UNW-LBR Field Monitoring Visit Report

This template is expected to be used by RUNO staff members and Implementing Organization staff after carrying out learning and monitoring visits.

Field Visit Report		
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Submitted by: GEKarloweah		**Cleared by:**
Total Budget of the Project: US$ 131,061.00		**Disbursement so far: US$39,245.00**
Partner Organization name **IREDD**		**Contribution to the Result level: Out put level**
Nature of the Visit : Monitoring		**Coordination support, Process and output Monitoring**
Project Duration: 30th September 2019 – 30th May 2020		
Date from: 9th March 2020	**Date to:**10th March 2020	**Visited place(s):** Bomi County
Performance Rating:		
The findings presented in this report are particular to the information gathered through different sources during the visit. Field team triangulated the data gathered through different sources by Direct observations, (checklist format), Stakeholders interviews (interview questioners) and Focus Group Discussions with the 1. Training participants and community elders (traditional Leaders), 2.		

Key informant interviews with IREDD Staff (M&E Officer and trainer) MoGCSP staff, local land department officers, Ministry of Internal Affairs .

The rating is specific to the visit and do not reflect the overall performance of the Implementing Partner.

UN Women Monitoring team is rating partner organization based on this visit

RATING: Moderate

Purpose & scope of the visit: Purpose of this visit was to the monitor the process of ongoing activities effective of the dialogues held and the overall outcome of the activities supported in Bomi and Grand Bassa Counties. The team will also verify if IREDD is rolling out project activities based on the PCA and in accordance with the schedule of services and payment.

Overall Project outcome is:

Enhanced interaction between the Liberia legislature and external oversight bodies (Independent National commission on Human Rights- INCHR, Law Reform commission-LRC), Civil Society Organizations, women and human rights networks, and the local constituents to influence the legislature to promote HR based legislation that addresses HR and gender concerns

The purpose of the monitoring visit was to assess the timeliness, efficient use of resources, output around the key objective of the Programme on the visited locations:

To enhance the knowledge of women's organizations on existing and targeted gender Bills and Acts, their strengths and weakness.

Key Areas of Focus:

The visit has strategic areas of focus i.e. governance, integration, inclusiveness. It was aimed to examine how project outputs will contribute to reach to the following project targets and how these will contribute toward achieving overall WPS outcomes. Monitoring team conducted meeting with all possible stakeholders at the output level in both counties conducted meeting with project staff, training participants, community leaders and government officials.

WPS overall output this project contributes to:

Output 4.1.3.18: Interaction between Liberian Legislature and external oversight bodies, CSO and general public increased to influence the legislature that addresses emerging human rights and gender concerns.

Design & Methodology

The monitoring team firstly reviewed the project documents and report. Team followed the basic framework designed by developed by the M&E International Consultant and designed the interview tools based on key indicators of the outputs being monitored. Monitoring team conducted two FGDs and 6 KIIs. Prior To field visit team reviewed project documents and designed key indicators to be assessed during the visit.

Geographical Coverage: significance of choosing specific county /location with respect to timeline/ workplan/ etc.

Currently, IREDD is implementing its activities in the Bomi county. Team conducted the visit to the Bomi county to assess the quality of training being provided and level of coordination among the key stakeholders (IREDD, Community Leaders, Ministry employees) and to monitor the outcome from previous activities implemented according to the plan.

Description of Key findings & Conclusions:

Achievements:

1. **Targeting of Training participants**: IREDD smartly targeted the training participants. Findings from the observations during the training sessions and FGDs reflect the commitment of training participants to the project goal. Mostly participants interviewed are already playing active leadership roles in their respective communities. Participants were actively participating during all the training sessions observed.
2. **Selection of the training Venue**: IREDD made efforts to organize the training at some central point that could be easily accessed by all the participants coming from different locations**.**

3. **Expertise of the Trainer**: The trainer was found well versed with the topics and has experience of conducting community-based trainings, though she was not provided any orientation or training of trainers by UN Women, except a package shared with her in soft form. She was well-aware of the overall project objectives and goal. She has good skills of engaging participants through effective group works.

4. **Inclusion of the Community Elders/ traditional Leaders:** IREDD made efforts to organize the orientation sessions for community elders to gain more support for the effective implementation of the project in the targeted communities. Community elders were more interested in the learning about the laws about Land Rights as compared to other three laws. The land Rights was only discussed in connection

5. **Inclusion of the Persons with Disability (PWD):** One of the training participant was a female PWD who was a community leader and was also actively taking part in the training session. That is commendable to involve vulnerable segments and assist them at community level and to acknowledge their role to be community role models.

Observations:

1. **Weak Understanding of the Project by IREDD Staff:**

The M&E officer was not able to describe the project goal and objectives. It is well evident he was not provided any orientation and have been sent to the field without having any proper Knowledge of the project. This can cause serious implications as the field staff is holding the meeting with key ministries at local levels and in this situation, there are serious chances of providing misinformation about project among the stakeholders. M & E officer was unable to differentiate the basic terms used in the project i.e. Bill and Law.

