# SECRETARY-GENERAL’S PEACEBUILDING FUND

# 

**PBF PROJECT DOCUMENT**

# (Length : Max. 12 pages plus cover page and annexes)

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| **Country:** Liberia | |
| **Project Title:** Advancing implementation of UNSCRs on Women Peace and Security (WPS) through strengthening accountability frameworks, innovative financing and Gender Responsive Budgeting (GRB)  **Project Number from MPTF-O Gateway (if existing project):** N/A | |
| **PBF project modality:**  IRF  PRF | **If funding is disbursed into a national or regional trust fund (instead of into individual recipient agency accounts):**  Country Trust Fund  Regional Trust Fund  **Name of Recipient Fund:** |
| **List all direct project recipient organizations (starting with Convening Agency), followed type of organization (UN, CSO etc.):**  United Nations Entity for Gender Equality and Women’s Empowerment (UN Women)  United Nations Office of the High Commissioner for Human Rights (OHCHR)  **List additional implementing partners, Governmental and non-Governmental:**  **Government:** Ministry of Finance and Development Planning (MFDP), Ministry of Internal Affairs (MIA), Ministry of Gender, Children and Social Protection (MGCSP), Ministry of Justice (MoJ), Liberian National Police (LNP), Independent National Commission for Human Rights (INCHR), Liberian Revenue Authority (LRA).  **CSO:** Women’s Non-Governmental Secretariat of Liberia (WONGOSOL), Women in Peacebuilding Network (WANEP), Institute for Research and Democratic Development (IREDD), Women, Youth, Peace and Security Working Group in West Africa and the Sahel and Liberia (1325 Network), Federation of Liberian Youth (FLY), Association of Disabled Females International (ADFI), National Women Peace Hut network, Youth Alive Liberia (YAL), Human Rights Advocacy Platform and the National Rural Women Structure | |
| **Expected project commencement date[[1]](#footnote-1):** 1st January 2020  **Project duration in months:[[2]](#footnote-2)** 18 months  **Geographic zones (within the country) for project implementation:** Liberia, Grand Bassa and Nimba | |
| **Does the project fall under one of the specific PBF priority windows below:**  Gender promotion initiative  Youth promotion initiative  Transition from UN or regional peacekeeping or special political missions  Cross-border or regional project | |
| **Total PBF approved project budget\* (by recipient organization):**  UN Women: USD 1,238,577.60  OHCHR: USD 261,422.40  **Total: USD 1,500,000.00**  *\*The overall approved budget and the release of the second and any subsequent tranche are conditional and subject to PBSO’s approval and subject to availability of funds in the PBF account. For payment of second and subsequent tranches the Coordinating agency needs to demonstrate expenditure/commitment of at least 75% of the previous tranche and provision of any PBF reports due in the period elapsed.*  Any other existing funding for the project (amount and source): N/A | |
| PBF 1st tranche (60%):  UN Women: USD 743,146.56  OHCHR: USD 156,853.44  Total: USD 900,000 | PBF 2nd tranche\* (40%):  UN Women: USD 495,431.04  OHCHR: USD 104,568.96  Total: USD 600,000 |
| **Two-three sentences with a brief project description and succinct explanation of how the project is time sensitive, catalytic and risk-tolerant/ innovative:**  This project aims to enhance allocation of financial resources for the implementation of the Second National Action Plan on Women Peace and Security (NAP WPS) through innovative financing[[3]](#footnote-3) and Gender Responsive Budgeting (GRB). This project will advance the human rights-based implementation of peacebuilding activities from the Second NAP WPS by fostering partnership with CSOs and Government Institutions and strengthening coordination among national structures. To this end, this project will equally strengthen the capacity of women’s organizations and targeted government agencies on GRB and innovative financing, which will lead to the roll out of innovative and equitable financing sub-projects and mobilizing increased financial resources for the implementation of the NAP WPS. Furthermore, this project seeks to strengthen the accountability, monitoring and reporting mechanism of the NAP WPS, and will facilitate learning exchanges and knowledge sharing between Liberia and other countries within the region. Regional and global networks such as the WPS focal point network will be leveraged to enable a closer coordination among Member States and create further space for knowledge exchange and sharing of international best practices. In essence, this project is time sensitive due to the urgency of implementing the Second NAP WPS thus it seeks to catalyze or accelerate the implementation of NAP WPS and sustain its impact through GRB and innovative financing. | |
| **Summarize the in-country project consultation and endorsement process prior to submission to PBSO, including through any PBF Steering Committee where it exists, including whether civil society and target communities were consulted and how:**  This conceptualization of this project and articulation of interventions were developed jointly by UN Women and OHCHR through a rigorous in-country consultations and endorsement by partner national institutions and civil society organizations. Consultation with women’s organizations working on WPS initiatives were conducted in March 2019. The 35 women from different women organizations and human rights civil society networks requested support in the areas described in this project including on GRB. In essence, this project has been designed based on recommendations provided by 187 individuals from Government Agencies, and women’s human rights organizations, at national and local level during a consultation on the development of NAP WPS. | |
| **Project Gender Marker score: \_3\_\_[[4]](#footnote-4)**  80 % of total project budget allocated towards gender equality and women’s empowerment | |
| **Project Risk Marker score: 1[[5]](#footnote-5)** | |
| **Select PBF Focus Areas** which best summarizes the focus of the project *(select ONLY one)*: (4.3) Governance of peacebuilding resources**[[6]](#footnote-6)**  If applicable, **UNDAF outcome(s)** to which the project contributes: Outcome 3**:** By 2024, women, girls, men and boys in Liberia experience more sustained peace, inclusive and sustainable growth and development through strengthened formal and informal institutions providing access to effective and equitable justice and security services; promoting and protecting human rights; and strengthening social cohesion and reconciliation.  If applicable, **Sustainable Development Goal (SDG)** to which the project contributes: SDG 5 and SDG 16  If applicable, **National Strategic Goal** to which the project contributes: This project contributes to the following outcomes of the Pro Poor Agenda for Development:  **Pillar 1. Outcome 4**. GE entrenched as a cross-cutting issue leading to more empowered women and girls and clearer understanding among men and boys to act as champions  **Pillar 3. Outcome 3.** A society where justice, rule of law and equitable human rights prevail  **Pillar 4. Outcome 4.** Improved security service delivery nationwide that is also gender responsive | |
| **Type of submission:**  **New project**  **Project amendment** | **If it is a project amendment, select all changes that apply and provide a brief justification:**  **Extension of duration:**  Additional duration in months (number of months and new end date):  **Change of project outcome/ scope:**  **Change of budget allocation between outcomes or budget categories of more than 15%:**  **Additional PBF budget:**  Additional amount by recipient organization: USD XXXXX  **Brief justification for amendment:**  *Note: If this is an amendment, show any changes to the project document in RED colour or in*  *TRACKED CHANGES, ensuring a new result framework and budget tables are included with clearly visible changes. Any parts of the document which are not affected, should remain the same. New project signatures are required.* |

**PROJECT SIGNATURES:**

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| --- | --- |
| **Recipient Organization(s)[[7]](#footnote-7)**  *Marie Goreth Nizigama*  *Signature*  *Country Representative, UN Women Liberia*  *Date & Seal* | **Representative of National Authorities**  *Williametta Piso Saydee-Tarr*  *Signature*  *Minister of Gender, Children and Social Protection*  *Date & Seal* |
| **Recipient Organization(s)**  *Mr. Kyle Ward*  *Signature*  *OHCHR*  *Date & Seal* | **Representative of National Authorities**  *Rev Attorney BB Colley*  *Signature*  *Chairperson, Independent National Commission on Human Rights*  *Date & Seal* |
| **Head of UN Country Team**  *Kingsley Amaning*  *Signature*  *UN Resident Coordinator a.i. for Liberia*  *Date & Seal* | **Peacebuilding Support Office (PBSO)**  *Oscar Fernandez-Taranco*  *Signature*  Assistant Secretary-General, Peacebuilding Support Office *Date& Seal* |

1. **Peacebuilding Context and Rationale for PBF support**
2. Conflict analysis and an analysis of the main stakeholders

Although Liberia has succeeded in ensuring a peaceful transition, from conflict to a non-conflict phase, it faces continued peacebuilding challenges due to unresolved grievances that are linked to the country’s 14-year civil wars[[8]](#footnote-8). Recent assessments show that land disputes, human rights abuse and violation, corruption, boundary disputes and concession related tensions continue to be the main proximate triggers of violence.

The lives of many women are particularly insecure due to inequalities and their exclusion in equal and informed participation in the maintenance, promotion and sustenance of peace and security in Liberia. This derives from structural factors that are deeply rooted in political, economic, social, and cultural dimensions. Some of the remaining peacebuilding challenges and grievances that pose potential risks to women and/or youth include the following:

**Land tenure and property rights.** This issue has been identified as a key flashpoint for violent conflict[[9]](#footnote-9). A nation-wide conflict mapping exercise undertaken in 2016 by the Liberia Peacebuilding Office reveals key conflict drivers which present the most eminent threat to national peace and stability, these include land/property disputes and border/boundary disputes. The mapping exercises further reveals that land/property disputes are the most predominant conflict drivers identified in all 15 counties of Liberia and hence require bold, and a concerted effort to ensure their resolution[[10]](#footnote-10).

The Land Rights Act which encompasses concrete provisions for protection of Women’s rights was passed in September 2018, however, anecdotal evidence shows that the effective implementation of the Act requires the concerted participation of women. Despite the existence of a legal framework, awareness amongst women and traditional leaders about this Act remains limited. Although women play a central role in land use especially for agricultural and livelihood purposes, women’s rights to ownership and access to land are often not equal to those of men due to biases in the statutory and customary laws, procedures, land governance mechanisms and dispute resolution mechanism[[11]](#footnote-11). Equal rights for men and women to own land remains a challenge with women owning only 38% of agricultural land and rarely accessing available credit[[12]](#footnote-12).

The most vulnerable women have limited access to equitable and creditable land dispute resolution mechanisms or lacks adequate understanding of legal frameworks governing property rights. Community members and specifically women face constraints in accessing justice regardless of the channels used (court system, semi-formal and informal). Most disputes are handled by local authorities and male traditional secret societies who are predominantly men, thus women are afraid of the repercussions of defying cultural norms (such as being subject to ostracism or violence), thus they do not defy the decision of the elders and the secret societies even if they know they were biased against them[[13]](#footnote-13). In addition, there is an instrumentalization of women’s rights to settle local conflicts and disputes which reinforces an acceptance to male violence against women, for instance by settling land disputes by marrying girls between communities [[14]](#footnote-14).

**Poverty and Limited economic opportunities for women and high youth unemployment**. This issue has been identified as one of the most likely conflict triggers[[15]](#footnote-15) and youth are most vulnerable due to a lack of economic opportunities. Liberia has continued to experience a dramatic increase in its youth population, with over 70% of its population under the age of 35 and an annual population growth rate of 2.6%[[16]](#footnote-16). Youth, officially defined as those individuals between the ages of 15 and 35 years, comprise roughly 28% of the population[[17]](#footnote-17).45% of youth live in rural areas and 55% in urban areas, with the Greater Monrovia area showing the highest concentration of youth, approximately 40%[[18]](#footnote-18). Rural youth in isolated areas are more likely to be affected by poverty. Poverty is twice as high in rural areas (71.6%) than in urban areas (31.5 %) and 68% of the country’s poor are in rural areas, approximately 1.46 million people[[19]](#footnote-19) Over 90% of youths do not have access to formal employment and women experience higher informal employment than men (90.9%) and vulnerable employment (91.1%)[[20]](#footnote-20).

