.9M/ 20 MSEK	National/Counties	GBV service provision in the SE.	Services
Better Health Outcomes for Liberia	AFD	Oct 2023 - Sep 2026	Action Against Hunger & Expertise France	EUR8,000,000	Montserrado, Nimba & Margibi	Strengthen the resilience of Liberia’s health systems by 1) improving the quality of health services (maternal and child health, SRHR, nutrition and mental health) in 25 public health centres; 2) building the capacity of actors involved at different levels; 3) cultivating leadership and ensuring ownership of care pathway improvement goals by authorities at national, sub-national and community levels	Services
Support to active and inclusive education for all children in Burundi, Senegal, Liberia,	AFD	Apr 2023 - Sep 2025	Mercy Corps, Children Rescue Africa, Youth Against Tribalism in Africa, Big Dreams & Youth in Action for the Promotion of Quality Education	EUR1,800,000 ⁴²	Grand Bassa & Rivercess	Encouraging children’s engagement in education and sports as a window for fulfilment, cohesion, and successful education while putting the safe space of children at the centre of interventions. The programme will promote girls’ education and has a component related to addressing	Prevention

⁴² The budget is for the 4 countries of coverage

Programme / Initiative Title	Key Donors	Start and end date	Implementing Organisation	Overall Budget	Geographic Coverage (National, State, Municipalities)	Objective of the Programme/ Initiative	Outcomes Programmes/ Initiatives are linked to
Ivory Coast (Phase II)						inequalities, including gender inequalities and promoting a culture of respect to diversity,	
Support to the socio-professional integration of youth in income-generating agriculture industry	AFD	Dec 2019 - Jun 2026	MOE, MYS, MOA	EUR10,000,000	National	Strengthen the vocational and technical education of stakeholders to address challenges of youth integration in employment sectors Improve the employability of young people on the labour market in promising sectors Support the development of new agricultural value chains to provide economic opportunities	Prevention
Strengthening Political Governance and Accountability in Liberia	Government of Ireland	Sep 2024 - Aug 2027	Centre for Democratic Governance (CDG), Centre for Transparency and Accountability in Liberia (CENTAL), and Naymote Partners for Democratic Development	EUR1,500,000	Montserrado, Bong, Margibi and Grand Bassa	Gender equality, food security, climate action, and governance enhancement	Policies, Legislation & Data
Liberia Fights FGM	UN Trust Fund to End Violence against Women	01 October 2023 – 30 September 2027	WONGOSOL	\$748,490	Bong, Bomi, Gbarpolu, Grand Cape Mount, Margibi, and Montserrado	Health and psychosocial services to women and girl survivors of FGM; support and livelihood skills to zoes; training service providers and community leaders on FGM/C prevention and referral mechanisms; establishing the “Stop FGM/C” coalitions involving members of Women NGOs Secretariat of Liberia’s network, service providers, faith-based leaders, and legal and government officials; and awareness-raising on FGM/C prevention and referral mechanisms.	Prevention & Services

5.2. Management of the Project

Figure 7: Project Management Chart



While the MGCSP will be the coordinating and lead Ministry on the Spotlight Initiative in Liberia, continuous dialogue and strategic engagement of the Government, including at the highest level of the country's administration will be fostered beyond ownership of MGCSP and other line ministries expected to implement the programme. The main ministerial partners will be the Ministry of Justice, the Ministry of Internal Affairs, and the Ministry of Health. Other ministries, including the Ministry of Education, the Ministry of Youth and Sports, the Ministry of Agriculture, the Ministry of Information, Cultural Affairs and Tourism, and the Ministry of Finance and Development Planning will play a critical role in supporting specific interventions throughout the programme. Value addition will be sought through the engagement of the Office of the President (Minister of State) to reaffirm Liberia's strategic and political support to the Programme and its mission to eliminate VAWG and harmful practices from the highest level of the country administration.

Specifically, this Office will be engaged through high-level dialogues to be convened by the RC once a year to reflect on strategic and political aspects of the programme and appraise its progress or unlock potential hindrances in translating into action the commitments made by Liberia on ending VAWG, harmful practices, and promoting SRHRs beyond controversial gender biases, social norms and perceptions. This level of engagement will lay the foundation for the programme to accelerate response in meeting commitments made by Liberia to

end VAWG beyond controversial gender biases, social norms and perceptions in line with international human rights standards and within culturally appropriate contexts.

Programme Management and Coordination: There will be a Programme Coordination Team hosted under the UN RCO, with direct accountability to the UN RC. The team will be staffed by a Programme Coordinator (responsible for overall coordination of the programme), a Knowledge Management/M&E officer (leading on knowledge management and M&E work in the programme) and a Finance & Admin Officer (supporting administrative, logistical, and finance work), each of them on a full-time basis. The purpose of the Programme Coordination Team is to support joint planning and implementation of activities across the four outcome areas, fostering coordination, technical coherence, synergies and complementarity; ensuring the programme contributes to joint transformative results.

Other personnel directly contributing to the implementation of the programme and the achievement of its goals will be hired within the budget parameters as needed to ensure the programme is efficiently staffed to deliver and adjust to any contextual needs to implement needed activities.

Project office costs will be covered by the programme budget, and these will consist of some office costs in a collocated space (if physically available, ideally within the RCO) and other office costs in the respective Agency or sub-office locations, as relevant, for individual staff or personnel directly contributing to the implementation of the programme and achievement of its objectives.

5.3. Governance arrangements

The programme will be nationally led by the Ministry of Gender, Children and Social Protection in collaboration with the UN RCO and the EUD. Technical guidance embodied in specialists from government ministries, CSOs, Recipient UN Organizations and donor partners will anchor the programme's strategy.

The RC will ensure programme coherence and guide UN inter-agency cooperation and address any concerns or issues that could impede successful programme implementation. The UN RCO will see that clear agency roles and responsibilities are outlined in work plans and that appropriate resources are allocated in the budget. The RCO will ensure coherent and collaborative inter-agency programming and that technical expertise from each agency is leveraged to support overall programme objectives. The RCO will maintain direct and regular communication with the EUD.

The programme implementation will be guided by a management structure presided over by the National Steering Committee, with technical roles assigned to a Technical Working Group (or Technical Committee) which will be supported by Outcome Working Groups, composed of Government line ministries that formed part of the Inter-Ministerial Committee, RUNO technical focal points, and CSOs specialized in the respective Outcomes.

A Programme Management and Coordination Unit will be established, staffed by a Coordinator, a Knowledge Management, Monitoring and Evaluation Officer, and a Finance and Administrative Assistant. The unit will have a direct line of accountability to the UN Resident Coordinator.

At the request of the EU, ad hoc meetings may be established to review the proper implementation of the project (budget, budget planning, work plans, monitoring, and evaluation modalities) or other issues of internal or external coordination.

National Steering Committee

The National Steering Committee (NSC) will ensure **coordination and regular exchange among all interventions and activities** as well as responsiveness to local priorities and contexts. The NSC will establish institutional linkages with the Government's coordination mechanisms on SGBV, HPs and SRHRs to ensure coherence,

knowledge sharing, and sustainability. It will also establish linkages with parallel processes and donor coordination mechanisms on SGBV to create synergy and avoid duplication of efforts.

The National Steering Committee's role is to provide country programme level governance, strategic direction, and advice for decisions related to, or that affect programme budget and funding.

Its main role is twofold: first, to safeguard that programmes are implemented in keeping with "Spotlight Initiative Key Principles" reflected in the respective programme document. The National Steering Committee will be guided by the overall strategic priorities from the Spotlight Initiative 2.0 Fund Operational Steering Committee⁴³. Second, to take stock of programme progress, and provide guidance and advice as to its implementation. The National Steering Committee is the country-level coordination mechanism and is aligned with the priorities and context of each country (or equivalent programme context). This reflects the initiative's principles, along with inclusiveness, transparency, accountability, consensus-based decisions, country participation and ownership. To the extent possible, existing structures will be used rather than establishing new ones, using for example the UN Sustainable Development Cooperation Framework results groups.

Membership of the National Steering Committee

The National Steering Committee will be comprised of the following members:

- Co-Chair: Minister of Gender, Children and Social Protection
- Co-Chair: UN Resident Coordinator
- Co-chair: EU Delegation Ambassador
- Representatives of the Civil Society National Reference group- self nominated by the group (ensuring at least 20% representation)

Representatives of Civil Society may be denied membership in the CS-NRG if, on review by the Fund's decision-making bodies, there is conflict of interest or non-alignment with UN principles and values.

Relevant line ministries, representatives of the Recipient UN Organizations and EU Member States will have an observer status. Other development partners and relevant national counterparts may be invited by the NSC to join as observers.

Functions and Meetings of the National Steering Committee

It is recommended the National Steering Committee meets twice annually, or more frequently as required to efficiently carry out its functions. The National Steering Committee will:

- Endorse Spotlight Initiative 2.0 Country Programme document and budget (or equivalent programme level) in line with the Fund Allocation Matrix.
- Review overall implementation status of Spotlight Initiative 2.0 country programme and advise on strategic direction and corrective measures.
- Review Annual Programme Narrative and Financial reports provided by the Multi-Partner Trust Fund Office (MPTFO).
- Review Spotlight Initiative 2.0 Country Programme's delivery status.
- Endorse Annual Work Plans, budget revisions and no-cost extensions for co-chair approval.
- Propose and endorse programmatic and implementation set-up revisions, including changes in thematic and geographic scope for co-chair approval.
- Endorse programme risk management strategy annually and monitor it regularly.
- Manage country-level stakeholder relationships.

⁴³ https://mptf.undp.org/sites/default/files/documents/2024-06/spotlight_initiative_2.0_tor_28_march_2024_final.pdf

- Receive recommendations issued by the Advisory Board, Programme Appraisal Committee, and the Fund Secretariat⁴⁴.
- Safeguard that “Spotlight Initiative Key Principles” are maintained throughout implementation of Spotlight Initiative 2.0 Country Programme.
- Safeguard the meaningful engagement of the Civil Society National Reference Group and women’s rights organisations, especially at grass-roots level, across the programmatic set up and implementation.

Role of the Resident Coordinator and the Resident Coordinator’s Office

Overall, at global level, Spotlight Initiative is a demonstration fund for UN reform and some of its features are directly aligned to the key principles of this reform. Among others, three key features are particularly central to the Spotlight Initiative’s identity: (1) it is a pooled fund, (2) on the UN side authority and responsibility for overall coordination of programmes sits with the Resident Coordinators and (3) programmes are implemented by an agreed number of recipient UN Agencies, chosen on the basis of their expertise, with a strong emphasis on new models of coordination, synergies and cooperation within UN Country Teams.

The Spotlight Initiative, as a United Nations Reform Demonstration Fund, covers the UN Development System's priority aim to deliver on the 2030 Agenda changes in the UN Resident Coordinator system. Supported by the Spotlight Initiative 2.0 Fund Terms of Reference and the guidance issued by the global team of the Spotlight Initiative and other guidance notes and tools of the UN Development Coordination Office, the Resident Coordinator's role includes overall oversight of the strategic coordination of the Spotlight Initiative programme from the design stage to the conclusion of the implementation cycle.

As provided in the UN’s “Guidance Note on a New Generation of Joint Programmes (October 2022)”, when the pooled fund requires a coordination role for the UN Resident Coordinator, as is the case for the Spotlight Initiative 2.0 Fund, the role of the UN Resident Coordinator and the Convening Agent will come in complementarity to each other. The UN Resident Coordinator role will focus on the overall leadership, representation and coordination and the Convening Agent role is focused on implementation coordination and the consolidation of reporting duties for the programme. See section below on the Convening Agent role for more details.