2. **Gender imbalance Participation of the trainees:** Though the project has diverse nature as it aims to educate targeted populations about 4 major focus areas: Gender Equity Bill, Domestic Violence Act, Legal Aid policy & Bill and Truth and Reconciliation (TRC) recommendations, It was observed that the training had only female participants. The monitoring team was informed that the dialogue with the legislators had a diverse attendance.

3. **Gender imbalance amongst project mobilizer:**
   IREDD has not given equal opportunity to men and women to serve as social mobilizers. In Bomi, there was only one female Social mobilizer among ten social organizers. This is a faulty approach specially when we are targeting more women as trainee beneficiaries. IREDD field staff could not provide any justification behind under representation of women.

4. **Low Level of Involvement of participating ministries at local level:**

   During the KIIs conducted with MOGSCP local officer, the Monitoring team found that no orientation was provided to them as IREDD staff has not reached out to the local Ministry of Gender Children and Social protection, which is one of the key ministries. Mr. Wilson the acting Coordinator was aware of the Domestic Violence Act and its simplified version. However, He informed the team that the Ministry has not supplied any hard copies which is making it difficult to raise awareness and implement. However, it was evident that IREDD had involved the Ministry of Internal affairs in most of the project activities. As members of the superintendent office could even give us highlights of work IREDD had done and how they were involved. In time coordination and linkages development of stakeholder ministries can bring desired outcomes of the project.

5. **The training participants have focus on two Laws DVM & Land Rights Act:**

The training observations and FGDs it is observed that IREDD is only focusing on two laws and more importantly only one law, that is land right Bill. Training sessions are not adequately designed to cover all four laws equally**.**

6. **Weak Understanding of the Social Mobilizers over Project Major Outputs:**
   The mobilizers did not speak on the dialogue held with the Lawmakers. However, It was observed that most of the discussion focused on Domestic Violence Act (DVA) 2019 and the Truth and Reconciliation Commission (TRC) recommendations

7. **Geographical Coverage of Trainee Participants:**
   Out of three districts trainees were selected from only two Districts. There was no other plan to train the participant from the third districts.
8. **No Representation of Peace Huts Leaders in Dialogues:**

The women of the Peace Hut were not invited to participate in the dialogue with the Lawmakers. The Peace Hut leaders stressed that they would like to have interpreters or trainers that can also speak the local language

B. Key learning and implication for project

- Involve more participants in leadership roles. This is necessary to influence advocacy in the
- Advise to partner organizations to hire gender equal teams as in this project all social mobilizers were male while this project has direct role in empowering women through legislations, by having such disparities
- Moving forward, UN Women will provide hands on support to IREDD throughout the implementation of the project lifespan. Additionally, for IREDD hands-0n monitoring is required to ensure that the organization follows through as per the project agreement.

C. Recommendations Way Forward

Based on the observations, key lessons and findings the team would like to propose the following recommendations and way forward:

- IREDD will need to do a risk analysis as it has been identified this project is highly political. The M&E officer could not articulate mitigation strategy in place.
- The methodology needs to be revisited. More women need to be recruited as community mobilizers; field staff should be from district level. Selection of participants should be inclusive ensuring the principle of leaving no one behind.
- IREDD must not make any altercation to agreed activities without consulting UN Women. IREDD must take note of the targeted population and the themes for discussion.
- In all counties the County Gender Office must be involved at all stages of implementation of activities.
- IREDD conduct a ToT workshop for all social mobilizer on the major outputs of the project.
- IREDD to ensure that mobilizers should represent all districts
- IREDD to ensure that moving forward the targeted participants must include women from the peace huts, persons with disability and other members of other vulnerable groups.
- IREDD to organize a Refresher / orientation of the Field staff on Project Objectives and Methodology

- organize a meeting with IREDD to share the findings and agree on a clear timeline for implementation of the proposed recommendations.

Key Indicators of FGDs

- Understanding on the objectives of the project
- Stakeholder involvement (lawmakers, line agencies) stakeholder enjoyment strategy
- Project coverage counties strategy (innovations, best practices etc.)
- Advocacy and dialogue strategy on ground
- Any deviations from the original work plan if yes why?
- Sensitivity of the project, how to cope that while delivering the actual message and without confronting with any conflict.
- Project beneficiary targeting
- Training material, training venue (accessibility)
- Competency of trainer (knowledge on the issue, knowledge of the project objectives,
- Selection criteria of trainees
- How the lawmakers (parliamentarians) are engaged through this project to talk about sensitive issues like FGM, VAWG etc.
- Field staff and counties coverage / if it is aligned with workplan, realistic or ambitious approach. (SOCIAL MOBLIZER=10 ALL MEN) GENDER INSEMSTIVE TEAM,
- Current progress according to Work plan
  a. Total events planned and total event organized
  b. Counties outreach
  c. NO DETAILS WERE AVAILABLE WITH M&E OFFICER

KIIs Participants:

1. Meeting with IREDD Staff
   a. M&E officer (Dominic Johnnie)
   b. Master trainer

2. Interviews with Key Stake holders
a. Interviews with traditional leaders
b. Interviews with Ministry employees

FGDs Participants:
training participants.