High participation of women in the informal sector stems from their high levels of illiteracy, lack of employable skills as well as the burden of home and family care imposed upon them through the socio-cultural allocation of gender roles. 80.4% of males are reported as literate, while only 54.8 % of females know how to read and write[[21]](#footnote-21).

For young women aged 15-24 years, only 44% women are literate compared to 64.7% for young men in the same age groups. Cross cutting barriers to women’s education include: sexual gender-based violence, early marriages, teen pregnancies, rape of under-age girls and other forms of abuse in the school environment[[22]](#footnote-22)**.**

Youth on the other hand could constitute a volatile group that could be used by spoilers seeking to undermine stability[[23]](#footnote-23). As such, working with youth for the realization of their economic potential and social rights is sought to be a cautionary measure that will secure peace. Perceptions of exclusion have resulted in young people seeking alternative ways to express their dissatisfaction. When frustration reaches high levels, especially in transitional and fragile states like Liberia, young people, particularly young males, turn to civil disobedience and violence. Further to the social and economic deprivation of these youth, these challenges also tend to be gendered, as statistics are worse for female youth whose school attendance and completion rate is significantly lower compared to male youth. This further reduces their capacity to meaningfully engage with government on development programmes as well as their employability. While the government has supported youth training through Technical, Vocational and Education Training (TVET)[[24]](#footnote-24), female youth often miss out due to existing social norms. Gender norms are most prominent in the livelihood’s domain, particularly in terms of societal pressures and discrimination toward women certain occupations are off limits for young women (e.g., riding motorcycles, clearing brush from fields), while others are more conducive to females (nursing, teaching). Women are also subject to coercive sexual behaviors on the part of employers[[25]](#footnote-25).

**Exclusion of women, rural women, women with disabilities and young women** **from peacebuilding processes exacerbated by discriminatory practices where male political leaders discredit women’s contributions** and hence hinder a sustained peace[[26]](#footnote-26) and weakens social cohesion in communities[[27]](#footnote-27). This in part is influenced by dominant traditional and cultural perceptions that women belong at home, and therefore peace and security are male issues. This results in men dominating and taking control over formal peacebuilding and security mechanisms and priorities[[28]](#footnote-28). The exclusionary politics results in women choosing not to engage and their voice not included into security and peacebuilding related planning, limiting conditions for moving out of conflict that can contribute to a gender responsive longer-term peace[[29]](#footnote-29).

Furthermore, the lives of many women remain vulnerable due to societal inequalities and sexual and gender-based violence, which has thus weakened social cohesion in communities[[30]](#footnote-30). There is a lack of respect for their basic human rights, as well as a weak legal system and institutions which purpurates a culture of impunity especially in relation to SGBV crimes. For example, in 2016, only 35% of the perpetrators of SGBV were arrested[[31]](#footnote-31).

In addition, intersectoral discrimination is a structural problem, caused by stereotypes, negative and hostile attitudes, particularly with regard to persons with intellectual disabilities and mental health difficulties, young women and rural women. Persons with disabilities are generally perceived to constitute a liability to the public and are excluded from public debate. Accurate statistics on persons with disabilities are scanty, but available data shows that 16 per cent of the population have a disability. Disabled people’s organizations (DPOs) estimate that 99 per cent of persons with disabilities live in extreme poverty, mainly due to exclusion from education, skills training, work and income generation opportunities.

Similarly, rural women are excluded from public debate and peacebuilding processes. Rural women are central to the development of rural areas and to national economies and they account for a great proportion of the agricultural labour force, especially in subsistence farming, and perform most of the unpaid care work in rural areas, however, they have restricted access to productive resources, such as land, agricultural inputs, finance and credit, extension services, and technology. They face more difficulty than men in accessing public services, social protection, employment opportunities, information, innovate platforms and local and national markets, due to cultural barriers. Unpaid care work further hampers rural women’s ability to take advantage of ‘’on- and off-farm’’ employment and new market opportunities in the agricultural sector. Their leadership and participation in organizations, decision making and local governance remains extremely low as evidenced by the inadequate that policies address their needs and priorities.

Another human and institutional capacity factor contributing to women’s and youth’s marginalization and driving fragility is the **shortage of educated, skilled and experienced civil servants**[[32]](#footnote-32). This reality limits the ability of the public sector to deliver basic social services and implement and monitor in an effective way the government’s budget and respond to the needs of the most needed. A fragile state has been defined as one where “governments and state structures lack capacity and/or political will to deliver safety and security, good governance and poverty reduction to their citizens.”[[33]](#footnote-33) According to OECD, Liberia fits this definition of a “fragile state,” and it lacks the capacity to deliver basic services to its citizens. This was reaffirmed by the 2017 Liberia Peacebuilding Plan which indicated that sustaining peace in Liberia requires long-term investment in national institutions that are inclusive, accountable and responsive. Unless that capacity is developed soon and the international community continues to bolster the country in the meantime, the fragile conditions in the country risk a return to violent conflict, an eventuality that would threaten national security[[34]](#footnote-34). . In addition, Liberia suffers from **a lack of strong institutional frameworks and good governance practices** and yet good governance and peacebuilding are interlocking dimensions in achieving a lasting peace. As stressed in the 2017 Liberia Peacebuilding Plan, governance reform is central to building peace and promoting reconciliation in Liberia. **The Government’s inability to respond to the needs and demands of its people, especially women, youth and vulnerable groups**[[35]](#footnote-35), such as people with disabilities, Sexual and Gender based Violence (SGBV) survivors, rural women, and rural youth exacerbates social grievances, and hence increasing the risk of sporadic, localized violence spreading to the national-scale[[36]](#footnote-36). Issues of government capacity, accountability, and perceived legitimacy have fueled grievances across the board,[[37]](#footnote-37) as evidenced in recently increasing demonstrations including the June 7th protest.

**The Government expressed willingness to address the above-mentioned peacebuilding challenges and past grievances which are in practical terms reflected in the Second National Action Plan on Women Peace and Security.** National Action Plans serve as a tool for governments to articulate priorities and coordinate the implementation of UNSCR on WPS at the national level too. The Women, Peace and Security agenda provides a holistic approach to peacebuilding and security comprised of four main pillars: Participation, Conflict Prevention, Protection and Relief and Recovery. Addressing all four pillars is critical to respect human rights and dignity and in tackling the root causes of conflict to create sustainable peace given their interconnectedness.

In 2009, Liberia became one of the first countries implementing UNSCR 1325, by developing the first phase of Liberia National Action Plan (NAP) for the Implementation of UN Resolution 1325, 2009-2013, demonstrating the government’s commitment to include women in peacebuilding and conflict resolution processes. Some of the specific achievements during the implementation of the first NAP WPS include: The development of the National Gender Policy; the development and approval of the Anti-Trafficking Act; the development of a Policy on Crime Prevention which includes crimes of sexual and gender-based violence; and the establishment of a specialized court for Sexual and Gender based Violence Cases. In a December 2018 report on the consultation process for the second NAP, conducted by MGCSP, stressed that the truth and reconciliation process[[38]](#footnote-38) had provided the opportunity for a certain number of women and girls throughout Liberia to testify and share their stories with the commission. Women also participated through active outreach, statement taking, public hearings, research and investigation[[39]](#footnote-39). With respect to security sector institutions (SSIs), some of the results achieved were the reaction of the Gender and Security National Taskforce and the establishment of gender units with Gender Advisers or focal points in five security institutions, which include the Liberian National Police (LNP), Bureau of Corrections (BCR), Liberia Drug Enforcement Agency (LDEA) and Ministry of Defense (MoD), as well as in the Fire Service, the Small Arms Commission.

Prior to the conclusion of the first phase of NAP WPS period in 2013, a number of assessments were done by various bodies. These include two analyses conducted by the Institute for Inclusive Security (IIS), in 2013 and 2014, and one done by the MGCSP in 2015, which articulate some of the progress and challenges and yielded a revised action plan for the implementation of 17 recommendations. The Women’s NGOs Secretariat of Liberia (WONGOSOL), in collaboration with the Global Network of Women Peacebuilders, also conducted a monitoring of UNSCR 1325 in Liberia and produced three reports (the latest in 2014). These assessments concluded with a number of recommendations for addressing the challenges that impede its implementation. These were then complied by the Government in the Second NAP WPS, which was validated in July 2019. The second NAP WPS sets out the activities that need to be implemented under each recommendation and a road map for doing so. It emphasizes the need to establish and operationalize an effective monitoring mechanism to gauge progress on implementation. The second NAP WPS also integrated the recommendations provided by 187 individuals from Government Agencies, CSOs, women’s organizations, development partners at national and local level during the development process. Some of the recommendations include the need to localize the NAP WPS at county level, the need to enhance allocation of financial resources for WPS by adopting GRB, strengthening the capacity of government institutions and CSOs on GRB and WPS, monitoring and reporting, and investing in changing discriminatory attitudes and behaviors of target groups[[40]](#footnote-40).

The second NAP WPS stressed the need for gender-sensitive approaches to peace and stability. Although the inclusion of women in peacebuilding processes has gained momentum in policy discussions in Liberia over the last 10 years, many challenges remain. Peacebuilding is the foundation for creating sustainable human security and equitable development in countries emerging from conflict and the Liberian NAP WPS in essence upholds the role of women in peacebuilding initiatives. The second NAP builds on the successes of the first NAP and addresses the challenges to achieving full and successful implementation. It is based on five pillars:

1. **Prevention:** Prevention of relapse into conflict and all forms of structural and physical violence against women and girls, including SGBV and violence done under the threat of terrorism.
2. **Protection:** Women, young women and girls’ safety, physical and mental health are assured, and their human rights respected.
3. **Participation:** Participation of women, young women and girls in decision-making processes related to the prevention, management and resolution of conflicts, humanitarian action and countering terrorism.
4. **Relief and recovery**: Women and girls’ specific needs are met in relief and recovery and peacebuilding interventions, including under the threat of terrorism and especially those most vulnerable to violence.
5. **Coordination and accountability:** Capacity and resources to coordinate, implement, monitor and report on WPS plans and programmes are ensured.