As the UN co-chair of the Steering Committee, the Resident Coordinator will be responsible for:

- Providing strategic leadership of the Spotlight Initiative 2.0 programme, in coordination with the co-chairs and other members of the UNCT directly involved in the implementation of the Spotlight Initiative (UNDP, UNFPA and UN Women);
- Ensuring that the Spotlight Initiative 2.0 programme aligns with the UNSDCF, national development needs and priorities and the 2030 Agenda;
- Mobilising resources and partnerships for the Spotlight Initiative 2.0 programme in coordination with the UNCT, based on the UNSDCF resource mobilisation strategy;
- Oversee management of the Spotlight Initiative 2.0 programme, including approving any financial, programmatic and human resources aspects of the programme. This includes approving annual work plans, budget revisions and no-cost extensions and all budget related adjustments within the total financial allocation approved by the Deputy Secretary-General, based on the prior endorsement by the Steering Committee, and seeking global Operational Steering Committee approval when revisions surpass thresholds established in the Programme and Operations Manual;
- Initiate Fund Transfer Requests addressed to the Administrative Agent on behalf of the Spotlight Initiative 2.0 programme, for approval by the Chair of the global Operational Steering Committee, in line with the Fund Allocation Matrix approved and signed by the Deputy Secretary-General;

⁴⁴ These are global level bodies that steer and provide strategic vision for the Spotlight Initiative 2.0 Fund as a whole. Broader recommendations to maintain an effective model of action issued by these bodies will be shared with the National Steering Committee for consideration.

- Supervising the Spotlight Initiative 2.0 Programme Coordination Team, and deploying best efforts to host its members within the premises of the Resident Coordinator’s Office, or at least co-locating them, notwithstanding the fact that the programme will be under RUNO implementation;
- Signing National Steering Committee meetings’ minutes and decisions and share them with the members of the National Steering Committee and the Fund Secretariat to inform the Deputy Secretary-General and global Operational Steering Committee; and
- Ensuring the UN implementing team shares information with the EU Delegation, the Government of Liberia, and the SI Fund Secretariat/Spotlight Initiative Global Team to maintain an active link with the global level of the initiative, engages proactively in the global knowledge, communications and advocacy efforts and results aggregation.

Technical Committee/Working Group

The programme will also establish a **Technical Committee or Technical Working Group**. The Group will provide a forum for discussing implementation issues, challenges, and solutions. It will provide technical and programme oversight to ensure timely and quality implementation and monitoring of the programme and provide reports and updates to the joint NSC on progress made and seek guidance and advice. The working group will consist of members from the Government, EUD, UN, and representatives of CSOs. It will be chaired by the Government, represented by the MGCSP. It will report to the NSC.

It will be convened once every quarter and led by the Minister of Gender or the Deputy Minister with UN and EUD support for key operations required to effectively manage the programme.

Civil Society National Reference Group

A CSO National Reference Group (CS-NRG) will be established at the on-set to inform programme design and implementation. The CSO reference group is a national “self-selected” reference group, representing an independent advisory body with a triple mandate: to guide and advise on the implementation, advocate for the realization of its commitments, and monitor its work to hold the Initiative accountable.

The CS-NRG is a group of national and local experts on eliminating violence against women and girls and HPs as well as on women’s rights more broadly. The CS-NRG will be constituted via an independent process led by civil society and facilitated by the UN and involving no other stakeholders. They represent broad local geographical, technical and experience diversity.

Membership of the CS-NRG

Members of the CS-NRG will be appointed by CSOs active in VAWG/HPs prevention and response and will include representatives of women Organisations and Organisations representing rights holders such as SGBV survivors, and vulnerable and marginalized groups, notably persons with disabilities.

The CS-NRG nominates its members to serve on the National Steering Committee of Spotlight Initiative as full voting representatives (civil society representatives must comprise a minimum of 20% of the total membership of all multi-stakeholder committees/groups that form part of the governance structure of the Initiative at the country level).

Functions of the CS-NRG

Civil Society National Reference Groups will:

- Provide advice on the overall strategic direction of the Spotlight Initiative’s Country Programme and on cutting-edge national policy issues on eliminating violence against women and girls;
- Support dissemination of the messages of the Spotlight Initiative on eliminating violence against women and girls to the public, from the national to the community level, especially to marginalised groups, youth and the media;

- Serve as an interactive space and open forum for dialogue between Spotlight Initiative and women’s rights organisations, groups and networks working on eliminating violence against women and girls and HPs, including on global, regional, national and local developments, trends and risks related to such work;
- Provide feedback (including via an annual monitoring report) on the Spotlight Country Programme’s implementation as well as advice on addressing challenges; and
- Periodically connect with the global Civil Society Reference Groups to share knowledge and lessons learnt as well as develop solutions to common challenges, with a view to supporting the achievement of the Initiative’s results. As an advisory body, the Civil Society National Reference Group will not take part in decisions related to the revision of the Fund’s Terms of Reference, nor related to financial, programmatic or human resources for the Fund or any of its programmes.

The nomination process of members and other standard rules and procedures of the Civil Society National Reference Group will be further outlined in the Programme and Operations Manual. Membership may be denied after careful review by the Fund’s decision-making bodies or the Resident Coordinator as the UN co-chair of the National Steering Committee, if, on review by the Fund’s decision-making bodies, there is conflict of interest or non-alignment with UN principles and values.

Recipient UN Organizations (RUNOs)

The Programme will be implemented under a joint programme approach of 3 Recipient UN Organizations (UNDP, UNFPA, and UN Women) in line with the October 2022 UNSDG “Guidance Note on a New Generation of Joint Programmes”⁴⁵. These UN Organisations become Recipient UN Organizations by signing a Memorandum of Understanding with the MPTF Office. Each Recipient UN Organization shall demonstrate consistency of the “Spotlight Initiative Key Principles”.

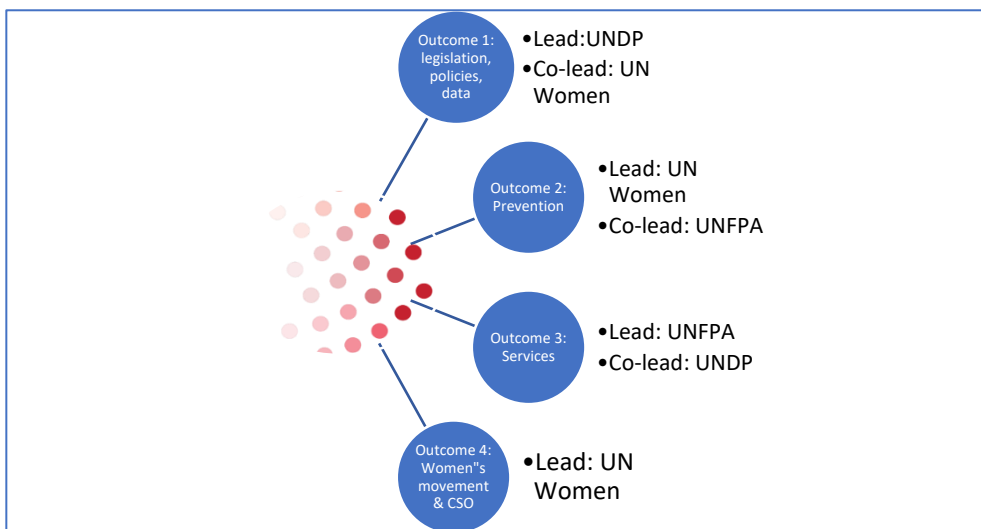
After signing the Memorandum of Understanding with the Administrative Agent, the Recipient UN Organization will be able to receive resources from the Spotlight Initiative Fund. These funds will be administered by each RUNO in accordance with its own regulations, rules, directives and procedures, ensuring that a separate ledger account is established for the receipt and administration of the funds disbursed to it by the Administrative Agent.

While respecting their rules and regulations, Recipient UN Organizations commit to zero tolerance for fraud, corruption and sexual exploitation and abuse; protection of whistle-blowers; public disclosure; gender and social inclusion; and use of adequate complaints mechanisms. The Programme and Operations Manual also presents the policies and principles that the recipients of the Spotlight Initiative 2.0 Fund seek to uphold. In addition, Recipient UN Organizations commit to managing all other contextual and programmatic risks identified by the Operations Steering Committee and Advisory Board with the utmost care. The Recipient UN Organizations are expected to be proactive in reporting those risks to the Fund Secretariat and Administrative Agent.

In the Liberia programme, the three implementing RUNOs have been assigned lead and co-lead roles under the four Outcomes.

⁴⁵UNSDG “Guidance Note on a New Generation of Joint Programmes” can be accessed here: <https://unsdg.un.org/sites/default/files/2022-11/Final%20-%20UNSDG%20Guidance%20Note%20on%20a%20New%20Generation%20of%20Joint%20Programmeme.pdf>

Figure 8: Outcome Leads and Co-Leads



UN Agencies beyond RUNOs will be engaged through the Gender Theme Group, where the Spotlight Initiative will be used as a pilot to demonstrate how the UN can work better as one in line with the UN Reform principles.

5.4. Accountability

The organisational structure explains the relationships and lines of accountability among the key actors. As the leading institution, the Ministry of Gender, Children and Social Protection will convene the sub-groupings that report to the National Steering Committee. The UN Resident Coordinator will have oversight of the Project Coordination and Management Unit.

UN Accountability as implementers

The accountability framework for the programme is designed to reflect the United Nations Resident Coordinator's overall accountability for the strategic coordination of the programme, supported by the RUNOs. The RC is accountable to the UN Deputy Secretary-General for the strategic overall design, set-up, coordination and reporting on the programme, including ensuring ownership at the highest level, sustainability of results, complementing resource mobilization and broad engagement with relevant partners and stakeholders.

The Resident Coordinator is responsible for overall strategic coordination of the Spotlight Initiative programme, providing leadership and interacting with the highest host government authorities, donors/development partners, civil society and other related partners. The RC has the final decision-making authority within the programme on behalf of the UN and is responsible for the overall strategic direction and oversight of the Spotlight Initiative RUNOs.

The RC and the Heads of RUNOs are jointly accountable for the delivery of strategic results of the Spotlight Initiative programme. The Heads of RUNOs are accountable to the RC, and are mutually accountable to each other, for the programmatic outputs of the programme.

All RUNOs will work jointly and collaboratively to achieve the strategic results of the Spotlight Initiative programme in Liberia in their roles as (co)implementing agencies and agencies responsible for their respective activities in the programme, under the overall strategic leadership of the Resident Coordinator, which will also coordinate the institutional relationship with the donor.

As implementing agencies, RUNOs will be responsible for contributing to periodic planning, execution, and monitoring of planned activities, as well as coordination with counterparts. They will report programmatic and

financial implementation progress, following the guidelines defined at the beginning of the programme in line with the contractual structure of the programme.

Additionally, as responsible agencies for each assigned portion of the programme, they must coordinate the implementation of programmatic activities for each portion, ensuring coherence quality, and articulated impact. Moreover, the Programme Coordinator and the Technical Committee will facilitate the collaboration between agencies participating in that outcome.

The role of the Spotlight Initiative Global Team:

The Spotlight Initiative Global Team will provide quality assurance and advisory support to the UN country team during the programme implementation. This support will include technical quality assurance on monitoring and evaluation, reporting, knowledge management, civil society partnerships, resource mobilization, management and compliance. This will be done to amplify the programme impact and aggregate lessons learned from programme implementation at the global level.

Fund Management Modality

This programme is anchored in the Spotlight Initiative, a multi-stakeholder United Nations global trust fund, established by the Secretary-General of the United Nations and administered by the UN Multi-Partner Trust Fund Office. Guided by the Spotlight Initiative 2.0 Fund Terms of Reference, country/regional programme funding will pass-through the Spotlight Initiative 2.0 fund and standard pooled fund contractual arrangements between recipient UN Agencies and the MPTFO will be used. MPTFO will serve as the Administrative Agent (AA) for the Programme.

The AA will be responsible for effective and impartial fiduciary management and financial reporting. As stipulated in the Spotlight Initiative 2.0 Fund Memorandum of Understanding (MoU) and the Fund Terms of Reference, the AA will perform the following functions, among others: i) receive contributions from donors, ii) disburse funds to participating UN organizations in accordance with the Fund’s instructions, and iii) consolidate regular financial reports and the final financial report.