As identified during the consultative process, there are still many peacebuilding gaps that must be addressed through the implementation of the second phase of the NAP WPS. Some of those examples are captured in the table below:

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| Overarching peacebuilding and state-building goals as per The New Deal for Engagement in Fragile states [[41]](#footnote-41). | Some of the Peacebuilding gaps that will be addressed through the implementation of the Second NAP WPS in Liberia | Pillar from the NAP WPS |
| **Legitimate politics:** Foster inclusive political settlements and conflict resolution. | Limited number of women in politics and security institutions; Inadequate progress in reconciliation and  healing, and limited dialogue between civil society and government institutions because of lack of trust in the Government; | Pillar 1  Pillar 3 |
| **Security:** Establish and strengthen people’s security. | Insufficient psycho social support services to SGBV survivors as well as to people who were traumatized in the past due to violent crimes in the prolonged years of conflict; inexistence of a gender responsive early warning system; limited gender responsiveness of the existing peacebuilding infrastructure— including the peace committees and palava huts; Minimal implementation of the existing gender policies in security institutions; high prevalence of sexual harassment cases in security institutions; Physical insecurity and daily risks of violence specifically for women due to societal and customary inequalities, harmful traditional practices (HTPs), lack of accountability for human rights abuses, high rates of SGBV and insufficient access to justice | Pillar 2 |
| **Justice:** Address injustices and increase people’s access to justice. | Impunity with regards to SGBV and other crimes; a lack of access to conflict resolution mechanism related to land disputes — especially for communities, youth, women and rural women etc; limited access to formal justice for women and marginalized women; | Pillar 2 |
| **Economic Foundations:** Generate employment and improve livelihoods. | Sustainability mechanism for the women peace huts; lack of economic opportunities for youth and women including marginalized women such as rural women and women with disabilities; limited access to land for women | Pillar 4 |
| **Revenues & Services**: Manage revenue and build capacity for accountable and fair service delivery. | Unaccountability, perception of widespread corruption and culture of  Impunity; lack of accountability and transparency and misuse of public resources; Lack of services adapted to the different needs of women, men and vulnerable groups | Pillar 5 |

In addition, despite huge strides taken by the Government and women’s organizations the reporting period of the NAP 2009-2013, major challenges that impeded full and adequate implementation of the NAP WPS, which are likely to manifest in the implementation of the second phase include the following:

* There was a lack of awareness among implementers of the NAP WPS about the NAP and the specific issues therein.
* No government funding was dedicated to NAP WPS implementation and international funds were committed to support the Ministry of Gender and Development (MoGD) and coordination, but not to support activities.
* The inclusion of women in peace and security processes was not deemed a priority for sectors that did not address gender directly.
* Implementers lacked the capacity to monitor and evaluate results, which resulted in a lack of evidence of the NAP’s impacts and led to a decrease in overall commitment to advancing its mission and further inability to use data to inform decisions regarding changes to programming, strategy.
* There was confusion about implementing responsibilities, despite roles and responsibilities being explicitly spelled out in the NAP[[42]](#footnote-42).

Liberia receives high amounts of aid ($186.6 per capita in 2017), but its economy remains very small (with GDP of $3.3 billion in 2017) with poverty rate of 56.3%. Economic growth has averaged just over 7% a year since 2004, which significantly dropped in the period of 2014-2016 (-1.8% in 2016) when the country was struggling with the Ebola epidemic. This made Liberia the most aid dependent country in fragile contexts[[43]](#footnote-43). The fiscal deficit widened from 4.8% of GDP in Fiscal Year (FY) 2017 to 5.5% of GDP in FY 2018 due to a significant shortfall in revenues and higher-than-anticipated non-discretionary expenditures[[44]](#footnote-44). The Government’s capacity to allocate resources for peacebuilding and development activities are very limited, and most of budget is spent to pay salaries of the Government officials.

The SCR 2242 (2015) and 2017 Report on WPS agenda of the SG to the General Assembly calls for increased funding for Gender Equality and WPS programming. A lack of financial resources has been identified as one of the major challenges that impeded the implementation of the Liberian first NAP WPS. Despite significant attempts by government to advance the implementation of the UNSCR on 1325 and the subsequent UNSCR on WPS[[45]](#footnote-45), through the implementation of the first NAP WPS (2009-2013), the failure to allocate sufficient resources and funds has been the most serious and persistent obstacle to the implementation of the women, peace and security agenda over the past 10 years[[46]](#footnote-46). Unfortunately, there is no reliable data about the resources allocated for the first NAP WPS due to the lack of a tracking and monitoring mechanism. Strengthening the monitoring framework of the NAP WPS and establishing a tracking mechanism has been prioritized by the Government. Monitoring is a vital stage for GRB in order to evaluate the planned spending on activities from the NAP WPS and the achievement of expected results and objectives. The lack of adequate evidence to inform decision-making and resource allocation for gender interventions makes it almost impossible to address the gender-specific needs of men and women. This is attributed to weak technical capacity for gender analysis of sectoral policies and programs, and personnel’s limited capacity on gender analysis and gender-responsive planning, budgeting and monitoring. As recognized by the Government of Liberia in the National GRB policy, there is a need to adopt GRB as a policy approach. This urgency is being translated into action by the Ministry of Finance and Development Planning (MFDP) by integrating gender-fair allocation of budget to line ministries to address specific needs of women and men, girls and boys.

A global study commissioned by the UN Secretary General on the Implementation of UN Security Council Resolution 1325 (2015) recommended that countries with a National Action Plan on Women, Peace and Security should support and invest in participatory processes, social accountability tools and localization initiatives. Localization of approaches and inclusive and participatory processes are crucial to the success of national and international peace efforts. Gender Responsive Planning and Budgeting for instance is an approach/ strategy that

that supports the enhancement of allocation of resources and facilitates, the decentralization of services of the Government at county level. This project will thus leverage the ongoing Government’s decentralization efforts for localization of the implementation of the NAP WPS through Gender Responsive Planning and Budgeting and by doing so, it will address priorities stated in the 2017 Liberian peacebuilding plan.

This project will address some of the causes of conflict and peacebuilding gaps stated above by mobilizing resources through GRB and innovative financing for the implementation of the Second NAP WPS. Second, it aims at creating an enabling environment that enhances the allocation of resources and through the establishment of monitoring systems . It will further strengthen the capacity of Women’s organizations and vulnerable groups to hold the government accountable. Innovative approaches for enhancement of resource allocation for the implementation of the second NAP WPS are key to accelerate the implementation of International Commitments on WPS and to address the specific conflict drivers in a gender responsive manner.

1. Alignment with **existing** Governmental and UN **strategic frameworks.**

This project is aligned with the following Outcomes as stated in the Government’s Pro Poor Agenda for Prosperity and Development (PAPD)[[47]](#footnote-47):

**Pillar 1. Outcome 4**. GE entrenched as a cross-cutting issue leading to more empowered women and girls and clearer understanding among men and boys to act as champions

**Pillar 3. Outcome 3.** A society where justice, rule of law and equitable human rights prevail

**Pillar 4. Outcome 4.** Improved security service delivery nationwide that is also gender responsive

The proposed intervention is strongly aligned with the above-mentioned pillars, and specifically with Pillar 3 of the Liberian Government vision for development, PAPD. A major part of this effort involves accelerating the implementation of international commitments such as the WPS agenda by fostering partnerships and coordination among national structures and by increasing allocation of financial resources through innovative financing and gender responsive budgeting in line with the SDGs, Agenda 2063, and other international frameworks, including international human rights treaty obligations. In this regard, working with women’s organizations and targeted government agencies will deliver the desired dividends in line with the pillars of the NAP WPS. The proposed outcomes of this project are closely aligned with national priorities which include transforming the lives of all Liberians, especially the poor and most vulnerable through protection of their rights while a strengthening national capacity, ownership and leadership.

Furthermore, this project is closely aligned with the United Nations Sustainable Development Cooperation Framework (UNSDCF) for Liberia. Specifically, *Outcome 3: By 2024,* *Liberia consolidates, sustains peace and enhances social cohesion, has strengthened formal and informal institutions capable of providing access to inclusive, effective, equitable justice and security services, capable of promoting and protecting the human rights of all;* and *Outcome 4: By 2024, people in Liberia especially the vulnerable and disadvantaged, benefit from strengthened institutions that are more effective, accountable, transparent, inclusive and gender responsive in the delivery of essential services at the national and sub-national levels.*

In addition, this project is aligned with the 2017 Liberia Peacebuilding Plan priorities for advancement of peacebuilding initiatives and aims at :

* Accelerating the process of decentralization and to ensure the full implementation of the Local Government Act approved in 2018.This Act states that the development and planning process shall be participatory, gender sensitive and inclusive of all citizens (Chapter 3, Page 33);
* Ensuring that national policy and planning processes are gender responsive.

In more concrete terms, this intervention has been designed to accelerate the implementation of the second phase of the Liberian NAP WPS (2019-2023) which is a peacebuilding policy document aligned with global, regional and national commitment such as the SDGs, Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), and the UNSCR on WPS[[48]](#footnote-48) including the UNSCR 2122 (2013) which underscores the importance of women's full participation in peace processes as well as in other sectors of society. It stresses that the issue of gender equality must be given utmost importance in order to fully implement UNSCR 1325. Equality between both sexes and the inclusion of women are prerequisites for sustainable peace and a stability. In addition, The NAP WPS is aligned with national commitments such as the PAPD, the 2017 peacebuilding plan, the National Gender Policy, the National GRB policy, the Strategic Roadmap for National Healing, Peacebuilding and Reconciliation (2013-2030), the final report of the Truth and Reconciliation Commission of Liberia (2008);and the priority themes of the National Youth Policy (2019-2023), and specifically education, training, employment and the involvement of youth, young women and girls in peacebuilding processes.

The proposed intervention builds on the process and results achieved under the Joint Project ‘Inclusive Security: Nothing for us without us’ implemented by UN Women, IOM and UNDP and further builds on the Project ‘Support to national peacebuilding priorities which is aimed at enhancing the capacity of human rights institutions and entities’ and is implemented by OHCHR (see details in the table below). Both projects were supported by PBF. In the framework of this Joint Project, the Government of Liberia developed the Second Phase of the NAP WPS and extensive consultations were conducted where the need for additional financial resources for the implementation of this policy framework was highlighted. The proposed intervention will support the Government, women’s organizations and human rights civil society networks to enhance their capacity to implement the second Phase of the NAP WPS and horn their resource mobilization skills to accelerate the promotion of Women’s Human Rights. In addition, this intervention leverages the process and results achieved through the implementation of UN Women’s 2018 workplan under Gender Responsive Budgeting and Women Peace and Security thematic areas that are funded by the Swedish Embassy.

The proposed intervention builds on previous lessons learned from PBF projects and UN Women’s Countries’ portfolio. As such the evaluation report of the joint *‘Inclusive Security: Nothing for Us without Us’* project stressed that South-South mutual learning and learning exchanges between women and men from similar geo-political contexts provide powerful learning experiences and results. In addition, capacity building of officials from the ministries and security sector institutions and specifically in Gender Equality and Women Peace and Security contributes to the promotion of gender responsive and gender sensitive institutions[[49]](#footnote-49) Another lesson learned was that recognizing and enhancing the capacities of the community such as the Peace Huts is a fruitful and strategic approach for addressing gender inequalities in the peacebuilding context. In addition, the evaluation report of UN Women’s countries’ portfolio (2014-2017) stressed the importance of building the capacity of Government institutions as a strategy to ensure ownership and sustainability of project interventions. It further recommended that capacity building should take the form of secondment of a gender budgeting expert to the Ministry of Finance and Development Planning. The gender expert should assist with gender analysis across government sectors, assist with the development of gender budgeting tools, provide technical assistance for their use, and assist in producing gender-disaggregated data to support programme and policy decisions. Training and capacity building should be strengthened especially of the staff in the Ministry of Gender, Children and Social Protection, Ministry of Internal Affairs, for decentralization. This will strengthen embedding gender equality in all policy making, in all ministries and across all levels of government[[50]](#footnote-50)

1. **A summary of existing interventions** in the proposal’s sector.

|  |  |  |  |
| --- | --- | --- | --- |
| **Project name and duration** | **Donor and budget** | **Project focus** | **Difference from/ complementarity to current proposal** |
| Inclusive Security: Nothing for us without us (UN Women, UNDP, IOM)  December 2017-June 2019 | Peacebuilding Fund  USD 2,000,000 | This project was aimed at delivering on Liberia’s peace and security agenda by advancing women’s human rights and engendering the ongoing security sector reform processes and developing policy frameworks to advance the implementation of the WPS agenda. | This intervention supported the development of the Second Phase of the National Action Plan on Women Peace and Security |
| Support to national peacebuilding priorities enhancing the capacity of human rights institutions and entities (OHCHR)  January 2018- September 2019 | Peacebuilding Fund  USD 2,000,000 | This project continued the UNMIL, Human Rights and Protection Service engagement in Liberia through the establishment of an Office of the High Commissioner for Human Rights (OHCHR) Country Office in Liberia | Through this project OHCHR provided technical support to national human rights institutions in developing policy and operational frameworks for inclusive, accountable and responsive measures to protect human rights in order to rebuild public confidence in national institutions |
| Spotlight initiative to eliminate violence against women and girls  January 2019-December 2020 | European Union  USD 15,844,000 | The primary purpose of the programme is to reduce  the prevalence of sexual and gender-based violence  and harmful practices and increase women’s and girls’ access to sexual and reproductive health rights. | Through this project the institutional capacities of targeted institutions such as the Ministry of Justice, Ministry of Finance and Development Planning on GRB will be strengthened in Montserrado County. This project targets 5 counties, including Nimba, however the GRB component will not be rolled out in Nimba. Therefore, the proposed intervention will leverage on the results achieved and lessons learned by the spotlight initiative at national level and complement efforts at Nimba county. |
| UN Women’s 2018 Workplan  January 2018 -December 2018 | Sweden  USD 1,000,000 | The primary purpose of the 2018 and 2019 workplan is to support the implementation of UNDAF and UN Women’s Strategic Note. | In the framework of the implementation of UN Women’s 2018 and 2019 workplan, and as a result of the technical support provided by UN Women to the MoJ and MFDP, a National GRB policy was approved in 2018, and Six-line Ministries are piloting the roll out of GRB in the 2019/2020 budget cycle. These include Ministry of Health (MOH), Ministry of Education (MOE), Ministry of Agriculture (MOA), the Ministry of Finance & Development Planning (MFDP), Ministry of Gender, Children and Social Protection (MGCSP) and Ministry of Justice (MOJ). In this regard, the MoJ allocated USD 16,000 for the implementation of the NAP WPS, some of the activities planned include the development of an institutional policy manual on gender mainstreaming and strengthening of the capacity of SGBV unit at the MoJ, and Specialized courts on SGBV. |

1. **Project content, strategic justification and implementation strategy**
2. A brief **description of the project content**

The project leverages on the results of existing PBF projects in the country and seeks to bridge some of the existing peacebuilding gaps identified above by strengthening the implementation of the second NAP WPS (2019-2023). The Second NAP WPS integrates actions that respond to the needs of women, young women, rural women and women with disabilities in the peacebuilding context. The Second Liberian NAP WPS was designed to respond to a large range of specific problems and conflict triggers in Liberia such as SGBV, lack of economic opportunities for rural women, limited access to justice, lack of access to land and natural resources, land dispute, limited women’s participation in politics and in security institutions. Thus, through the implementation of the NAP WPS, many of the conflict triggers identified through the conflict analyses in the country will be addressed. This project will be catalytic in nature since it seeks to mobilize resources and to strengthen the capacities of government agencies and to put a monitoring and reporting system in place for the implementation of the NAP WPS. Additionally, the project will support Women’s organizations to acquire skills and to develop instruments for holding government accountable for the NAP WPS commitments.

The main results that the project aims at achieving are the following:

**Outcome 1: Targeted Line Ministries[[51]](#footnote-51) Government Agencies and local governments are implementing the NAP WPS in a more effective manner by generating financial resources through innovative financing and GRB and by creating monitoring and accountability mechanisms and capacities.**

**Output 1.1 Targeted Government actors at national and local level are aware and have the capacity to implement the NAP WPS**

Limited understanding and knowledge on the NAP WPS and the UNSCR on WPS was one of the major challenges faced during the first phase of the NAP WPS. Based on learnings from the past, this intervention will therefore strengthen the capacity of targeted civil servants and decision makers in charge of the implementation of the second phase of NAP WPS. Awareness raising on the importance of implementing the NAP WPS and the International Commitments on WPS is the first step towards ensuring local buy-in, ownership and implementation of the NAP WPS. The awareness raising activities will target all the Ministries that are in charge of the implementation of the NAP WPS, including targeted local government officials**.** To design the awareness raising and trainings on NAP WPS, and HRBA, a capacity needs assessment will be conducted targeted towards the implementation structure of the NAP WPS, including budget officials, monitoring officials and decision makers from Government institutions at national and local level. The trainings include gender, masculinities, UNSCR on WPS, NAP WPS, Human Rights based Approach for those Line Ministries and Local Governments that the project will work with on GRB and innovative financing (Output 1.2).

**Output 1.2 Government actors and Women Organizations have strengthened capacity on innovative financing and GRB, to ensure increased allocation of financial resources for the implementation of the NAP WPS.**

The innovative financing project will generate resources for the peacebuilding activities of the Second NAP WPS (2019-2023), which was considered as a low priority by the Government, hence limited or no resources were allocated in its implementation in the first phase of the NAP WPS. The peacebuilding activities include the mainstreaming of gender into the existing peace infrastructure, implementation of sustainability plans of the women peace huts, roll-out of the gender sensitive community policing policy and implementation of the gender policies of security institutions among others.

Innovative financing for development refers to initiatives that aim to raise new funds for development or optimize the use of traditional funding sources. They aim is to narrow the gap between resources needed to achieve the Agenda 2030, and the resources actually available. While there is no agreed definition of innovative financing for development, existing initiatives can be broadly classified as those aiming to raise new funds for development ("innovative sourcing") and those which optimize the use of traditional funding sources ("innovative spending") including through strengthened monitoring mechanisms. Monitoring and measuring private funds mobilized enhances transparency, improves financing strategies and good practices in the country.

The innovative financing component will be led by UN Women’s GRB specialist and handed over to the MFDP at the end of the project. At the onset of the implementation, an international innovative financing expert will conduct an assessment to facilitate development of an innovative financing strategy for both Government and women’s organizations and to tailor the capacity development initiatives. Through this assessment, doable and sustainable financial innovative modalities will be identified for both Government Agencies (MGSCP, MFDP, MIA, LNP, LRA) and Women’s organizations. Some of these might include crowdfunding, social enterprise, impact investment, transaction taxes and levies on goods and services. For instance, with the support of this project, the Government and women’s organizations could work jointly to mobilizing resources domestically through different options as follows:

* Diaspora Bonds: Diaspora bonds are debt instruments issued by a country to mobilize and leverage diaspora savings for development purposes from its overseas population[[52]](#footnote-52).
* Air ticket levy: The Government could levy a small tax on air tickets (i.e. USD 5) to support financing of specific peacebuilding activities stipulated in the NAP WPS. To date, more than USD 1.5 billion was mobilized globally through this modality, and Liberia’s neighboring countries such as Benin, Cameroon, Mali, Mauritius, and Niger do participate in this modality.
* Matching Funds: The project could support the Government to set up a three-way matching fund in which donors match contributions from corporations, foundations and other organizations, including the UN.

With a learning by doing approach, the international innovative financing expert will capacitate targeted government institutions, CSOs, on innovative financing. UN Women will support the government and women organizations to develop and roll-out at least two innovative financing sub-projects and/or mechanisms that will facilitate the generation of financial resources before the end of the project. This will be done through providing seed funding and technical assistance. To ensure that the financial resources generated through these projects are used to implement the peacebuilding activities from the second NAP WPS, UN Women and Government Agencies involved in this project will sign a memorandum of understanding at the onset of the intervention. In addition, the innovative financing expert with the support from the GRB specialist will monitor and support the roll out of the innovative financing sub-projects. A government-CSO monitoring mechanism will be established to monitor and track how the resources generated are used (Output 1.3). Funds generated by the government will be reflected in the gender budget statements that the Government developed in a yearly basis as part of the roll out of the GRB National Policy. The GRB project officer, funded by UN Women will also provide continued support to partners after the end of this intervention.

This experience will be systematized and documented to ensure the project’s sustainability and also shared with other country offices through the Women, Youth, Peace and Security Working Group in West Africa and the Sahel and Liberia. The results of the project will further be presented at the gender donor forum in a bid to mobilize resources for sustainability purposes.

This project will build on lessons learned from previous UN Women’s support to the Government on GRB[[53]](#footnote-53) and It will further leverage on UN Women’s national and global expertise on GRB. The GRB component will facilitate the enhancement of transparency and accountability of the Government’s budget, including the resources generated through innovative financing sub-projects. Both innovative financing and GRB component will be aligned with the on-going Public Finance Management (PFM) reform[[54]](#footnote-54). GRB brings much-needed analytical tools to the PFM reform, thus contributing to:

* Better data collection: the requirement for sex-disaggregated data and gender analysis of budget programmes can significantly contribute to the ongoing collection of data about budget programmes and their results.
* Improved indicators for budget programmes: GRB work usually contributes to better performance indicators and understanding of programme results, and by introducing gender indicators enables the monitoring of budget programmes’ impact on men and women and different social groups.
* Improved efficiency, by ensuring expenditure benefits those who need it most
* Improved monitoring of results/achievements
* Improved budgetary decision-making processes, by engaging a wider range of society’s interests and improving their capacity for budgeting and policymaking.

The Government through the PFM Reform Strategy and Action plans (2017-2020) and the National GRB policy approved in 2018, committed to using gender-responsive planning and budgeting as a tool to mainstream gender issues into the public financial management system with the main purpose of ensuring that the benefits of plans and budgets reach the vulnerable groups characterized by their different gender needs and priorities.

In Liberia, GRB has only been rolled out in 6 pilot Ministries. This project aims at applying the GRB principles and tools at national and at county levels. Scaling up GRB at the national level will be realized with the resources mobilized through innovative financing. The latter will specifically influence targeted local governments so that their financial resources channeled through the county social development fund (CSDF) allocated to the needs of the most needed by implementing peacebuilding activities from the second NAP WPS. CSDF is funded by the government through the national budget and supports programs in the fifteen sub-divisions of the country. This fund was set aside to respond to the needs of citizens at county level.

In the framework of this project, the GRB specialist will tailor capacity building activities as per the findings of a capacity needs assessment that will be carried out at the onset of the project. Some of the trainings that will build on the trainings under output 1.1.include: GRB, government’s budget cycle, government’s monitoring and planning cycles, and how to use GRB tools to make local budgets/funds responsive to the needs of most needed. Targeted government officials will include planning and budgeting officials, M&E officials and Gender Focal points, including members of the Gender and Security National Task Force. The proposed intervention will support the MFDP and the MIA, through the National GRB unit to develop tools, procedures to institutionalize GRB at County level for enhancement of allocation of resources for the peacebuilding activities of the NAP WPS and to strengthen the monitoring system. The Localization strategy will allow local communities to analyze their everyday government functions and policies to see what is promoting or hindering the implementation of the WPS resolutions. This will include three major steps: Convening local authorities and other key local actors; Developing local legal/policy instruments and tools for implementation of NAP WPS at the local level through GRB; Building capacity of local targeted government to ensure implementation, and allocation of resources and sustainability.