The Recipient UN Organisations:

- Assume full programmatic and financial responsibility and accountability for the funds disbursed by the AA;
- Establish a separate ledger account for the receipt and administration of the funds disbursed to it by the AA; and
- Each UN organisation is entitled to deduct their indirect costs on contributions received according to their own regulation and rules, considering the size and complexity of the programme. Each UN organisation will apply indirect costs at the rate of 7% maximum.

The Programme Coordination Unit⁴⁶ will:

- a) Coordinate the programmatic and functional aspects of the Programme among the RUNOs and ensure programmatic coherence, integrity, and quality of implementation;
- b) Be responsible for consolidating the annual and final narrative progress reports based on submissions provided by each RUNO and provide these to the AA for further submission to each donor that has contributed to the programme.
- c) Contribute in the efforts to facilitate knowledge management throughout the programme.

⁴⁶ The programme coordination Unit will report to the RC but will be administratively managed (including for human resource processes) by an Agency designated by the RC amongst those implementing the programme. This agency is designated as the Convening Agent as per the UNSDG Joint Programming guidance applicable to UN implementation. Given the overall lead role of the UN Resident Coordinator for Spotlight Initiative Programmes, the Convening Agent will work in the spirit of teamwork with the UN Resident Coordinator ensuring the RCO is regularly informed of programmatic and inter-agency developments, and that representation and advocacy efforts are fully consulted.

The Joint Programme Account will be administered by the AA in accordance with the regulations, rules, directives and procedures applicable to it, including those relating to interest.

5.6. Knowledge management

In line with the ambitious goal of Spotlight to have a transformative change and tackle the root causes of violence against women and girls in the world and contribute to the achievement of all the SDGs, it is imperative for the Initiative to analyse and cultivate existing knowledge, identify lessons learned and build the evidence base, and be a platform for innovation.

The purpose of the Knowledge Management strategy for Spotlight is to “analyse, cultivate and document, disseminate knowledge, lessons learned and innovations that is generated from the implementation of Spotlight” across the globe for uptake and replication, and thereby contribute to the elimination of violence against women and girls. The key elements of the strategy include:

- Knowledge capture, development and foster innovation; as a means of collecting good/promising practices, lessons learned and innovative practices in the implementation of Spotlight to support advancement in the efforts to EAWG, improve sustainability of results from Spotlight, and for further analysis and documentation on EAWG programming; and
- Knowledge sharing, and dissemination include uptake, which entails sharing of good/promising practices, lessons learned and innovative practices with Spotlight countries, regions and wider audiences, feed into the global knowledge base on EAWG to inform effective programming and policy interventions on EAWG and ensure uptake of the knowledge shared, displayed through changes in programming and policies, and ultimately in the lives of women and girls.⁴⁷

The LSI 2.0 Knowledge Management Strategy will connect with the M&E strategy to ensure new knowledge generated by the programme is tracked and disseminated, and the impact is measured using the guidelines provided in the Spotlight Initiative Toolkit: Measuring the Uptake of Knowledge Products for Ending Violence Against Women and Girls.

The programme will benefit from the Spotlight Initiative’s Global Knowledge Product Tracker⁴⁸, a centralized repository of over 1,000 Spotlight Initiative tools and resources to support new and ongoing programmes, as well as the Learning Centre⁴⁹ and Compendium of Innovative and Good Practices and Lessons Learned⁵⁰, which offer tips and lessons to support evidence-based programming. The programme will participate in SHINE⁵¹, an online hub for global knowledge exchange on ending violence against women and girls, as well as regional and global convenings, to enable exchange and learning with other programmes and to feed into the global knowledge base for strengthened policy and programming on EAWG.

5.7. Project Quality Assurance

A project quality assurance plan will include the definition of quality objectives, criteria, and methods of assessment. It should feed into the M&E system developed for the project and managed by the staff member dedicated to this function.

⁴⁷ Adapted from Spotlight Initiative. (n.d). Spotlight Initiative Knowledge Management Strategy. https://spotlightinitiative.org/sites/default/files/2024-05/Knowledge_Management_Strategy_Sec_2018.11.20.pdf

⁴⁸ <https://mptf.undp.org/fund/sif00>

⁴⁹ Spotlight Initiative Learning Centre

⁵⁰ [Spotlight Initiative Compendium of Innovative and Good Practices and Lessons Learned](https://www.shinehub.org/)

⁵¹ <https://www.shinehub.org/>

The UN RC is ultimately accountable for the results of the LSI Country Programme, drawing on the technical expertise of the RUNOs. The RC will, therefore, be responsible for the overall strategic direction and oversight of the Country Programme, including its planning, implementation, monitoring and review, as well as fostering collaboration among all stakeholders. The RC’s Office will thus lead a joint quarterly programme review meeting with all the RUNOs to review the preceding quarter’s achievements and constraints, and plan programme implementation for the next quarter. These meetings will be a coordination platform to facilitate information exchange and make joint decisions on next steps and the way forward. Each RUNO will report on progress made against the agreed targets in the approved results matrix and the Programme Document.

The RC also plays a crucial role in leveraging relevant technical experience and expertise from the most relevant UN agencies, in an impartial and inclusive way. Overall programmatic and operational accountability for the LSI rests with the RC, all agencies will bring their own technical expertise in their respective fields. The following structure will ensure the accountability mechanism is adhered to.

RUNOs UN Focal Persons: Each agency will be supported by a Technical Programme Officer responsible for the implementation of the EU/UN LSI. These officers will function under the auspices of their respective agencies, report to them, with a secondary reporting line to the Programme Coordinator. They will form the LSI Technical Working Group and will collaborate closely with the respective coordination structures including PMCU, Gender Thematic Group, CSOs, etc. (LSI 1.0 p. 33.)

5.8 Risk analysis

The programme in Liberia has identified critical contextual, programmatic and institutional risks. Some of the risks – notably the risk related to weak, fragmented and low institutional systems, knowledge and capacity and the risk of limited government capacity to develop and analyse data - require further mitigation measures that need to be integrated in the intervention logic.⁵²

Table 6: Risk Analysis Matrix

Category	Risks	Likelihood	Impact	Mitigating measures
External environment	Transition from one administration to another poses threats of loss of institutional memory, in some cases commitment and in the worst case, destabilising hostilities that impact on social cohesion.	Medium	Medium	Bipartisan initiatives engaging social institutions in proper governance, rewarding exemplary practices, school-based campaigns to expand civic literacy.
Planning, processes and systems; Legality and regularity aspects	Limited political will/Government’s commitment to the eradication of SGBV and the criminalization of HPs.	Medium	High	Advocacy with duty bearers, policymakers, legislators, and relevant stakeholders to make SGBV a national priority and mitigate the risk of political hijacking of FGM.
People and the organisation	Lack of traditional leaders and elders’ genuine commitment towards the eradication of SGBV/HPs without incentives involved.	High	High	Utilise evidence-based and community empowerment strategies to bring about attitudinal shifts, including the SASA! approach.
People and the organisation; Legality and regularity aspects	Religious and traditional leaders’ resistance to harmonize customary and statutory laws on HPs.	High	High	Conduct sustained democratic dialogue with all groups, in particular with opinion leaders and norm setters.

⁵² MTA. (2021). p 42.

Category	Risks	Likelihood	Impact	Mitigating measures
Planning, processes and systems; Communication and information	Sustaining the service provision/safe homes after the project closure.	High	Medium	Develop concrete sustainability and exit strategies from the onset of the programme.
People and the organisation	The sour relationship between traditional leaders and CSOs.	High	High	Organize a platform for traditional chiefs/leaders and CSOs working on FGM to identify common positions on HPs and address differences.
Legality and regularity aspects	Fragmentation of policies, laws and terminologies for SGBV.	High	High	The project will ensure that stakeholders are provided a clearer understanding of the various policies, laws and terminology on rights of women and girls.
Legality and regularity aspects	Limited engagement in favour of gender equality, the human rights-based approach, the empowerment of women and the rights of persons with disabilities by the targeted institutions and non-state actors.	High	High	The project will provide adequate resources to work with institutions and non-state actors on the importance of integrating gender equality, a human rights-based approach, and the rights of persons with disabilities.
People and the organisation; Legality and regularity aspects	Push-back from men and members of the traditional community on women and girls' human rights	Medium	High	The project will prioritize the engagement of men, traditional rulers, religious leaders and other trusted individuals or groups of influence as champions to lead on norms change interventions

5.9 Lessons Learned

The Spotlight Initiative has been implemented in Liberia since 2019 and ended in December 2023. The various consultations made with stakeholders during the identification phase captured lessons listed below, both from the Spotlight and other similar interventions on SGBV.

- While engaging with traditional/religious leaders is needed to sustain the fight against SGBV/HPs, monetising development/channelling funds to traditional/religious leaders to work on GEWE could compromise their commitment.
- Bypassing key Government institutions/national gender machineries coordination mandate and not involving it in the selection of implementing partners can jeopardise CSOs' accountability and report to the Government body.
- Increased coordination and collaboration with key government ministries, agencies and partners is a key ingredient to national ownership.
- Investment in building and supporting youth-led platforms and grassroots women's organisations to drive SGBV prevention and response are great assets to sustainability.
- Constant engagement of CSOs increases joint advocacy, monitoring leads to timely reporting on SGBV & HPs.
- Improved facilities at the one-stop centres and safe homes in the Spotlight counties have led to an increase in survivors' access to essential services and service providers' aspiration to prevent and respond to VAWG and HP increased.
- Engaging men/boys and community leaders can make the fight against SGBV more effective.
- Clear accountability mechanisms for the UN country team need to be clearly defined and implemented, for example through a joint working strategy which formulates coordination spaces for each level of decision-making, with roles and functions of each space and its members.

- A close collaboration and shared objectives enable the EU and the UN to jointly drive the agenda of the Spotlight Initiative and in contributing to establishing and maintaining a positive dynamic among all actors. It is therefore critical to invest time in building and sustaining a collaborative working relationship.
- Extensive participatory stakeholder engagement during all stages of the programme cycle, including at the highest Government level is key. Engaging stakeholders and building ownership to collect feedback, to discuss roles and to balance and respond to different interests and priorities require substantial investments of time.

VI. Monitoring, Evaluation and Reporting

Spotlight Initiative’s approach is based on the principles of results-based management (RBM). The Initiative promotes a management strategy focused on results that contributes to improving effectiveness and performance, including by challenging the traditional way the UN-System is used to operate. The Initiative's approach aims to provide a common framework for inter-agency collaboration to support programme design, implementation and managing for development results, including through monitoring, evaluation and reporting.

6.1. Monitoring and Evaluation

By generating timely, accurate and reliable data, the M&E function is a key component that aims to contribute to a robust RBM approach, ensuring that the right decisions are taken at the right time to improve programming. More specifically, the M&E function helps to ensure that the Programme:

- is relevant to and aligned with national and local needs and priorities;
- is implemented according to plan and contributing to defined results;
- is sustainably managed and owned by communities and rights holders;
- captures the unintended outcomes, challenges and/or bottlenecks and ensures that these are subsequently corrected;
- generates learning; and
- is accountable to stakeholders.

The country programme will feed into the Spotlight Initiative Monitoring and Reporting Tool (SMART Platform) to allow the continuous aggregation of the results of the Initiative in a timely way. The country programme will designate an M&E Focal Point to serve the programme as a whole, to help the country team in tracking the effectiveness of the implementation in terms of achieving tangible results, manage risks, and document learnings on what works to prevent and respond to violence in the context of Liberia, as well as ensure coordination and exchange with the global team.

Participatory Monitoring and Evaluation (PME): Grounded in the recognition of women and girls as rights holders and change-makers in their communities, Spotlight Initiative is committed to implementing a participatory approach to M&E across the function and at all levels. PME is an inclusive approach to M&E whereby a range of stakeholders, including community members and primary beneficiaries, are actively engaged in M&E activities, embracing ‘leaving no one behind’ and human-rights principles. PME aims at effectively tracking programmatic achievements and challenges, while acknowledging and addressing deep-rooted power imbalances often reproduced by development programming. This means engaging diverse stakeholders as active participants to offer new ways of assessing and learning from change and reflect the perspectives and aspirations of those most directly affected. By valuing and centring the knowledge, experience and expertise of those most affected, Spotlight Initiative fosters mutual engagement and learning, ultimately enhancing ownership, sustainability and the transformative potential of its programmes.

The Commission may undertake additional project monitoring visits both through its own staff and through independent consultants recruited directly by the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

Roles and responsibilities for data collection, analysis and monitoring

Implementing partners will be responsible to define before implementation or within 90 days after the start date of implementation baselines and targets for each of the output and activity indicators included in their respective project implementation document, encode them in Opsys, and ensure continuous learning during implementation and provide precise recommendations that are action-oriented, practical, and specific and define who is responsible for the proposed action. The indicators proposed for this programme, preselected through a participatory process involving key national stakeholders and incorporating feedback from the EUD and the Spotlight Secretariat, will undergo further validation during the baseline exercise. These indicators are designed to be locally relevant while aligning with the global frameworks of both the EUD and the Spotlight Initiative. Reporting will be conducted comprehensively, ensuring robust monitoring of all indicators while meeting the requirements of the EU and Spotlight global frameworks at the central level.

It is envisaged that a monitoring framework for this Action will be jointly developed by Spotlight UN Agencies, in collaboration with the Government of Liberia, and in consultation with the EU, with the technical support of the Spotlight Global Secretariat, where the roles and responsibilities for data collection, analysis, and reporting will be detailed. The M&E framework will be done in consultation with all stakeholders involved. Regular periodic joint field monitoring visits shall be carried out by members of all implementing partners, at a technical committee level, composed of government, CSOs, EU, UN agencies, and service providers periodically, which will be followed by reporting to the steering committee and the EU.

To address inequality reduction in monitoring concerns, the monitoring system should be designed in a participatory manner and seek to include stakeholders in its design, application, and use. It is essential that monitoring becomes a learning tool, going beyond reporting, and that it helps in understanding whether and how the intervention facilitates changes in the drivers of inequality, and why. The monitoring system should include both quantitative and qualitative indicators to facilitate participation and understanding by all stakeholders. Further, the indicators to be used should reflect the contextual drivers of inequality and provide information on changes in these drivers.

All monitoring and reporting shall assess how the Action is considering the principle of gender equality, the human rights-based approach, and rights of persons with disabilities, including inclusion and diversity. Indicators shall be disaggregated by sex, age and disability (where feasible) and in part taken from Spotlight's "menu of indicators" to allow for global consolidation, as well as from the EU's corporate indicators.

Evaluations

The evaluations for this Action will be conducted in accordance with the applicable requirements of the General Conditions. In relation to the nature of the Action, evaluations will be carried out for this Action or its components via independent consultants contracted by the Commission.

The Commission shall inform the implementing partner at least three months in advance of the dates envisaged for the evaluation missions. The implementing partner shall collaborate efficiently and effectively with the evaluation experts and inter alia provide them with all necessary information and documentation, as well as access to the project premises and activities.

The evaluation reports may be shared with the partners and other key stakeholders following the best practice of evaluation dissemination. The implementing partner and the Commission shall analyse the conclusions and recommendations of the evaluations and, where appropriate, apply the necessary adjustments.

All evaluations shall assess to what extent the Action is taking into account the human rights-based approach and its contribution to gender equality and women's empowerment and social inclusion. Expertise on human rights, disability and gender equality will be ensured in the evaluation teams.

In complement to any evaluation exercises carried out by the EU, and avoiding duplication, the programme will carry out complementary thematic assessments and evaluations to explore additional areas of for problem solving and learning purposes, especially with respect to identifying and sharing lessons learned and feeding subsequent interventions in Liberia and beyond. These assessments will be covered and contracted by the programme budget directly at country level and will ensure complementarity with any EU or other development partner led exercises that might be taking place.

Notably these will include, a mid-term check-in learning exercise and a final or ex-post evaluation carried out for accountability and learning purposes at various levels (including for policy revision), taking into account in particular the fact that the Action is piloting and testing a SASA! approach for social norms change programming. The evaluation plan could assess the distributional impact of activities undertaken on the bottom (poorest) 40 per cent or socio-economically disadvantaged individuals, households or groups. This can be done through the Distributional Impact Assessment tool (DIA). The DIA analysis looks at the effective targeting of beneficiaries of development interventions, identifying if more than 40 per cent of beneficiaries are at the bottom two quintiles of the income or wealth distribution. It also allows us to evaluate whether effective targeting has been done towards women, children and youth or other disadvantaged groups (e.g. ethnic minorities) or at territorial level.

6.2. Reporting

The day-to-day technical and financial monitoring of the implementation of this Action will be a continuous process, and part of the implementing partner's responsibilities. To this aim, the implementing partner shall establish a permanent internal, technical and financial monitoring system for the Action and elaborate regular progress reports (not less than annual) and final reports. Every report shall provide an accurate account of implementation of the Action, difficulties encountered, changes introduced, as well as the degree of achievement of its results (outputs and direct outcomes) as measured by corresponding indicators, using as reference the log frame matrix.

Programme reporting will be carried out in accordance with the provisions and timelines of the contract between the UN and the EU. The MoU between the RUNOs and the AA (MPTFO) under the Spotlight Initiative 2.0 Fund and the implementation of the programme, in line with the conditions stipulated in the Spotlight Initiative 2.0 Terms of Reference will establish the requirements for the RUNOs to report to the AA for consolidation (with support from the Fund Secretariat) prior to submission to the EU, in compliance with the terms of agreement with the EU.

Annual narrative reports will provide evidence about progress toward the programme's expected results as well as detailed information on governance, partnerships, challenges and lessons learned, as well as innovative, promising, or good practices, opportunities for the Initiative, communications efforts and ways forward. Final narrative report of the programme will cover the entirety of the programme and will assess overall achievements of the programme against expected results.

The Spotlight Initiative Global Team will provide guidance and templates for narrative reporting. Narrative reports will also be shared with the Spotlight Initiative Global Team to contribute to the global report of the Spotlight Initiative.

The Administrative Agent (MPTFO) is responsible for the production and submission to the Contracting Authority (European Union Delegation) of high quality financial and narrative reporting in compliance with the

Contribution agreement with the European Union. Each RUNO is responsible for financial reporting to the AA individually.

6.3. Programme's Results Matrix

The following table captures the key indicators to be monitored during project implementation covering qualitative and quantitative dimension, accompanied by sources of data and means of verification.

Table 7: Programme's Results Framework

Impact: To contribute to gender equality and women's empowerment in Liberia by significantly reducing sexual and gender-based violence (SGBV).						
Indicator Statement	Sources of data/ Means of verification	Disaggregation	Baselines	Targets	Assumptions	Responsible Agency
1. Incidence of SGBV (disaggregated by gender, age, and disability status).	National level statistics	Sex, age, disability	To be determined in the inception phase (2025)	20% reduction by end of the programme. (2029)	<i>Not applicable</i>	UNDP, UNFPA & UN women
2. Percentage of girls and women aged 15-49 years who have undergone FGM/cutting, by age* (SDG 5.3.2)	LDHS	Age	38.2% (2019/2020)	TBD in inception phase (2029)	<i>Not applicable</i>	UNDP, UNFPA & UN women
3. Percentage of women aged 15-49 who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (SDG 5.6.1)	One-stop centre and safe homes reports; Progress reports for the EU-funded intervention	Age	58.8% (2019/2020)	TBD in inception phase (2029)	<i>Not applicable</i>	UNDP, UNFPA & UN women
Outcome A						
Outcome A: Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented and monitored by National and sub-national systems and institutions.						
Indicator Statement	Sources of data/ Means of verification	Disaggregation	Baselines	Targets	Assumptions	Responsible Agency
A.1 Number of new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year (SI A.1.1)	Official Gazette		One (1) Domestic Violence Law (DV) (2025)	5 laws on GEWE passed or amended, incl. FGM criminalization)	There is political will to pass and amend laws on SGBV	UN Women
A.2 Percentage of national budget allocated to the prevention and elimination of all forms of VAWG/HP (SI A.5)	Liberia's annual budget reports; Ministries, Agencies and Commissions (MACs) reports	Sector	1.2 0.003% (3M out of 806.5M) (2023)	1.2 TBD in the inception phase (2029)		UN Women
Output A.1: Laws and policies that prevent SGBV/HPs and protect the rights of women and girls from SGBV/HPs are enacted and strengthened.						

A.1.1 Number of draft laws and/or policies on ending VAWG and/or gender equality and non-discrimination which have received significant inputs from women's rights advocates within the last year (SI A.1.3)	Progress reports for the EU-funded intervention; CEDAW country report	Sector	TBD in the inception phase	. TBD in the inception phase (2029)	Parliament will deliberate on FGM draft law and President will be able to sign it.	UN Women
A.1.2 Number of policy advocacy initiatives carried out for witness protection law with support of the EU-funded intervention (custom indicator)	Progress reports for the EU-funded intervention		a) Draft FGM bill tabled but not passed; b) 1 (draft human rights defenders' policy) (2023)	a) TBD in the inception phase; b) TBD in the inception phase (2029)	There is sufficient mobilization from government and civil society as well as an enabling environment for policy change.	UN Women
Output A.2: Women's rights organisations, MGCSPP institutional stakeholders at national and subnational level, and law enforcement bodies' capacity to create a societal level of awareness in existing laws and provisions that promote the rights of women and girls are enhanced						
A.2.1 Number of people reached through legal literacy outreach given by law enforcement bodies, MGCSPP agencies and women's right organizations with support of the EU-funded intervention (disaggregated by county/sex)	Programme reports	Age, sex, LNOB, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)	Law enforcement bodies/police and women's rights organizations participate in training and other capacity building events.	UNDP
A.2.2 Number of members of government agencies, judiciary, and legislature trained by the EU-funded intervention with increased knowledge and/or skills on gender equality/SGBV prevention and awareness, disaggregated by sex	Pre- and post-training test reports; Training reports	Sex, sector, location	121 (2023)	TBD in the inception phase (2029)	MGCSPP agencies and women's rights organizations can provide free legal services.	UNDP
Output A.3: Government's capacity to monitor and enforce existing laws and legislations on SGBV is elevated.						
A.3.1 Number of representatives of law enforcement bodies trained by the EU-funded intervention with increased knowledge and/or skills to monitor and enforce the laws (disaggregated sex and county)	pre- and post-training test reports Training reports	Sex, location	TBD in the inception phase (2025)	TBD in the inception phase	Law enforcement bodies' willingness and availability to participate in training;	UN Women
A.3.2 Extent to which EU-funded intervention contributed to coordination of data collection on the prevalence and incidence of gender-based violence among key actors	Progress reports for the EU-funded intervention		No coordination (2025)	Coordination established (2029)	The GVB/IMS (information management system) is fully functional and in use.	UNDP
A.3.3 Number of Government personnel from different sectors, including service providers, trained by the EU-funded intervention with increased knowledge and/or skills to collect prevalence and/or incidence data, including qualitative data, on VAWG in line with international and regional standards, within the last year, disaggregated by sex.	Pre- and post-training test reports		126 (2023)	1.3.3 TBD in the inception phase (2029)	The GVB/IMS (information management system) is fully functional and in use.	UNFPA
Output A.4: CSOs are capacitated to advocate for the enforcement and effective monitoring of existing laws.						