**Output 1.3. Targeted government institutions have access to relevant coordination, monitoring and reporting tools and capacity to use them**

By the end of this intervention a strong monitoring, reporting and coordination mechanism will be put in place to strengthen the accountability of the NAP WPS. The NAP is in itself a planning and monitoring tool for the Government of Liberia (GoL) and its partners to assess progress in the advancement of women’s issues. It contains outcomes, outputs, indicators with baselines and targets, activities, timelines, an extensive list of stakeholders and is budgeted. As the result of this intervention, the monitoring, and reporting framework of the second phase of the NAP will be clear, detailed and user-friendly. The GRB component of the project will contribute to the strengthening of monitoring system and transparency through the development of guidelines, tools and by strengthening the capacities of targeted civil servants on results-based and gender responsive monitoring. This will help to strengthen a sustainable approach, via a multidimensional and gender sensitive system, which supports the continuous improvement of the implementation process. Part of the implementing structure includes a Monitoring and Evaluation Learning (M&EL) Unit, which has a critical role to play in developing a detailed M&EL plan. With the new structure in place, reporting lines will be clear and effective, thanks to the use of templates, tools and training to ensure inclusiveness, transparency and accountability. The M&E mechanism will monitor the allocation of resources mobilized for the NAP WPS through GRB and innovative financing.

The Second phase of the NAP WPS includes a description of an implementation structure and terms of reference for this structure. Under the new implementation structure, roles and responsibilities of each coordinating body was simplified and clearly defined. Membership in each body represents multiple government sectors and institutions with a schedule for meetings and reporting deadlines. This will enhance its ability to track activity implementation and will be a measure for accountability if efforts go off course. The reporting cycle of the NAP is aligned to the GoL financial reporting cycle, which is quarterly and annually. Timelines for district, county and national level reporting will follow the fiscal year. Quarterly reporting will be done at district and county levels and feed into quarterly and annual reports that the M&EL unit will compile for the Technical Working Group (TWG). The TWG will update the National Steering Committee (NSC) on a quarterly basis and report annually to both the NSC and the President.

The CEDAW Committee’s [General recommendation no. 30 on women in conflict prevention, conflict and post-conflict situations](http://www.ohchr.org/Documents/HRBodies/CEDAW/GComments/CEDAW.C.CG.30.pdf) is a landmark document that gives authoritative guidance to countries that have ratified CEDAW on concrete measures to ensure women’s human rights are protected before, during and after conflict. The general recommendation makes clear that the Convention applies in all forms of conflict and post-conflict settings and addresses crucial issues facing women in these settings, including violence and challenges in access justice and education, employment and health. It gives guidance on States parties’ obligation of due diligence in respect to crimes committed against women by non-State actors. The general recommendation affirms CEDAW’s linkages with the Security Council’s women, peace and security agenda[[55]](#footnote-55). As per Article 18 the State Parties that have ratified CEDAW are obligated to submit a report every four years on the implementation of the Concluding Observations. This reporting mechanism thus is an International accountability mechanism that reinforces the implementation of the WPS agenda.

**Outcome 2: More women, including marginalized women, in targeted counties hold the government accountable for the NAP WPS and support the implementation of the peacebuilding related activities of the NAP WPS**

**Output 2.1. Women Organizations have strengthened capacities to implement, monitor, report and promote evidence-based advocacy to ensure implementation of the NAP WPS.**

Alongside the strengthening of state institutions and mechanisms for implementation of the NAP WPS, the convening Agencies will continue strengthening their investments in targeted communities to further develop core skills and capacities, including advocacy and monitoring for accountability to enable women’s groups, young women, and women with disabilities to meaningfully participate and shape more equitable and inclusive peacebuilding and local plans.

The second NAP WPS describes the importance of enhancing implementation at local level. The NAP WPS describes the structure that is in charge of implementing the NAP WPS at local level, the county Task Force. The County Task Force is composed of County Gender Coordinators, Office of the Development Superintendent Representative of the county councils in each county, Representative of government ministries in the counties, and Women’s groups in the counties. In addition, Youth groups in the counties, traditional leaders, disabled women, and women from peace huts. The NAP County Task Forces is mandated with the role of ensuring that the needs of women, particularly vulnerable and marginalized women, farmers, rural women and disabled women outside of Monrovia are represented. They also serve as a formal focal point for consultation about localization of the NAP. The marginalized women mobilized by the implementing partners will join the County Task Force.

The implementing partners whose capacities will be built on GRB and monitoring through activities described in output 1.2 and 1.3 will in turn strengthen the capacities of women’s group and vulnerable women such as rural women, young women, and women with disabilities at county level under this output so that they can hold the government accountable for the implementation of the NAP WPS. Thus, this project will help marginalized women, through CSOs implementing partners, to learn how they can discuss and agree on which peacebuilding activities from the NAP WPS they want to deliver and how much they will spend on each peacebuilding activity from the resources available at county and/or national levels. Arguably through the County Council Setting, it will enable marginalized women gain skills and knowledge to monitor and track CSDFs projects and improve citizens understanding on the management and inclusiveness of the CSDFs. Marginalized women (rural women, youth women, women with disabilities) will be mobilized through by implementing partners and CSOs stakeholders including the Federation of Liberian Youth (FLY), Association of Disabled Females International (ADFI), National Women Peace Hut network, Youth Alive Liberia (YAL) and National Rural Women Structure (NRWS). All implementing partners identified have extended networks in targeted counties to mobilize these groups.

Implementing partners will ensure the facilitation of discussions between women’s groups, marginalized women and local authorities at ‘county sittings’[[56]](#footnote-56) and hence will strengthen their engagement in the planning and budgeting process. Peacebuilding strategies that have been incorporated in the NAP WPS will be raised during these ‘county sittings’ with the aim of integrating them into the local development planning process. In the area of peacebuilding, there must be a detailed mapping and understanding of local conditions with the participation of women themselves before programmes are designed, formulated or implemented. The ‘one-size-fits-all’ policy, transferring ‘best practices,’ is not always what is needed in many situations of peacebuilding in post conflict contexts[[57]](#footnote-57) .

**Output 2.2. Men, boys and local leaders are aware and understand the rights of women, including marginalized women to participate in public and peacebuilding processes**

To change the dominant traditional cultural perception that the right place for women is their homes and hard security matters and peacebuilding is a masculine domain, the project will conduct a perception assessment and Gender and power analysis to assess their understanding on HR issues, and change existing gender stereotypes in peacebuilding processes. As per existing conflict analysis, violent behavior, humiliation and reputational risks are targeted at women, forcing them to withdraw from participating in political spaces, due to fear or/and self- doubt. The exclusionary politics results in women choosing not to engage in politics and their voice not heard in security related planning, thus limiting conditions for securing peace. Through implementing partners, awareness raising and participatory activities will be rolled out to change gender stereotypes in peacebuilding processes in targeted counties. The male partners and families of beneficiaries of output 2.1, local leaders, religious leaders, will be targeted to reduce the risk of possible resistance and backlash from families.

**Implementation strategy**

This project will be implemented at national level and in two counties namely: Nimba and Grand Bassa and with the support from implementing partners with the capacity to mobilize the most marginalized including rural women, women with disabilities and young women.

Some other strategies for the implementation of this project include:

Technical support for implementation, reporting and monitoring of the NAP WPS, GRB and innovative financing. This will involve placement of dedicated experts to coach and mentor relevant staff within targeted institutions to maximizing learning-by doing while making available specific expertise as needed, for example in innovative financing, HRBA, GRB, gender responsive peacebuilding, monitoring and reporting

Partnership and coalition building. This will involve drawing upon MGCSP and UN Women’s coordination mandate to improve coherence of gender equality efforts cross line ministries and development partners, deepening partnership among and between the NAP steering committee members and the members of the implementation structure of the NAP WPS at national and local level. UN Women will also utilize its presence at the regional and country level across the West African region to further expand opportunities for exchange and collaboration on innovative financing and GRB in order to o enhance the implementation of NAPs on Women Peace and Security.

Furthermore, the project largely seeks to facilitate exchange of knowledge between Liberia and other African countries on implementation of NAP WPS and innovative financing projects for the promotion of GE. Knowledge management and exchange learning will be used across this project to deepen national ownership of the WPS Agenda. Regional and global networks such as the WPS focal point network (Women, Youth, Peace and Security Working Group in West Africa and the Sahel.) will be leveraged to enable a closer coordination among Member States and create space to exchange knowledge and best practices.

Strategic and informed advocacy and communication will be fostered drawing upon previous experiences. Advocacy efforts that will include the development and roll-out of a behavior for communications change campaign. UN Women will also provide financing for women’s organizations to develop joint communications and advocacy initiatives to roll out the behavior change strategy with selected counties.

Capacity development of national and local authorities, including security institutions (LNP) to improve understanding and skills is required for successful implementation of the NAP WPS; and for women, rural women, women with disabilities, and young women to call the state to account for its peace and security obligations. This project views capacity development as a context-specific relational process of collaboration through accompaniment, peer-learning and lived experiences. Plans for trainings, mentoring, and other learning activities will be developed following tailored individual and institutional capacity assessment such as the GRB capacity assessment in LNP and the innovative financing capacity assessment. In addition, with a learning by doing approach, the international innovative financing expert will capacitate targeted government institutions, CSOs, on innovative financing to ensure ownership and sustainability of results.

1. **‘Theory of change’ and assumptions**

IF Targeted Line Ministries, Government Agencies and local governments are aware and have the capacity to implement the peacebuilding activities of the NAP WPS, IF local and national Government institutions and Women Organizations have strengthened capacity on innovative financing and GRB to ensure increased allocation of financial resources for the implementation of the NAP WPS, IF Targeted government institutions at national and local level have access to relevant coordination, monitoring and reporting tools and capacity to use them, IF Women Organizations have strengthened capacities to implement, monitor, report and promote evidenced-based advocacy to ensure implementation of the NAP WPS, and IF Men, boys and local leaders are aware and understand the rights of women, including marginalized women to participate in public and peacebuilding processes,

THEN more women, including rural women, women with disabilities and young women will participate in peacebuilding processes to sustain peace

BECAUSE Targeted Line Ministries, Government Agencies and local governments will implement the NAP WPS in a more effective manner by generating financial resources through innovative financing and GRB and by creating monitoring and accountability mechanisms with their enhanced capacities,

And BECAUSE More women, including marginalized women, in targeted counties will hold the government accountable for the NAP WPS and support the implementation of the peacebuilding related activities of the NAP WPS

The Theory of Change is based on the following assumptions:

Government commitment to implement the WPS agenda at national level;

stakeholders are able/willing to coordinate to maximize impact of their work;

decentralization process is in progress;

Existence of Government commitment to implement the GRB policy.

1. **Project result framework. Annex B**
2. **Project targeting and sequencing strategy**

This intervention will be implemented in Nimba and Gran Bassa which are identified as the main flashpoint counties.[[58]](#footnote-58)  As per the research-based report that outlines findings on conflict factors at the national and county level published by the Peacebuilding Office (Ministry of Internal Affairs), Land/property disputes and corruption top the list in targeted Counties.

In 2016 the Grand Bassa County Service Center (CSC) recorded LD$6,802,310.00 in revenue, the Nimba CSC recorded LD$ 890,260.00. They were the counties that generated more revenue through the CSC. Grand Bassa and Nimba Counties also benefit from a larger share of the County Social Development Funds which is used for development purposes in the county. Implementing (piloting) the PBF project in these two counties (Grand Bassa and Bong) from a GRB perspective will be replicated in other counties.