A.4.1 Number of women's rights advocates, CSOs and key non-state institutions with strengthened capacities to advocate and monitor amendment and implementation of laws and policies on VAWG, and draft legislation and/or policies on VAWG, including the promotion of women and girls' SRHR"	CSO reports.	Age, sex, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)	Readiness of CSOs to work jointly	UN Women
A.4.2 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	CSO reports.	Location	TBD in the inception phase (2025)	TBD in the inception phase (2029)	Willingness of community members to embrace positive change	UN Women
Output A.5: National data frameworks for SGBV and HPs are harmonized to ensure effective coordination and policy planning and response.						
A.5.1 Number of GBV/IMS users from different institutions (including LISGIS) who contribute to data collection on the prevalence of VAWG/HP, and incidence in line with international and regional standards, within the last year	1.5.1 Data collected and stored in the system.	Sex, sector, location	1.5.1 TBD in the inception phase (2025)	1.5.1 TBD in the inception phase (2029)	Adequate capacity in place to collect, analyse, store and disseminate GBV data; Existence of case management capacity	UNFPA
Outcome B						
Outcome B: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.						
Indicator Statement	Sources of data/ Means of verification	Disaggregation	Baselines	Targets	Assumptions	Responsible Agency
B.1 Number of women who have become entrepreneurs under VSLAs framework (disaggregated by age and by marital status)	Progress reports for the EU-funded intervention	Age, sex, location	800 (Zoes in VSLAs) (2023)	TBD in inception phase (2029)	There is a progressive change in attitude and perceptions on gender and SGBV.	UN Women
B.2 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age	Progress reports for the EU-funded intervention	Age, sex, location	37% women and 25% men (DHS 2020)	TBD in inception phase (2029)		UN Women
B.3 a) Proportion of people who think it is justifiable to subject a woman or girl to FGM	LDHS; national surveys	Age, sex, location	20% said the practice should be continued (DHS 2020)	TBD in inception phase (2029)		UN Women
B.3 b.) Proportion of people who think it is justifiable to subject a woman or girl child marriage	LDHS; national surveys	Age, sex, location	TBD in the inception phase (2025)	TBD in inception phase (2029)		UN Women
B.4 Number of community, traditional and religious leaders with strengthened awareness of and capacities to advocate for implementation of legislation and policies on ending VAWG; gender-equitable norms, attitudes and behaviours;	LDHS; national surveys,	Age, sex, location	TBD in the inception phase (2025)	TBD in inception phase (2029)		UN Women

<i>and women and girls' rights who publicly condemn gender-based violence, disaggregated by sex</i>						
Output B.1: SGBV and HPs are reduced and positive changes in knowledge and attitudes towards social and gender norms perpetuating SGBV are reported in targeted communities.						
<i>B.1.1 Number of targeted community members reporting increased awareness in gender and social norms based on SAS</i>	Baseline and endline surveys conducted and budgeted by the EU-funded intervention.	Age, sex, location	Zero (2023)	TBD in inception phase (2029)	Communities, including men and boys, and traditional/religious leaders are involved and actively participate in SASA and gender-awareness initiatives.	UN Women
<i>B.1.2 Number of men and boys engaged in initiatives promoting positive masculinity and preventing SGBV (disaggregated by age)</i>	Progress reports for the EU-funded intervention	Age, location	518 (255 men, 263 boys) (2023)	TBD in the inception phase (2029)		UN Women
Output B.2: Traditional, community and religious leaders and communities have increased capacity to promote and protect the rights of women and girls and other marginalised groups.						
<i>B.2.1 Number of religious, traditional and community leaders trained with support of the EU-funded intervention with increased knowledge and/or skills on gender equality, SGBV, and protection of rights of women and girls and other marginalised groups (disaggregated by county and by sex)</i>	Pre- and post-training test reports	Age, sex, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)	The bridge between religious and traditional leaders is built enabling their involvement in awareness raising trainings and cascading these trainings.	UN Women
<i>B.2.2 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, within the last year</i>	Pre- and post-training test reports	Age, sex, location	TBD in the inception phase	TBD in the inception phase		UN
<i>B.2.3 Number of multi-stakeholder coordination mechanisms established at the national and sub-national levels and/or strengthened composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans</i>	Progress reports for the EU-funded intervention; Coordination meeting minutes	Sector, location	61 National GBV taskforce, and 5 county-level GBV taskforces) (2023)	TBD in the inception phase (2029)		UN Women
Output B.3: Output B.3: SGBV survivors and former Zoes (traditional FGM practitioners) have increased access to economic empowerment opportunities.						
<i>B.3.1 Number of SGBV survivors and former zoes that are accessing programmes that bring together economic empowerment opportunities in fair and sustainable economic contexts and programmes that promote gender-equitable norms, attitudes and behaviours</i>	Progress reports for the EU-funded intervention	Age, location	a) SGBV survivors TBD in the inception phase; b) 800 Zoes under Spotlight 1.0 (2023)	a) TBD in the inception phase; b) 60 VSLAs established (2029)	SGBV survivors and former Zoes are willing to join VSLAs and actively participate in compliance with VSLAs' internal rules.	UN Women
Outcome C						
Outcome C: Women and girls who experience violence and harmful practices use available, accessible, and quality essential services and have access to justice.						

Indicator Statement	Sources of data/ Means of verification	Disaggregation	Baselines	Targets	Assumptions	Responsible Agency
<i>C.1 Number of women and girls' survivors/victims and their families, including groups facing multiple and intersecting forms of discrimination, that have increased access to a) quality essential services and b) accompaniment/support initiatives, including longer-term recovery services, within the last 12 months.(SI C.2.2)</i>	Progress reports for the EU-funded intervention	Age, location	207,005 direct beneficiaries (75,603 women, 110,736, girls, 6,356 men, 14,310 boys (2023)	TBD in the inception phase (2029)	Increased accessibility and quality of services of safe homes and one-stop centres in the country, especially in the counties not included in the previous programme.	UNFPA
<i>C.1 Percentage of health and social facilities with accessible GBV material about prevention, response and referral</i>	Facilities reports; Progress reports for the EU-funded intervention		18 One Stop Centres including Integrated Health Facilities) and 5 safe homes (2023)	TBD in the inception phase (2029)		UNFPA
<i>C.2 Number of SRHR services provided for women and girls and other marginalized groups (by county)</i>	Facilities reports; Progress reports for the EU-funded intervention	Age, geographic	TBD in the inception phase (2025)	TBD in the inception phase (2029)		UNFPA
<i>C.3 Percentage of referred cases of gender-based and sexual violence against women and children that are investigated and sentenced</i>	Court E reports; Progress reports for the EU-funded intervention		a) SGBV cases investigated: 19% (reported 29,056; brought to court 5,571) (2023); b) SGBV cases sentenced:58% (brought to court 5,571; convictions 3,260) (2023)	TBD in the inception phase (2029)		UNDP
Output C.1: Government, women's rights organisations, and service providers' capacity to increase access and provide coordinated and comprehensive services to SGBV survivors and women and girls at risk of SGBV is enhanced.						
<i>C.1.1 Number of representatives of Government and service providers trained by the EU-funded intervention with increased knowledge and/or skills to deliver quality and coordinated essential services to women and girls' survivors of violence within the last year, disaggregated by sex</i>	{re- and post-training test reports	Age, sex, location, disability status, sector, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)	Political will and available resources to pilot GRPB in selected ministries, such as the Ministry of Justice.	UNFPA
<i>C.1.2 Number of national gender policy and gender mainstreaming tools developed in selected ministries with support of the EU-funded intervention</i>	Policy documents; Progress reports for the EU-funded intervention	Sector	The existing National Gender Policy expired in 2022 and the anti-GBV roadmap expired in 2022. (2025)	New National Gender Policy and anti SGBV roadmap (2027)		UN Women

Output C.2: Women, girls, and other marginalised groups' knowledge and access to quality safe homes and SRHR services are enhanced.						
C.2.1 Number of health centres receiving support that strengthened clinical management of rape services (custom indicator)	Facilities reports; Progress reports for the EU-funded intervention	Location	28 One Stop Centres and 5 Safe Homes (2023)	TBD in the inception phase (2029)	Smooth provision of and increased access to SRHR services.	UNFPA
C.2.2 Number of women and girl survivors of violence and their families including groups facing multiple and intersecting forms of discrimination that have increased knowledge of a) quality essential services, and b) accompaniment/support initiatives, including longer-term recovery services, within the last 12 months. (SI C.2.1)	Facilities reports; Pre- and post-training test reports	Age, sex, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)		UNFPA
Output C.3: Women and girls survivors of violence and their families have increased knowledge on how to access justice.						
C.3.1 Percentage of SGBV survivors receiving free legal aid with support of the EU-funded intervention (disaggregated by sex and age)	Progress reports for the EU-funded intervention	Age, sex, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)	Available resources to provide free legal aid.	UNDP
C.3.2 Number of women and girls survivors and their relatives who know how to access justice.	Progress reports for the EU-funded intervention	Age, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)		UNDP
C.3.3 Number of women, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector. (SI C.1)	Progress reports for the EU-funded intervention	Age, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)		UNFPA
C.3.4 Number of cases of VAWG reported to service providers, b) number of cases reported that are brought to court, c) number of cases reported that resulted in convictions of perpetrators (Adapted from SI indicator C.2 a)	Progress reports for the EU-funded intervention	Age, sex, location	TBD in the inception phase (2025)	TBD in the inception phase (2029)		UNDP
Outcome D						
Outcome D: Women's rights groups and civil society organisations more effectively influence and advance progress on GEWE and EVAWG.						
Indicator Statement	Sources of data/ Means of verification	Disaggregation	Baseline	Targets	Assumptions	Responsible Agency
D.1 Percentage of women's rights organizations, autonomous social movements and relevant CSOs that have increased their coordinated efforts to jointly advocate on ending VAWG (Adapted from SI D1)	Progress reports for the EU-funded intervention	Age, location	67% (332 out of 495 CSOs working on GBV) (2023)	TBD in the inception phase (2029)	The political environment remains stable, open and conducive to civil society.	UN Women
D.2 Extent to which there is an increased use of social accountability mechanisms by civil society to monitor and engage efforts to end VAWG (SI D.2)	Community score cards and shadow report	Age, location	TBD in the inception phase (2025)	TBD in the inception phase		UN Women

	were used as accountability tools			(2029)		
<i>D.3 Percentage of women's rights organizations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/ marginalization, report having greater influence and agency to work on ending VAWG (SI D.3)</i>	Progress reports for the EU-funded intervention	Age, location	Zero 0 (2025)	TBD in the inception phase (2029)		UN Women
Output D.1: Women's rights groups and CSOs have increased opportunities and support to share knowledge, network, partner and jointly advocate with relevant stakeholders at sub-national and national levels.						
<i>D.1.1 Number of official dialogues about VAWG with relevant government authorities with the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within last year (SI D.1.2)</i>	The Programme's progress reports	Sector	12 (2023)	TBD in the inception phase (2029)	Government authorities are willing to engage with women's groups and CSOs.	UN Women
<i>D.1.2 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year (SI D.1.4)</i>	The Programme's progress reports	Age, geographic	82 (2023)	TBD in the inception phase (2029)	Women's groups and CSOs are willing to network and provide joint advocacy.	UN Women
Output D.2: Women's rights groups and relevant CSOs have increased capacity in using social accountability mechanisms for advocacy and influence on prevention and response to VAWG and GEWE.						
<i>D.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within last year (SI D.2.1)</i>	The Programme's progress reports	Age, geographic	30 (2023)	TBD in the inception phase (2029)	Women's rights groups are willing to attend training on social accountability mechanisms.	UN Women
Output D.3: Women's rights groups and CSOs have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG						
<i>D.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year (SI D.3.1)</i>	The Programme's progress reports	Age	60 (2023)	TBD in the inception phase (2029)	Women's rights groups are ready to allocate dedicated programme staff for training.	UN Women

VII. Risk Management

Table 6 sets out the main risks that may jeopardise programme implementation, their likelihood, severity, and risk management, including responsibility for risk management/ mitigation, and includes protection considerations related to those engaged in the programme either at grassroots level or at high visibility levels.