As per Social Cohesion and Reconciliation (SCORE) index, the indicator ‘confidence in civic and Government institutions’ scores on average is 5.9 on a scale of 0 to 10. The lowest scores are in Grand Bassa (3.6) and Nimba (4.8). In addition, Grand Bassa and Nimba counties scored the lowest points in terms of ‘civic satisfaction’ and the highest in ‘identity marginalization’. There are no major sex differences in all indexes, however the civil engagement indicator score is higher for men (2.5) compared to that of women (1.8). Nimba has the second highest population of women after Montserrado according to Household Income and Expenditure Survey 2016.[[59]](#footnote-59)

The implementing partners and stakeholder of this project include the following:

|  |  |  |
| --- | --- | --- |
|  | Implementing partners | Beneficiaries |
| **Output 1.1 Targeted Government actors at national and local level are aware and have the capacity to implement the NAP WPS** | UN Women, OHCHR, MGCSP, WONGOSOL, WANEP | Around 60 civil servants and decision makers (30 men and 30 women), who were not trained during the first phase of NAP or other existing projects in Liberia will be targeted. This includes local governments and Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, Ministry of Internal Affairs, Liberian National Police, LRA to be benefitted from trainings on the NAP WPS and HRBA  Approximately 500 women and men will benefit from activities related to awareness raising about the importance of implementing the NAP WPS |
| **Output 1.2 Government actors and Women Organizations have strengthened capacity on innovative financing and GRB, to ensure increased allocation of financial resources for the implementation of the NAP WPS.** | UN Women, OHCHR, WONGOSOL | 50 individuals from CSOs and targeted government institutions at national level will benefit from capacity building activities on innovative financing  In addition, 100 individuals (50% female and 50% male) will benefit from GRB/HRBA activities. These include individuals from the planning, budgeting and M&E units, along with gender focal points from the MGCSP, LRA, MIA, MJ, LNP, INCHR, MFDP and targeted local governments. |
| **Output 1.3. Targeted government institutions have access to relevant coordination, monitoring and reporting tools and capacity to use them** | UN Women | 100 individuals at national and County level (50% female and 50% male) will benefit from the activities under output 1.3. |
| **Output 2.1. Women Organizations have strengthened capacities to implement, monitor, report and promote evidence-based advocacy to ensure implementation of the NAP WPS.** | UN Women/ OHCHR /ADFI/FLY /YAL /NAPEX, IREED | Around 250 rural women and young women and women from women’s organizations will benefit from activities under output 2.1 |
| **Output 2.2. Men, boys and local leaders are aware and understand the rights of women, including marginalized women to participate in public and peacebuilding processes** | WONGOSOL, WANEP | Approximately 10,000 women and men will benefit from activities related to perception change in targeted counties. |
| **Total** |  | Approximately 11,050 beneficiaries (6,000 women and 5,050 men) |

The beneficiaries at County level will be jointly identified by implementing partners. This project will use prohibited grounds of discrimination to identify individuals left behind. UN Women and OHCHR and their implementing partners will develop criteria of selection and engage in advance with the respective communities to inform their selection. The implementing partners of this intervention have extensive networks in the selected counties to mobilize the most marginalized, including rural women, youth, and women with disabilities. Implementing partners will be encouraged to use the ‘do not harm’ approach / framework for their interventions at county level. During the community-based meetings, the implementing partners will explain the objectives, beneficiary selection process, time-frame, expected outputs and impact. During the mobilization, it will be explained that due to limited finances the project can only target the most vulnerable beneficiaries.

Timeline and sequencing strategy can be found in Annex B.1

1. **Project management and coordination**
2. **Recipient organizations and implementing partners**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Agency** | **Total budget in previous calendar year** | **Key sources of budget (which donors etc.)** | **Location of in-country offices** | **No. of existing staff, of which in project zones** | **Highlight any existing expert staff of relevance to project** |
| UN Women Liberia | 7 Million USD | Core Funding  Non- Core (Peacebuilding Fund, CIDA, Swedish Embassy, EU ) | UN Women, One UN House PAP Building  3rd Floor  Monrovia 1000, Republic of Liberia | 30 staff members | Gender Responsive Budgeting Specialist, and  Women Peace and Security Specialist |
| OHCHR | 5 Million USD | Swedish funds, PBF/LMPTF, Spotlight | OHCHR  One UN House PAP Building  3rd Floor  Monrovia 1000, Republic of Liberia | 16 staff members | Human rights Officers with expertise in HRBA and Gender |

**MGCSP:** Will ensure overall coordination, monitoring and implementation of the second NAP WPS and will manage and coordinate innovative financing projects.

**MFDP:** Will be the lead Government Agency in promoting GRB and will coordinate the innovative financing projects.

**MoJ:** Will benefit from GRB and Capacity building activities on innovative financing. In addition, the Ministry will gain leverage through coordinating state party reporting process.

**LNP :** Will benefit from GRB set of activities on innovative financing

**LRA:** Will benefit from the GRB related set of activities on innovative financing

**Ministry of Internal Affairs:** Has oversight of county administration and will benefit from the GRB related set of activities

**INCHR:** Will benefit from will benefit from the GRB related set of activities

**Women, Youth, Peace and Security Working Group in West Africa and the Sahel and WPS working group Liberia:** Will be responsible for monitoring the implementation of the NAP WPS and will further support and facilitate learning exchange between Liberia and other countries to ensure the implementation of NAP WPS and innovative financing initiative**.** The platform was set up on the 29th of April 2009 to facilitate the implementation of Security Council Resolution 1325 (2000), which stresses the importance of women’s equal and full participation as active agents in conflict prevention and resolution, as well as peacebuilding and peacekeeping. With the adoption of Security council Resolution 2250 in 2015, this working group was extended to young people. UNOWAS, in close collaboration with UN Women, will coordinate the Women, Youth, Peace and Security Working Group in West Africa and the Sahel, which aims to be an inclusive and multi-stakeholder platform. In Liberia, the network is composed of the Ministry of Gender Children and Social protection and more than 10 women’s organizations and networks working in the area of peacebuilding.

**Women’s NGO Secretariat of Liberia (WONGOSOL) and West Africa Network for Peacebuilding (WAPNET):** Will be responsible for monitoring the implementation of the NAP WPS and will further conduct evidence-based research and develop advocacy tools to underpin WPS commitments and roll out innovative financing projects.

WONGOSOL was established as an organ for coordinating activities of women organizations in Liberia in 1998. This Secretariat coordinates activities of women’s organizations and brings women together to formulate and present their independent views to government on issues affecting women. They have a network of over 104 members across the 15 political sub–divisions. Their membership categorically encompasses Community Based Organization (CBOs), Faith-Based organizations and Non-Governmental Organizations (NGOs). They have expertise that supports building initiatives for women NGOs and CBOs that enables promotion of sustainable peace and security.

WANEP began working in 1998 as a response to the decade-long civil war in Liberia. WANEP works with grassroots organizations in peacebuilding work. As an umbrella organization, WANEP exists to empower local people working on human rights and peacebuilding projects by creating links between community organizations around Liberia and in 13 other West African countries.

[**Institute for Research & Democratic Development**](http://iredd-lr.org/) **(IREDD):** Will be responsible for advocacy initiatives on gender sensitive budget law and strengthening the capacity of vulnerable women on GRB and Government’s planning and budgeting cycle. IREDD is a research and policy advocacy organization that works with grassroots organizations and partners at the local and sub-national level. IREDD works closely with twenty-two local CBOs and marginalized groups throughout the country on issues of peace and security, legislative strengthening and accountability, budgeting and contractual arrangements , human rights and service delivery. Through this work IREDD helps build capacities of local communities so they have the skills to hold the government accountable and ensure voices of common citizens are heard.

**The Association of disabled Females International (ADFI):** Will be responsible for community mobilization, and for conducting evidence-based research and developing advocacy tools to underpin WPS commitments.

ADFI is a Feminist Disabled Organization established in 1996 by some disabled women and other altruists-being cognizant of the numerous problems facing the disabled community, particularly females and children, the founders thought it wise to seek the inclusion of citizens with disabilities in major decision-making processes in the society.

**Liberia national rural Women Structure (LNRW)**  Will be responsible for mobilizing rural women.

LNRW is the umbrella structure of all rural women-based structures at the national, county, district, and community levels. With support from the MGCSP (formerly Ministry of Gender and Development) and UN WOMEN (formerly UNIFEM), the structure was formed jointly in 2007. It is an advocacy platform for rural women to engage government in support of the empowerment of rural women in Liberia. It also supports rural women’s engagement in regional processes and key policy debates (e.g. Land Rights Act, Domestic Violence Act, Constitutional Review Process, Local Governance Act, etc.) The structure works closely with UN Women and other development partners in the mobilization and recruitment of rural women for access to economic empowerment interventions including for rural women’s participation in decision-making processes, peacebuilding and conflict mitigation.

**Liberian National Women Peace Huts:** Will be responsible for mobilizing women from the women peace huts.

Since 2009, Peace Huts have evolved into platforms that have filled critical gaps in terms of consolidating peace, facilitating reconciliation and mediation, and promoting women’s empowerment at the community level. These platforms are, however, not integrated into national peace-building mechanisms and initiatives. To address this, in addition to financially sustaining the network of Peace Huts across the country, UN Women, in collaboration with the Association of Female Lawyers of Liberia (AFELL), worked with all Peace Huts in 2018 to formally register a national body that represents their interests. Since December 2018 the Liberian National Women Peace Huts is a legally registered CBO.

**Federation of Liberian Youth (FLY):** Will be responsible for community mobilization.

FLY is a body in charge of coordinating the efforts of young people in Liberia. Under the mission of facilitating development and empowerment of the youth and students in Liberia, FLY was established in 1974 and registered in 1978. At a time that youth-led development in Africa is at the forefront, FLY envisions a well-developed, integrated, and proactive youth that is ready to impact positive change at the community. It operates under such core values as value-based leadership, youth participation in policy implementation and accountability. Federation of Liberian Youth carries out projects geared towards Sexual and Reproductive Health Rights, gender and social development, youth leadership, vocational education and youth networks.

**Youth Alive Liberia (YAL):** Will be responsible for mobilizing young people from diverse backgrounds such as youth in informal sector and rural youth as well as disadvantaged youth. Youth Alive Liberia is a registered NGO and implements integrated youth development programs intervening in health, education and livelihood sector for young people aged 18-35 years as the primary target. YAL brings a lot of experience spanning over six years working with young people ( children, adolescents and young adults) focusing on building their active agency to participate and influence public policy and practice through youth led and youth focused advocacy campaigns. Programmatically, YAL over time has developed youth Peer led models and approaches like group-based approaches and models that have proved successful in mobilizing young people for integrated SRH/HIV, Human Rights and livelihood services. YAL has extensive experience in mobilization, linkage to support/services, advocacy for the rights of women and girls and marginalized youth using the Peer-to-peer approach, use of IEC materials, community participation and ownership, partnerships and networks.

1. **Project management and coordination**

**Project Management Board**. The Project will have a Project Management Board. The Board will include the Minister of Gender, Children and Social Protection; the Minister of Justice; and the Minister of Finance and Development. The Country Representatives of the two participating UN Agencies OHCHR and UN Women are will also be members. The Representative of UN Women, and Minister of Gender Children and Social Protection will be the co-chairs of the Project Management Board. Both will also represent the project at the Peacebuilding Fund Steering Committee. The board will also include one member from the Implementing organizations. A National project Officer (UN Women) will serve as the secretary for the board.