VIII. Sustainability

According to guidance by the Spotlight Initiative, “a sustainability strategy is a collaborative effort that outlines the key steps and conditions required by all stakeholders involved to move from where the programme currently stands, towards a locally informed vision for consolidating, maintaining, and scaling efforts to end violence against women and girls. This includes ensuring that the achievement of programme goals is not jeopardized, and that progress continues by local, national and/or regional stakeholders.”

The Spotlight Initiative programme 1.0 in Liberia has developed a comprehensive sustainability plan. This plan outlined the transition timelines, roles and responsibilities of key partners (including government and civil society), and funding mechanisms and have been developed collectively with the Spotlight Initiative’s key stakeholders (such as community actors, survivors, feminist movements, etc.).⁵³ Although recommendations from this plan could not be implemented in the context of the change in the country’s administration, they were consulted for reference in the design of this iteration of the programme.

As part of developing their sustainability plans, Spotlight Initiative programmes conducted in-depth assessments of programme activities to identify which elements should be continued, discontinued, or adapted. Programmes placed a significant focus on the strengthening of institutional gender units and the institutionalisation of EVAWG as a political priority in national government action plans and budgets. Programmes also invested heavily in the capacity building of key actors, creating an inventory to maintain critical tools and resources, and establishing or strengthening coordination platforms to facilitate ongoing networking and advocacy among women's movements and ensure regional coordination on EVAWG.

An approach to sustainability in the LSI 2.0 entails devising systems that can continue beyond the duration of the four-year period. Systems may be considered in terms of human and financial resources and supports needed for their continuity. Leadership is a key feature of sustainability, and the LSI 2.0 has ensured the leadership continuity by assigning a key leadership role to the Ministry of Gender, Children and Social Protection. Besides, the Office of the President (through the Minister of State) will be invited to partake in key convenings of the Intergovernmental Taskforce on Spotlight Initiative to demonstrate high-level political will to own the process for accelerating GBV prevention and response beyond individual ministries and mandates, notably through promoting domestic resource mobilization for sustained impact. Moreover, the Vice President will be engaged in advocacy efforts for behaviour change by engaging national stakeholders, including traditional leaders, and for the implementation of Government policy directives and recommendations leading to enhanced Spotlight Initiative implementation and tripartite partnership of the GoL, the EU, and the UN to eliminate VAWG, harmful practices and promote SRHRs.

⁵³ Spotlight Initiative. (2024) Improve programme sustainability. Improve programme sustainability | Spotlight Initiative

Institutional sustainability

Alongside capacity-support to ensure the MGCSP can deliver on its leadership role, there will be scope for assessing the gender functions in line ministries that currently have a Gender Focal Point, to understand their impact and probable constraint under which they are operating.

Strengthening Local Structures & Mechanisms

The LSI ensured that relevant government institutions and departments were taking lead on LSI activities, which was key for the transition after programme closure. All key coordination mechanisms and community-based structures related to EVAWG were engaged.

Financial sustainability

As indicated in the table, “Coherence with Existing Initiatives”, opportunities exist for the LSI 2.0 to engage directly with development partners and donors pursuing complementary mandates. The Work Plan will identify activities that will strengthen the space for dialogue with existing and potential partners, including through jointly sponsored initiatives in designated sectors and geographical areas. Collaboration and synergies will be pursued with the identified programmes and advocacy for public allocation to address SGBV issues will be pursued to sustain major components of the programme.

Stakeholder engagement

Structures for networking can be built around common interests of stakeholder groups. This can lead to longer-term actions and sharing of resources and strategies including knowledge-sharing platforms for judiciary, service providers, advocates promoting changes in social norm, and CSOs. Approaches to the engagement of stakeholders and their role in the programme is elaborated under the section on main target groups.

IX. Indicative Multi-Year Workplan

Outcome/ Output/ Activity	Description	RUNO	Year 1				Year 2				Year 3				Year 4			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Outcome A	Legislative and policy frameworks on all forms of violence against women and girls are in place, known, implemented and monitored by national and sub-national systems and institutions.																	
Output A.1.	Laws and policies that prevent SGBV/HPs and protect the rights of women and girls from SGBV/HPs are enacted and strengthened.																	
Activity A.1.1	Advocate for and support reforms, amendment or passage of VAWG-related legislation (including FGM, child marriage and equal access to inheritance for women and girls) and for the harmonisation of customary and statutory laws, including through ongoing relevant actions of the Women's Legislative Caucus	UN Women			X	X	X	X	X	X	X	X	X	X	X	X	X	X
Activity A.1.2	Develop, review and adopt new and existing policies to ensure SGBV responsive services	UNDP			X	X	X	X	X	X	X	X	X	X				
Activity A.1.3	Strengthen the capacities of law enforcement and other relevant Government bodies to understand, produce and apply evidence in investigations and prosecutions to ensure justice for SGBV survivors.	UNDP				X	X	X										
Output A.2.	Women's rights organisations, MGCSP institutional stakeholders at national and subnational level, and law enforcement bodies' capacity to create a societal level of awareness in existing laws and provisions that promote the rights of women and girls are enhanced.																	
Activity A.2.1.	Provide gender equality/SGBV/ social inclusion, prevention and awareness training to members of relevant government agencies, judiciary, and legislature	UNDP			X		X				X					X		
Activity A.2.2.	Strengthen women and youth organisations to deliver legal awareness/literacy on SGBV and SRHRs.	UNDP			X	X	X	X	X	X	X	X						
Activity A.2.3.	Capacitate organisations conducting awareness and providing services for marginalised communities and persons with disabilities with skills and tools to advocate for and contribute to policy and legislative reforms on SGBV, HPs and SRHR.	UNDP			X	X	X	X	X	X								
Output A.3.	Government's capacity to monitor and enforce existing laws and legislations on SGBV is elevated																	
Activity A.3.1.	Provide technical assistance to relevant law enforcement agencies and support the coordination/harmonisation of case management systems	UNDP		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Activity A.3.2.	Support existing national and strengthen sub-national multi-stakeholder platforms to effectively engage in the development, implementation, and monitoring of VAWG legislation and policy frameworks	UN Women		X	X	X	X	X	X	X	X	X	X	X	X			
Activity A.3.3.	Support the Ministry of Finance, the Legislature, and relevant Civil Society Organisations' interventions to implement, enforce, monitor and report on public budget allocations and expenditures of a new gender-responsive planning and budgeting policy to effectively address violence against women and girls, harmful practices, and sexual reproductive health and rights in line with the GRPB policy and the institutionalization of GRPB	UN Women		X	X	X	X	X	X	X	X	X	X	X	X			
Activity A.3.4.	Strengthen the capacity of the Ministry of Gender, Children and Social Protection to coordinate, enforce, monitor and report on national, regional and international commitments on VAWG and harmful practices prevention and response	UN Women		X	X	X	X	X	X	X	X	X	X	X	X			
Activity A.3.5.	Conduct EAWG research for evidence-based policy making, including updating the Liberia Country Gender Equality Profile and conducting a national study on VAWG, harmful practices and SRHR	UN Women					X	X	X	X								
Output A.4.	CSOs are capacitated to advocate for the enforcement and effective monitoring of existing laws.																	
Activity A.4.1.	Provide technical assistance to relevant CSOs and support the coordination/harmonisation of advocacy interventions	UN Women			X	X	X	X	X	X	X	X	X	X	X	X		
Activity A.4.2.	Support CSOs for the establishment of community-led platforms to advance legislative action in key regions across Liberia	UNDP				X	X	X	X	X	X	X	X	X	X	X	X	X
Output A.5.	National data framework for SGBV and HPs are harmonized to ensure effective coordination and policy planning and response																	
Activity A.5.1.	Launch/roll out and sustain the GBV/IMS, and strengthen the MGCSPP's capacity	UNFPA		X	X	X												
Activity A.5.2.	Enhance mechanisms for the collection, analysis, and dissemination of GBV data, including quality assurance and harmonisation/synchronisation of national and sub-national GBV data collection structures and systems (focus on GBV-IMS)	UNDP			X		X											
Activity A.5.3.	Strengthen the MGCSPP capacity for the roll out of the national GBV Accountability Framework mechanism.	UNDP			X		X											
Activity A.5.4.	Provide technical support to MGCSPP to manage the GBV IMS Including data analysis and dissemination through services of a national Data Analyst/Manager	UNFPA		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Outcome B	Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices, including as a result of women's economic empowerment interventions.																	
Output B.1.	SGBV and HPs are reduced and positive changes in knowledge and attitudes towards social and gender norms perpetuating SGBV are reported in targeted communities.																	

Activity B.1.1.	Train, mentor and support county authorities, media practitioners, traditional, religious and community leaders, grassroots women's groups and volunteers to build their skills and knowledge on the SASA! Approach to VAWG and HPs prevention	UN Women		X	X	X	X	X	X	X	X	X	X	X	X	X		
Activity B.1.2.	Pilot and scale up the mobilisation of traditional, religious, and community leaders and members, including men and boys, through the evidence-based SASA! approach to challenge negative masculinities, traditional harmful practices, and promote women's equal rights	UN Women		X	X	X	X	X	X	X	X	X	X	X	X	X		
Activity B.1.3.	Promote Social Behaviour Change Communication Strategy on GEWE/SGBV/SRHR, including awareness, information sharing, and education for in-school and out-of-school girls and youth, using age-appropriate programmes and school curriculum	UNFPA		X	X	X	X	X	X	X	X	X	X	X	X	X		
Activity B.1.4.	Support traditional leaders' initiatives to scale up FGM prevention activities for closing, monitoring, and reporting on the closure of bush schools in 11 counties	UN Women			X	X	X	X	X	X	X	X						
Output B.2.	Traditional, community and religious leaders and communities have increased capacity to promote and protect the rights of women and girls and other marginalised groups.																	
Activity B.2.1.	Set up a functional coordination mechanism of opinion makers, government, CSOs, media, and service providers to promote their engagement and accountability in the prevention of SGBV, harmful practices and SRHR violation	UN Women		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Activity B.2.2.	Support the MIA in the reactivation and operations of the COTLA Liberia chapter to facilitate exchange on the prevention of and response to SGBV, HPs and the promotion of SRHRs in Liberia	UN Women		X	X	X	X	X	X	X	X	X	X	X	X	X		
Output B.3.	SGBV survivors and former Zoes (traditional FGM practitioners) have increased access to economic empowerment opportunities.																	
Activity B.3.1.	Provide inclusive skills training for targeted women on viable income-generating activities.	UN Women				X		X	X	X	X	X	X	X	X	X	X	X
Activity B.3.2.	Organise village saving and loan associations and provide start-up capital for targeted women, involving men/partners in training and economic empowerment activities.	UN Women		X	X	X	X	X	X	X	X	X	X	X	X			
Activity B.3.3.	Engage the GoL at the national and county level to invest in and sustain the operations of existing vocational and heritage centres for the prevention of SGBV, harmful practices and SRHR promotion.	UN Women		X	X	X	X	X	X	X	X	X	X	X	X	X		
Outcome C	Women and girls who experience violence and harmful practices use available, accessible and quality essential services and have access to justice.																	
Output C.1.	Government, women's rights and youth led organisations, and service providers' capacity to increase access and provide coordinated and comprehensive services to SGBV survivors and women and girls at risk of SGBV is enhanced.																	