**Project Management Team**. The Project Management Team (PMT) will be led by UN Women to support coordination with OHCHR, and the Government of Liberia.  UN Women will assign a National Project Officer (NOC) to coordinate and manage the Project. The Project Officer will be tasked with the responsibility of reporting to the Project Board on the implementation of activities, achievement of results, and financial accountability of the project. The Project Officer will also coordinate activities between the UN Agencies, Taskforce and the Implementing partners ensuring that all the activities are complementary and that implementation and monitoring of   the project is in line with the endorsed work plan and M&E framework. Additionally, the Project Officer will work closely with the Government and CSO partners providing technical support where needed.  As part of the project management team, OHCHR will have a focal point (International UNV partially funded by the Peacebuilding Fund) for the oversight and implementation of the activities it contributes to. The PMT also includes focal persons from government institutions and CSO.

**Implementation**

At the National level, UN Women Project Officer (WPS programme Specialist), OHCHR HRO (UNV) will provide technical support to Government and CSO for quality assurance and capacity building purposes. UN Women’s GRB Officer will provide technical support for the implementation of the activities related to GRB and innovative financing. The salary of the GRB Officer will be partially funded by the Peacebuilding Fund**.** At the sub-national level, UN Agencies will work through national partners to carry out the capacity building exercises and support the rollout activities like outreach activities, awareness raising campaigns, etc.

**Quality Assurance**

Project quality assurance is responsibility of UN Women and OHCHR’s project managers. Their role is to ensure that appropriate project management measures are put in place and the milestones and targets are achieved in a quality and timely manner.

**Project implementation Team**

The project implementation team will be responsible of the implementation of the project. The team will be comprised of the following International and National Staff:

|  |  |
| --- | --- |
| **UN Women** | **OHCHR** |
| Country Deputy Representative- Not Funded by PBF  WPS Programme Specialist –Partially funded by PBF  GRB Programme Specialist -Partially funded by PBF  Finance Associate- Not Funded by PBF  Logistic and supply team- Not Funded by the PBF  M&E specialist- Not Funded by the PBF  Driver- Not Funded by the PBF | HR Officer- Partially funded by the PBF (IUNV) (42%)  Deputy Country Representative- Not funded by the PBF  Human Rights Officer-Not funded by the PBF;  Finance/Admin Officer- Not funded by the PBF  M & E Officer- Not funded by the PBF  Driver- Not funded by the PBF |
| 11% of the requested grant will be allocated to staffing | |

1. **Risk management**

The following matrix explains the detailed risk analysis and contingency plan of the proposed action.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Risk analysis | Type of risk | Risk level | Likelihood  Almost  certain - 5  Likely - 4  Possible –3 Unlikely –2 Rare - 1 | Contingency plan/ mitigation strategy | Responsible unit |
| Remoteness of targeted areas and poor roads to reach project sides | Physical | Low | 5 | Implementing partners have presence in counties | UN Women |
| More vulnerable and poor groups cannot attend trainings and workshops due to lack of transport means | Economic/social | Very high | 4 | Workshops will be organized at sites where community members convene, and transport costs will be provided for participants | OHCHR/ UN Women and Implementing partners |
| Raised funds through innovative financing intervention not being used for what they are intended | Economic/social | Medium | 3 | An accountability and transparency mechanism will be put in place to ensure that the funds generated are used for what were intended | UN Women/ OHCHR |
| Women are unable to participate in trainings /workshops and events due to reproductive work burden (domestic work, child caring, adult care, caring for sick) | Social/gender | High | 4 | Gender and power analysis will be conducted at the inception phase of the project to inform the best approach for implementation and ensure women’s participation in events and activities without being over-burdened | UN Women |
| Fragility of the peace, civil  unrest | Social | Medium | 2 | The project addresses the conflict triggers of the Country through the implementation of the NAP WPS. Strong emphasis on peace process by the UN and mediation support will be provided to the Government and opposition | RCO |
| Possible resistance and backlash from most traditional parts of society to women’s increased influence and leadership | Social/Gender | High | 4 | Awareness raising campaigns will be roll out in targeted Counties targeting men and boys and local leaders | UN Women/ OHCHR |

The identified risks will be monitored and managed on a regular basis to ensure that the project is on track to achieve its desired long-term and short-term objectives. The risk review will be included in the project monitoring plans.

1. **Monitoring and evaluation**

UN Women and OHCHR will ensure establishment of functional management, monitoring and evaluation mechanisms at all levels with particular attention to: (i) efficiency in resource management; (ii) the effectiveness of implemented actions and the quality of the annual and final results; (iii) the ability to generate sustainable results and impacts, especially through the implementation of standardized and replicable processes, (iv) ensure annual planning, updating data, periodic reviews, joint field missions, documentation of good practices (v) synergies between the different components of the project, and with other PBF projects/peacebuilding projects funded by other partners.

UN Women as a lead agency will take full responsibility for the coordination of M&E responsibilities to ensure the effective and efficient implementation of the project. This will be done in close consultation with OHCHR. The monitoring system of the project will feed into the M&E system of the NAP WPS. The approximate budget allocated for M&E is USD 81,500 (5.4% of the total budget).

Key monitoring and evaluation actions include:

* Develop joint plan and an M&E plan.
* Recruit an M&E Consultant who will conduct a baseline study of the project and support the Government to develop the M&E system of the NAP WPS and further strengthen capacities and develop monitoring and reporting tools.
* Conduct trainings on Results Based Management for Government and CSO implementing partners.
* Quarterly project implementation review meetings with partners
* Quarterly joint monitoring field visits. Nature of the monitoring visits may vary according to the monitoring calendar and as per need i.e. focus of UN Women will be on gauging outputs leading to results during the monitoring visits.
* Carry out spot checks on selected project sites
* Review quarterly project reports of implementing partners
* Organize a mid-term program team retreat with key project implementing partners to assess progress on implementation and potentially adjust interventions as required.
* Develop Terms of Reference (ToR) for an external Evaluation consultant and commission an end of project independent evaluation to document lessons learnt to inform future programs and initiatives. The summative evaluation process will determine the extent to which the project outcomes were achieved. The end of project evaluation report will include impacts, lessons learned, future perspectives and recommendations. The evaluation process will be coordinated by UN Women as a lead agency in close consultation with OHCHR evaluation team in recruiting and facilitating the evaluation process.

Under the orientation of the PBF Technical Secretariat in Liberia, UN Women and OHCHR will consolidate a periodic technical and financial report in line with PBF guidelines.

1. **Project exit strategy/ sustainability**

The proposed project will build capacity of government institutions in charge of the implementation of the NAP WPS, using different approaches such as learning by doing, trainings, workshops, production of knowledge products. The capacity building will sustain development progress beyond the duration of support from this project.

Investment in awareness raising and capacity development help these institutions understand their role better and therefore deliver better quality services. Building ownership at individual as well as institutional levels is crucial to the sustainability and hence exit strategy of this project. The extent of ownership would catalyze self-sustaining development given the mandates of these institutions. Ownership will be built from the onset with an inception workshop for all responsible parties and stakeholders, throughout project implementation through use of participatory approach to achieving results, including the development of capacity development plans, roll out of these, etc. The intervention will strengthen the capacity of targeted county governments and make them more accountable, especially in matters related to equitable access to resources, representation, responsiveness to different interest of women and other marginalized groups. At county level, rights holders are expected to witness tangible improvement in their leadership abilities, and performance of the local government bodies in particular, effective service delivery to women and marginalized groups.

The project through the intervention of implementing partners will aim at changing perceptions of women, men and local leaders about women’s role in public sphere and peacebuilding processes. In addition, the project aims at changing the perception of women and vulnerable women about local governance, and their knowledge about their rights, mechanism and processes through which women can articulate their needs and exercise their rights and obligations at local level.

The GRB and innovative financing elements of the project are catalytic in nature and will ensure sustained results. By the end of the project it is expected to have innovative financing mechanisms and a pool of civil servants and members from women’s organizations with the capacity to design and roll out and manage innovative financing mechanisms. The innovative financing mechanisms and GRB tool will facilitate the generation of resources for the implementation of the second NAP WPS (2019-2023).

In addition, the UN Agencies will support the Government to organize a Gender Donor Forum to present the results of the project with the aim to mobilize additional resources[[60]](#footnote-60). Through the support to the Ministry of Finance and Development Planning to implement the GRB policy and strengthen the capacity of targeted government organizations, the project aims to enhance the government’s allocation of resources for the implementation of the NAP WPS, and thus sustaining the results of this intervention

1. **Project budget**

40% of the project budget will be allocated to national CSOs (especially women- and youth-led organizations) to implement the activities described in the log frame. Further details can be found in the budget in **Annex D.**

The budget will be provided in two tranches with the second tranche being released upon demonstration by the project (by the Coordinating Agency on behalf of the project and through the Resident Coordinator’s Office or PBF Secretariat) that the first tranche has been expensed or committed to at least 75% between the recipients and upon completion of any regular PBF reports due in the period elapsed. Additional tranches or conditions may be added depending on the project context, implementation capacity, and level of risk.

**Annex A.1: Project Administrative arrangements** **for UN Recipient Organizations**

*(This section uses standard wording – please do not remove)*

The UNDP MPTF Office serves as the Administrative Agent (AA) of the PBF and is responsible for the receipt of donor contributions, the transfer of funds to Recipient UN Organizations, the consolidation of narrative and financial reports and the submission of these to the PBSO and the PBF donors. As the Administrative Agent of the PBF, MPTF Office transfers funds to RUNOS on the basis of the [signed Memorandum of Understanding](http://mptf.undp.org/document/download/10425) between each RUNO and the MPTF Office.

**AA Functions**

On behalf of the Recipient Organizations, and in accordance with the UNDG-approved “Protocol on the Administrative Agent for Multi Donor Trust Funds and Joint Programmes, and One UN funds” (2008), the MPTF Office as the AA of the PBF will:

* Disburse funds to each of the RUNO in accordance with instructions from the PBSO. The AA will normally make each disbursement within three (3) to five (5) business days after having received instructions from the PBSO along with the relevant Submission form and Project document signed by all participants concerned;
* Consolidate the financial statements (Annual and Final), based on submissions provided to the AA by RUNOS and provide the PBF annual consolidated progress reports to the donors and the PBSO;
* Proceed with the operational and financial closure of the project in the MPTF Office system once the completion is completed by the RUNO. A project will be considered as operationally closed upon submission of a joint final narrative report. In order for the MPTF Office to financially closed a project, each RUNO must refund unspent balance of over 250 USD, indirect cost (GMS) should not exceed 7% and submission of a certified final financial statement by the recipient organizations’ headquarters);
* Disburse funds to any RUNO for any costs extension that the PBSO may decide in accordance with the PBF rules & regulations.

**Accountability, transparency and reporting of the Recipient United Nations Organizations**

Recipient United Nations Organizations will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each RUNO in accordance with its own regulations, rules, directives and procedures.

Each RUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the PBF account. This separate ledger account shall be administered by each RUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the RUNO.

Each RUNO will provide the Administrative Agent and the PBSO (for narrative reports only) with:

|  |  |  |
| --- | --- | --- |
| Type of report | Due when | Submitted by |
| Semi-annual project progress report | 15 June | Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist |
| Annual project progress report | 15 November | Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist |
| End of project report covering entire project duration | Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides) | Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist |
| Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it | 1 December | PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not. |

Financial reporting and timeline

|  |  |
| --- | --- |
| **Timeline** | **Event** |
| **30 April** | Annual reporting – Report **Q4 expenses** (Jan. to Dec. of previous year) |
| ***Certified final financial report to be provided by 30 June of the calendar year after project closure*** | |

UNEX also opens for voluntary financial reporting for UN recipient organizations the following dates

|  |  |
| --- | --- |
| **31 July** | Voluntary Q2 expenses (January to June) |
| **31 October** | Voluntary Q3 expenses (January to September) |

Unspent Balance exceeding USD 250, at the closure of the project would have to been refunded and a notification sent to the MPTF Office, no later than six months (30 June) of the year following the completion of the activities.