Activity C.1.1.	Undertake an evaluation of the One- Stop Centre Model for integrated service delivery to survivors of GBV.	UNFPA		X	X	X												
Activity C.1.2.	Conduct a feasibility assessment to determine the decentralization of one-stop centres especially in the new Spotlight Counties (Bong, Grand Bassa, Maryland).	UNFPA		X	X	X												
Activity C.1.3.	Support the implementation of recommendations of the feasibility assessment to determine scalability. (Establishment of one stop centre in the new counties, Bong, Grand Bassa and Maryland)	UNFPA			X	X	X	X	X	X								
Activity C.1.4.	Improve SGBV survivor's service delivery in public institutions in gender-responsive business processes using the UNDP Gender Equality Seal Certification Programme in selected sectoral ministries, while enhancing the MGCSP's capacity to monitor.	UNDP			X	X	X	X	X	X	X	X	X	X	X	X	X	X
Activity C.1.5.	Increase and capacitate existing One Stop Centres with improved technical skills in response services; ability to provide holistic client care, including immediate forensic sample management	UNFPA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Activity C.1.6.	Advocate for the removal of fees for clinical tests and other services for survivors of GBV and child abuse.	UNFPA		X	X	X	X	X	X	X								
Activity C.1.7.	Strengthen the multi-sectoral service delivery coordination of actors and services at national and sub-national levels for a comprehensive response to GBV.	UNFPA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Output C.2.	Women, girls, and other marginalised groups' knowledge and access to quality safe homes and SRHR services are enhanced.																	
Activity C.2.1.	Strengthen the clinical management of rape services and advocate and provide technical support for the integration of SGBV/SRHR within healthcare facilities.	UNFPA		X	X	X	X	X	X	X	X	X	X	X	X	X		
Activity C.2.2.	Support existing safe homes (public and private) to introduce income-generating activities for their sustainability and build the capacity of government, CSOs and other partners to increase and expand their efficiency and accessibility	UNFPA		X	X	X	X	X	X	X	X	X	X	X	X	X		
Activity C.2.3.	Enhance speedy access to justice for SGBV survivors and perpetrators.	UNDP		X	X	X	X	X	X	X	X	X	X	X	X			
Activity C.2.4.	Expand forensic laboratory services to ensure that victims of SGBV have easy access to quality tests and increase the technical and financial resources for interdisciplinary teams to use these laboratories at full scale.	UNDP		X	X	X	X	X	X	X	X	X	X	X	X			
Output C.3.	Women and girls' survivors of violence and their families have increased knowledge on how to access justice.																	
Activity C.3.1.	Capacitate the national gender machineries and women's organisations to increase access to free legal aid.	UNDP						X	X	X	X	X	X	X	X			

Activity C.3.2.	Conduct national campaigns involving mainstream and social media; government partners, UN and CSOs on survivors' access to justice.	UNDP		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Activity C.3.3.	Support the Ministry of Justice to operationalise the Criminal Courts E, specialised in sexual offences, established in 2 Spotlight counties and establish new ones in additional counties, for increasing access to justice for survivors and ensuring fair trials.	UNDP		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Activity C.3.4.	Enhance the capacity of SGBV Prosecutors and review/revise national GBV Standard Operating Procedure for the provision for quality and harmonized protection services.	UNDP			x	x	x	X	X	X	X	X	X	X	X	x		x
Outcome D	Women's rights groups and civil society organisations more effectively influence and advance progress on GEWE and EVAWG.																	
Output D.1.	Women's rights groups and CSOs have increased opportunities to share knowledge, network, partner and jointly advocate with relevant stakeholders at sub-national and national levels.																	
Activity D.1.1.	Support CSO knowledge sharing, and increase opportunities for networking, joint advocacy and partnerships.	UN Women		X	X	X	X	X	X	X	X	X	X	X	X	X		
Output D.2.	Women's rights groups and relevant CSOs have increased capacity in using social accountability mechanisms for advocacy and influence on prevention and response to VAWG and GEWE.																	
Activity D.2.1.	Support women's organisations and CSOs to use appropriate accountability mechanisms for advocacy around VAWG.	UN Women		X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Output D.3.	Women's rights groups and CSOs have strengthened capacities to design, implement and monitor their own programmes on ending VAWG.																	
Activity D.3.1.	Strengthen CSOs' capacities on programme design, operational management, implementation, monitoring and evaluation, and resource mobilisation.	UN Women		X	X	X	X	X	X	X	X	X	X	X				
Activity D.3.2.	Strengthen the capacity of the National CSO Coalition against Harmful Practices to advocate for, monitor, and report on prevention of and response to harmful practices against women and girls.	UN Women		X	X	X	X	X	X	X	X	X	X	X	X			
Activity D.3.3.	Support the activities of the Civil Society National Reference Group to advise the programme, advocate for the realization of its objectives, hold the programme accountable for its commitments.	UN Women		X	X	X	X	X	X	X	X	X	X	X	X			

X. APPENDIX

Appendix I: Glossary of Terms⁵⁴

Gender-based violence

Gender-based violence refers to harmful acts directed at an individual or a group of individuals based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. The term is primarily used to underscore the fact that structural, gender-based power differentials place women and girls at risk for multiple forms of violence. While women and girls suffer disproportionately from GBV, men and boys can also be targeted. The term is also sometimes used to describe targeted violence against LGBTQI+ populations, when referencing violence related to norms of masculinity/femininity and/or gender norms.

Violence against women and girls

Violence against women and girls is defined as any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women and girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Violence against women and girls encompasses, but is not limited to, physical, sexual and psychological violence occurring in the family or within the general community, and perpetrated or condoned by the State.

Survivor of violence

The term survivor of violence refers to any person who has experienced sexual or gender-based violence. It is similar in meaning to “victim” but is generally preferred because it implies resilience.

Types of violence against women

Domestic violence

Domestic violence, also called domestic abuse or intimate partner violence, is any pattern of behaviour that is used to gain or maintain power and control over an intimate partner. It encompasses all physical, sexual, emotional, economic and psychological actions or threats of actions that influence another person. This is one of the most common forms of violence experienced by women globally. Domestic violence can include the following:

- *Economic violence* involves making or attempting to make a person financially dependent by maintaining total control over financial resources, withholding access to money, and/or forbidding attendance at school or employment.
- *Psychological violence* involves causing fear by intimidation; threatening physical harm to self, partner or children; destruction of pets and property; “mind games”; or forcing isolation from friends, family, school and/or work.
- *Emotional violence* includes undermining a person's sense of self-worth through constant criticism; belittling one's abilities; name-calling or other verbal abuse; damaging a partner's relationship with the children; or not letting a partner see friends and family.
- *Physical violence* involves hurting or trying to hurt a partner by hitting, kicking, burning, grabbing, pinching, shoving, slapping, hair-pulling, biting, denying medical care or forcing alcohol and/or drug use, or using other physical force. It may include property damage.
- *Femicide* refers to the intentional murder of women because they are women but may be defined more broadly to include any killings of women or girls. Femicide differs from male homicide in specific ways.

⁵⁴UN Women Africa. (n.d.) Frequently asked questions: Types of violence against women and girls. <https://africa.unwomen.org/en/what-we-do/ending-violence-against-women/faqs/types-of-violence-1>

For example, most cases of femicide are committed by partners or ex-partners, and involve ongoing abuse in the home, threats or intimidation, sexual violence or situations where women have less power or fewer resources than their partner.

- *Sexual violence* involves forcing a partner to take part in a sex act when the partner does not consent. Sexual violence is any sexual act committed against the will of another person, either when this person does not give consent or when consent cannot be given because the person is a child, has a mental disability, or is severely intoxicated or unconscious under the influence of alcohol or drugs.

Rape

Rape is any non-consensual vaginal, anal or oral penetration of another person with any bodily part or object. This can be by any person known or unknown to the survivor, within marriage and relationships, and during armed conflict.

Human trafficking

Human trafficking is the acquisition and exploitation of people, through means such as force, fraud, coercion, or deception. This heinous crime ensnares millions of women and girls worldwide, many of whom are sexually exploited.

Female genital mutilation

Female genital mutilation (FGM) includes procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. It is classified into four major types, and both the practice and the motivations behind it vary from place to place. FGM is a social norm, often considered a necessary step in preparing girls for adulthood and marriage and typically driven by beliefs about gender and its relation to appropriate sexual expression. It was first classified as violence in 1997 via [a joint statement issued by WHO, UNICEF and UNFPA](#).

Child marriage

Child marriage refers to any marriage where one or both spouses are below the age of 18. It is a violation of the Universal Declaration of Human Rights, which states that “marriage shall be entered into only with the free and full consent of the intending spouses.” Girls are more likely to be child brides and consequently drop out of school and experience other forms of violence.

Witchcraft

Accusations of witchcraft are common in Liberia and are predominantly made against women and children.⁵⁵ These forms of violence encompass a range of violations, including accusing women and children of witchcraft; the ritualized killing of children; mutilation to harvest body parts for magical medicines; infanticide; and mistreating children in the belief they need saving from evil spirits.

⁵⁵ UNICEF. (n.d.) [UNICEF and partners bring hope to children accused of `witchcraft` in Liberia | UNICEF Liberia](#)

Appendix II: Spotlight Initiative Global Theory of Change

Overall goal: All women and girls, including those most vulnerable, live free from violence and harmful practices.

Impact statement: All women and girls, particularly the most vulnerable, live a life free from all forms of violence because of prevention strategies and strengthened multi-sectoral and partnership-based responses.

Theory of Change

IF (A) an enabling institutional, legislative and policy environment informed by the evidence of what works and from quality and comparable data is in place and translated into action;

IF (B) favorable social norms, attitudes and behaviors are promoted at institutional, community and individual levels, including through increased voice and agency of women and girls and economic empowerment of disadvantaged and marginalized women and youth;

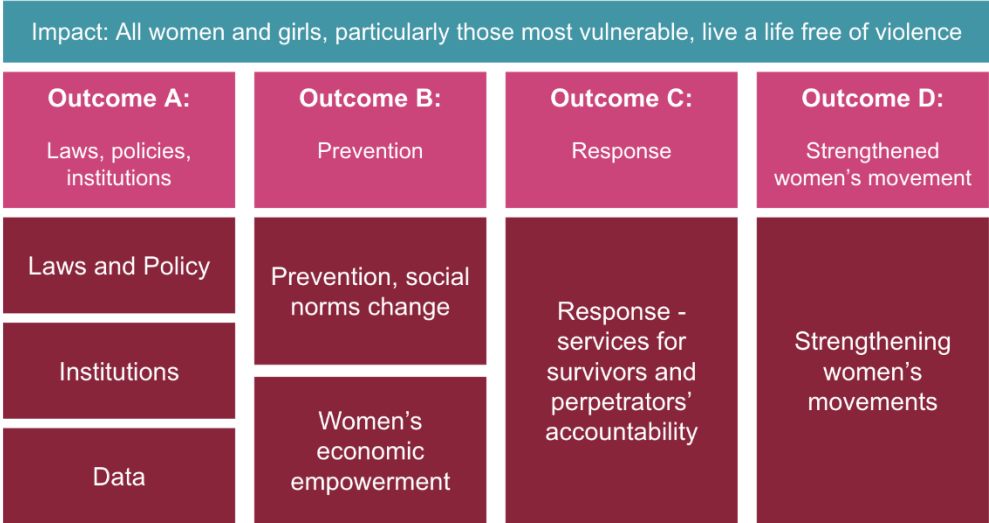
IF (C) women and girls who experience violence are empowered and use quality essential services and recover from violence, while perpetrators are duly prosecuted;

IF (D) the knowledge, expertise and capacities of women's rights organizations and civil society organizations, including those representing youth and groups facing multiple and intersecting forms of discrimination drawn upon and strengthened,

THEN there will be a substantial reduction in violence against women and girls; harmful social norms perpetuating VAWG will be abandoned, women, girls, and other marginalized groups will be protected from VAWG leading to the prevention and reduction of VAWG, while survivors will have increased access to justice as well as psychosocial and legal assistance and rehabilitation, which in turn will contribute to women's empowerment and a more gender-equal society.

BECAUSE better evidence-based responses to VAWG are available, violence is being prevented before it happens or before it reoccurs, and those experiencing violence, as well as their dependents, will be empowered to recover and rebuild their lives with appropriate assistance and support; existing evidence suggests that interventions that address social and gender norms, behaviors, and inequalities, and challenge dominant notions of masculinity are more effective at reducing VAWG than those that do not. The implementation of these strategies will address the multi-sectoral nature of the intervention by creating a platform for stakeholders, including opinion makers, religious leaders, and community leaders, to work together to combat VAWG, challenge harmful patriarchal norms, and empower women, girls, and other marginalized groups. The collaborative efforts will lead to significantly reducing VAWG and contribute to a gender-equal society.

Four outcomes: Implemented simultaneously and in a comprehensive manner, four main outcomes will contribute to the overall goal of ending all forms of violence against women and girls/harmful practices, especially for the most marginalised women and girls. Outcomes are based on evidence, research, demonstrated practice and programmes that demonstrate the need for coordinated interventions that strategically complement, galvanise and take to scale existing investments in gender equality and violence against women and girls.



Summary Budget

Programme: Spotlight Initiative 2.0 Programme in Liberia
Duration: 2025 - 2029

Note: The summary tables exclude the USD 145,574 Administrative Agent Direct Costs of the MPTFO.

Table 1: Donor and Other Contributions by Outcome and RUNO

Outcomes	UNDP		UNFPA		UN Women		TOTAL USD		
	Donor (EUD) Contribution	Other contributions	Donor (EUD) Contribution	Other contributions	Donor (EUD) Contribution	Other contributions	Donor (EUD) Contribution	Other contributions	Grand Total
Outcome A	\$ 1,364,802	\$ 212,000	\$ 506,648	\$ 7,646	\$ 961,738	-	\$ 2,833,187	\$ 219,646	\$ 3,052,833
Outcome B	\$ 26,493	\$ -	\$ 521,627	\$ 8,000	\$ 3,658,734	\$ 17,000	\$ 4,206,855	\$ 25,000	\$ 4,231,855
Outcome C	\$ 1,117,476	\$ 68,000	\$ 2,316,691	\$ 25,722	\$ -	\$ -	\$ 3,434,167	\$ 93,722	\$ 3,527,889
Outcome D	\$ -	\$ -	\$ -	\$ -	\$ 517,727	\$ -	\$ 517,727	\$ -	\$ 517,727
Direct Coordination Costs	\$ 1,761,313	\$ 469,679	\$ 357,892	\$ 20,000	\$ 357,893	\$ 784,756	\$ 2,477,097	\$ 1,274,435	\$ 3,751,532
Total Direct Costs	\$ 4,270,084	\$ 749,679	\$ 3,702,858	\$ 61,368	\$ 5,496,092	\$ 801,756	\$ 13,469,033	\$ 1,612,803	\$ 15,081,837
Indirect costs	\$ 298,906	\$ -	\$ 259,200	\$ -	\$ 384,726	\$ -	\$ 942,832	\$ -	\$ 942,832
Grand Total	\$ 4,568,990	\$ 749,679	\$ 3,962,058	\$ 61,368	\$ 5,880,818	\$ 801,756	\$ 14,411,866	\$ 1,612,803	\$ 16,024,669

Table 2: Donor and Other Contributions by Outcome and Year

Outcomes	Year 1		Year 2		Year 3		Year 4		Grand Total (USD)		
	Donor (EUD) Contribution	Other contributions	Donor (EUD) Contribution	Other contributions	Donor (EUD) Contribution	Other contributions	Donor (EUD) Contribution	Other contributions	Donor (EUD) Contribution	Other contributions	Grand Total
Outcome A	\$ 969,352	\$ 51,646	\$ 1,134,759	\$ 51,000	\$ 467,943	\$ 51,000	\$ 261,134	\$ 66,000	\$ 2,833,187	\$ 219,646	\$ 3,052,833
Outcome B	\$ 1,093,387	\$ 7,000	\$ 1,576,899	\$ 6,000	\$ 1,018,317	\$ 11,000	\$ 518,253	\$ 1,000	\$ 4,206,855	\$ 25,000	\$ 4,231,855
Outcome C	\$ 1,021,403	\$ 31,722	\$ 1,377,491	\$ 29,000	\$ 719,295	\$ 24,000	\$ 315,978	\$ 9,000	\$ 3,434,167	\$ 93,722	\$ 3,527,889
Outcome D	\$ 150,488	\$ -	\$ 170,405	\$ -	\$ 138,316	\$ -	\$ 58,518	\$ -	\$ 517,727	\$ -	\$ 517,727
Direct Coordination Costs	\$ 371,446	\$ 205,611	\$ 696,248	\$ 344,560	\$ 696,248	\$ 364,632	\$ 713,155	\$ 359,632	\$ 2,477,097	\$ 1,274,435	\$ 3,751,532
Total Direct Costs	\$ 3,606,076	\$ 295,979	\$ 4,955,802	\$ 430,560	\$ 3,040,119	\$ 450,632	\$ 1,867,037	\$ 435,632	\$ 13,469,033	\$ 1,612,803	\$ 15,081,837
Indirect costs	\$ 252,425	\$ -	\$ 346,906	\$ -	\$ 212,808	\$ -	\$ 130,693	\$ -	\$ 942,832	\$ -	\$ 942,832
Grand Total	\$ 3,858,501	\$ 295,979	\$ 5,302,708	\$ 430,560	\$ 3,252,927	\$ 450,632	\$ 1,997,729	\$ 435,632	\$ 14,411,866	\$ 1,612,803	\$ 16,024,669

Staff and Personnel	Deputy Resident Representative for Programmes (P5, 10% Staff Time)	UNDP	\$ -	\$ 16,028	\$ -	\$ 32,056	\$ -	\$ 32,056	\$ -	\$ 32,056	\$ -	\$ 112,196	\$ 112,196	\$ -	\$ -
	Deputy Resident Representative for Operations (P5, 10% Staff Time)	UNDP	\$ -	\$ 16,028	\$ -	\$ 32,056	\$ -	\$ 32,056	\$ -	\$ 32,056	\$ -	\$ 112,196	\$ 112,196	\$ -	\$ -
	Governance Portfolio Lead (NOD, 10% Staff Time)	UNDP	\$ -	\$ 5,492	\$ -	\$ 10,983	\$ -	\$ 10,983	\$ -	\$ 10,983	\$ -	\$ 80,587	\$ 80,587	\$ -	\$ -
	Programme Associate (NPSA 7, 100% Staff Time)	UNDP	\$ 12,198	\$ -	\$ 24,396	\$ -	\$ 24,396	\$ -	\$ 24,396	\$ -	\$ 85,386	\$ -	\$ 85,386	\$ -	\$ -
	M&E Specialist (NOC, 10% Staff Time)	UNDP	\$ -	\$ 9,098	\$ -	\$ 9,098	\$ -	\$ 9,098	\$ -	\$ 9,098	\$ -	\$ 36,390	\$ 36,390	\$ -	\$ -
	Finance Associate (G7, 20% Staff Time)	UNDP	\$ -	\$ 11,270	\$ -	\$ 11,270	\$ -	\$ 11,270	\$ -	\$ 11,270	\$ -	\$ 45,081	\$ 45,081	\$ -	\$ -
	Programme Manager (NOC, 100% Staff Time)	UNFPA	\$ 44,533	\$ -	\$ 89,066	\$ -	\$ 89,066	\$ -	\$ 89,066	\$ -	\$ 311,731	\$ -	\$ 311,731	\$ -	\$ -
	Programme Associate (G6, 100% Staff Time)	UNFPA	\$ 6,779	\$ -	\$ 13,127	\$ -	\$ 13,127	\$ -	\$ 13,127	\$ -	\$ 46,161	\$ -	\$ 46,161	\$ -	\$ -
	Programme Analyst (NOB, 100% Staff Time)	UN Women	\$ 37,817	\$ -	\$ 75,393	\$ -	\$ 75,393	\$ -	\$ 75,393	\$ -	\$ 264,235	\$ -	\$ 264,235	\$ -	\$ -
	Programme Administration and Finance (S8 3, 15% Staff Time)	UN Women	\$ 6,980	\$ 13,020	\$ 13,960	\$ 26,040	\$ 13,960	\$ 26,040	\$ 13,960	\$ 26,040	\$ 48,861	\$ 91,139	\$ 140,000	\$ -	\$ -
	EU Finance Specialist (Partial Contribution)	UN Women	\$ -	\$ -	\$ 14,932	\$ -	\$ 14,932	\$ -	\$ 14,932	\$ -	\$ 44,796	\$ -	\$ 44,796	\$ -	\$ -
	Programme Manager (P3, 70% Staff Time)	UN Women	\$ -	\$ 80,063	\$ -	\$ 160,127	\$ -	\$ 160,127	\$ -	\$ 160,127	\$ -	\$ 560,443	\$ 560,443	\$ -	\$ -
	M&E Officer (P2, 15% Staff Time)	UN Women	\$ -	\$ 23,294	\$ -	\$ 23,294	\$ -	\$ 23,294	\$ -	\$ 23,294	\$ -	\$ 93,174	\$ 93,174	\$ -	\$ -
	Office Supplies and Materials	Office supplies and materials (RCO)	UNDP	\$ 5,000	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ 11,000	\$ -	\$ 11,000	\$ -
Office supplies and materials		UNFPA	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 20,000	\$ 20,000	\$ -	\$ -
Office Costs	Office costs (rental, security, utilities) (RCO)	UNDP	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 15,000	\$ 15,000	\$ -	\$ -
	Office costs (rental, security, utilities)	UNDP	\$ 13,000	\$ -	\$ 13,000	\$ -	\$ 13,000	\$ -	\$ 13,000	\$ -	\$ 52,000	\$ -	\$ 52,000	\$ -	\$ -
	Office costs (rental, security, utilities)	UN Women	\$ -	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 40,000	\$ 40,000	\$ -	\$ -
Coordination Travel	Office costs (rental, security, utilities)	UNDP	\$ -	\$ -	\$ 3,988	\$ -	\$ 3,988	\$ -	\$ 655	\$ -	\$ 8,632	\$ -	\$ 8,632	\$ -	\$ -
	Travel for general coordination meetings (RCO)	UNDP	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 30,000	\$ -	\$ 60,000	\$ -	\$ 60,000	\$ -	\$ -
Coordination Meetings	Travel for general coordination meetings	UNDP	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Coordination meetings, workshops and events (RCO)	UNDP	\$ 8,891	\$ -	\$ 8,890	\$ -	\$ 8,890	\$ -	\$ 8,890	\$ -	\$ 35,561	\$ -	\$ 35,561	\$ -	\$ -
Evaluation Costs	Spotlight Initiative Baseline Study, Mid-Term Evaluation and Thematic Studies costs (RCO)	UNDP	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ 80,000	\$ -	\$ 80,000	\$ -	\$ -
Total Direct Coordination Costs			\$ 371,446	\$ 205,611	\$ 696,248	\$ 344,560	\$ 696,248	\$ 364,632	\$ 713,155	\$ 359,632	\$ 2,477,097	\$ 1,274,435	\$ 3,751,532	\$ -	\$ -
Total Direct Programme Costs			\$ 3,606,076	\$ 295,979	\$ 4,955,802	\$ 430,560	\$ 3,040,119	\$ 450,632	\$ 1,867,037	\$ 435,632	\$ 13,469,033	\$ 1,612,803	\$ 15,081,837	\$ 3,624,107	\$ 3,268,239
Total Indirect Costs (7%)			\$ 252,425	\$ -	\$ 346,906	\$ -	\$ 212,808	\$ -	\$ 130,693	\$ -	\$ 942,832	\$ -	\$ 942,832	\$ -	\$ -
Grand Total Costs			\$ 3,858,501	\$ 295,979	\$ 5,302,708	\$ 430,560	\$ 3,252,927	\$ 450,632	\$ 1,997,729	\$ 435,632	\$ 14,411,866	\$ 1,612,803	\$ 16,024,669	\$ 3,624,107	\$ 3,268,239

Exchange Rate: InforEuro USD-EUR exchange rate as of 1 May 2025 (1 EUR= 1.1373 USD)

Administrative Agent Direct Cost (MPTFO) \$ 145,574

Grand total (including AA Direct Cost) \$ 14,557,440 \$ 1,612,803 \$ 16,170,243