**Ownership of Equipment, Supplies and Other Property**

Ownership of equipment, supplies and other property financed from the PBF shall vest in the RUNO undertaking the activities. Matters relating to the transfer of ownership by the RUNO shall be determined in accordance with its own applicable policies and procedures.

**Public Disclosure**

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (http://unpbf.org) and the Administrative Agent’s website (<http://mptf.undp.org>).

**Annex A.2: Project Administrative arrangements** **for Non-UN Recipient Organizations**

*(This section uses standard wording – please do not remove)*

**Accountability, transparency and reporting of the Recipient Non-United Nations Organization:**

The Recipient Non-United Nations Organization will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each recipient in accordance with its own regulations, rules, directives and procedures.

The Recipient Non-United Nations Organization will have full responsibility for ensuring that the Activity is implemented in accordance with the signed Project Document;

In the event of a financial review, audit or evaluation recommended by PBSO, the cost of such activity should be included in the project budget;

Ensure professional management of the Activity, including performance monitoring and reporting activities in accordance with PBSO guidelines.

Ensure compliance with the Financing Agreement and relevant applicable clauses in the Fund MOU.

**Reporting:**

Each Receipt will provide the Administrative Agent and the PBSO (for narrative reports only) with:

|  |  |  |
| --- | --- | --- |
| **Type of report** | **Due when** | **Submitted by** |
| Bi-annual project progress report | 15 June | Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist |
| Annual project progress report | 15 November | Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist |
| End of project report covering entire project duration | Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides) | Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist |
| Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it | 1 December | PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not. |

Financial reports and timeline

|  |  |
| --- | --- |
| **Timeline** | **Event** |
| **28 February** | Annual reporting – Report **Q4 expenses** (Jan. to Dec. of previous year) |
| **30 April** | Report **Q1 expenses** (January to March) |
| **31 July** | Report **Q2 expenses** (January to June) |
| **31 October** | Report **Q3 expenses** (January to September) |
| ***Certified final financial report to be provided at the quarter following the project financial closure*** | |

Unspent Balance exceeding USD 250 at the closure of the project would have to been refunded and a notification sent to the Administrative Agent, no later than three months (31 March) of the year following the completion of the activities.

**Ownership of Equipment, Supplies and Other Property**

Matters relating to the transfer of ownership by the Recipient Non-UN Recipient Organization will be determined in accordance with applicable policies and procedures defined by the PBSO.

**Public Disclosure**

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (http://unpbf.org) and the Administrative Agent website (http:www.mptf.undp.org)

**Final Project Audit for non-UN recipient organization projects**

An independent project audit will be requested by the end of the project. The audit report needs to be attached to the final narrative project report. The cost of such activity must be included in the project budget.

**Special Provisions regarding Financing of Terrorism**

Consistent with UN Security Council Resolutions relating to terrorism, including UN Security Council Resolution 1373 (2001) and 1267 (1999) and related resolutions, the Participants are firmly committed to the international fight against terrorism, and in particular, against the financing of terrorism.  Similarly, all Recipient Organizations recognize their obligation to comply with any applicable sanctions imposed by the UN Security Council.  Each of the Recipient Organizations will use all reasonable efforts to ensure that the funds transferred to it in accordance with this agreement are not used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime.  If, during the term of this agreement, a Recipient Organization determines that there are credible allegations that funds transferred to it in accordance with this agreement have been used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime it will as soon as it becomes aware of it inform the head of PBSO, the Administrative Agent and the donor(s) and, in consultation with the donors as appropriate, determine an appropriate response.

**Non-UN recipient organization (NUNO) eligibility:**

In order to be declared eligible to receive PBF funds directly, NUNOs must be assessed as technically, financially and legally sound by the PBF and its agent, the [Multi Partner Trust Fund Office (MPTFO)](http://mptf.undp.org/overview/office). Prior to submitting a finalized project document, it is the responsibility of each NUNO to liaise with PBSO and MPTFO and provide all the necessary documents (see below) to demonstrate that all the criteria have been fulfilled and to be declared as eligible for direct PBF funds.

The NUNO must provide (in a timely fashion, ensuring PBSO and MPTFO have sufficient time to review the package) the documentation demonstrating that the NUNO:

* Has previously received funding from the UN, the PBF, or any of the contributors to the PBF, in the country of project implementation
* Has a current valid registration as a non-profit, tax exempt organization with a social based mission in both the country where headquarter is located and in country of project implementation for the duration of the proposed grant. (**NOTE**: If registration is done on an annual basis in the country, the organization must have the current registration and obtain renewals for the duration of the project, in order to receive subsequent funding tranches)
* Produces an annual report that includes the proposed country for the grant
* Commissions audited financial statements, available for the last two years, including the auditor opinion letter. The financial statements should include the legal organization that will sign the agreement (and oversee the country of implementation, if applicable) as well as the activities of the country of implementation. (**NOTE**: If these are not available for the country of proposed project implementation, the CSO will also need to provide the latest two audit reports for a program or project-based audit in country.) The letter from the auditor should also state whether the auditor firm is part of the nationally qualified audit firms.
* Demonstrates an annual budget in the country of proposed project implementation for the previous two calendar years, which is at least twice the annualized budget sought from PBF for the project[[61]](#footnote-61)
* Demonstrates at least 3 years of experience in the country where grant is sought
* Provides a clear explanation of the CSO’s legal structure, including the specific entity which will enter into the legal agreement with the MPTF-O for the PBF grant.

**Annex B: Project Results Framework** **(MUST include sex- and age disaggregated data)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Impact:** More women, including marginalized women, enjoy their rights and participate in peacebuilding processes to sustain peace | | | | |
| **Outcomes** | **Outputs** | **Indicators** | **Means of Verification/ frequency of collection** | **indicator milestones**  **(after one year of implementation)** |
| **Outcome 1:**  **Targeted Line Ministries[[62]](#footnote-62) Government Agencies and local governments are implementing the NAP WPS in a more effective manner by generating financial resources through innovative Financing and GRB and by creating monitoring and accountability mechanisms and capacities.**  (Any SDG Target that this Outcome contributes to)  This Outcome contributes to  SDG 5 and 16 , 2015 UPR recommendation 100.131. (A/HRC/30/4/Add.1 - Para. 131) and the 2015 Concluding Observations of CEDAW |  | Outcome Indicator 1 a . Number of Line Ministries and Government Agencies that allocate resources for the implementation of the NAP WPS  Baseline: 1 Ministry of Justice (2019)  Target (2021): At least 2 additional | * Government’s Gender budget statements * Quarterly financial reports from MFDP | One Ministry or Government Agency per year |
| Outcome Indicator 1 b. Amount of resources allocated by the government for the implementation of the NAP WPS  Baseline: USD 16,000 (2019)  Target: At least USD 50,000 (2021/2022 budget cycle) | * Government’s Gender budget statements * Quarterly financial reports from MFDP | At least USD 25,000 (2020/2021 budget cycle) |
| Outcome Indicator 1. c. Number of innovative financing mechanism developed nationally and started mobilizing resources  Baseline 2019: 0  Target 2021: At least 2 | * Reports from Innovative financing Consultant * Monitoring reports | An Innovative financing strategy developed |
| **Output 1.1. Output 1.1 Targeted Government actors at national and local level are aware and have the capacity to implement the NAP WPS**  Activity 1.1.1. Assessment of the knowledge gap on gender, masculinities, human rights standards, HRBA and NAP WPS  Activity 1.1.2. Roll-out awareness raising activities, develop and disseminate user-friendly knowledge products, toolkits to support the implementation of project activities.  Activity 1.1.3. Deliver trainings to relevant line Ministries, and local governments on gender, masculinities and human rights standards and NAP WPS and HRBA | Output Indicator 1.1.1 Number of civil servants (Budget Officers, M&E officers, Gender Focal persons and members of the gender units) and decision makers from targeted Ministries and Government agencies (Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, MIA, Liberian National Police, LRA) local governments with enhanced knowledge on the NAP WPS and HRBA  Baseline: 58 civil servants (28 men and 30 women) from security institutions with enhanced knowledge on the NAP WPS and HRBA (2018)  Target: At least 60 additional civil servants and decision makers (50 men and 50 women) from targeted Government Agencies and local governments with enhanced knowledge on the NAP WPS and HRBA | * Analysis of Pre and post tests | At least 60 additional civil servants and decision makers with enhanced knowledge on the NAP WPS and HRBA |
| Output Indicator 1.1.2 Number of civil servants (Budget Officers, M&E officers, Gender Focal persons and members of the gender units) and decision makers from targeted counties with enhanced knowledge on the NAP WPS  Baseline: 0 (2019)  Target: At least 25 officials and decision makers from targeted counties (Nimba and Grand Bassa) with enhanced knowledge on WPS and WHR commitments | * Analysis of Pre and post tests | At least 15 officials and decision makers from targeted counties (Nimba and Grand Bassa) with enhanced knowledge on the NAP WPS |
| **Output 1.2 Government actors and Women Organizations have strengthened capacity on innovative financing and GRB, to ensure increased allocation of financial resources for the implementation of the NAP WPS.**  List of activities under this Output:  1.2.1.Conduct an individual and institutional assessment on GRB (LNP)  1.2.2 Develop advocacy and policy tools to facilitate the integration of the NAP WPS into planning and budgeting processes  1.2.3 Conduct County gender Assessments to inform the planning and budgeting process in targeted counties  1.2.4. Organize tailored gender responsive planning, and budgeting trainings including mentoring sessions to ensure that national and local budgets (county social development Fund) integrate actions from the NAP WPS  1.2.5 Conduct an assessment on innovative financing and develop a strategy and roll out trainings on innovative financing for the implementation of NAP WPS.  1.2.6 Jointly roll out, systematize, implement, monitor innovative financing projects by CSOs, Government and UN Agencies.  1.2.7. Facilitate learning exchange programs between Liberia and other countries on implementation of NAP WPS and innovative financing for the promotion of GE, through the 1325 Regional network. | Output Indicator 1.2.1 Number of civil servants (Budget Officers, M&E officers, Gender Focal persons and members of the gender units) and decision makers from targeted Ministries and Government agencies (Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, Ministry of Health, Liberian National Police) with enhanced knowledge on innovative financing  Baseline:0  Target: At least 25 of civil servants (15 women and 10 men) and decision makers from targeted Ministries and Government agencies (Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, Ministry of Health, LNP) with enhanced knowledge on innovative financing | * Analysis of Pre and post tests | At least 25 of civil servants (15 women and 10 men) and decision makers from targeted Ministries and Government agencies (Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, Ministry of Health) that are involved in an innovative financing project |
| Output Indicator 1.2.2 Number of civil servants (Budget Officers, M&E officers, Gender Focal persons and members of the gender units) and decision makers from targeted Ministries and Government agencies (Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, Ministry of Health,INCHR and LNP) and local governments (Gran Bassa, Nimba) with enhanced knowledge GRB/ HRBA  Baseline:0  Target: At least 100 (50 men and 50 women) | * Analysis of Pre and post tests | At least 50 of civil servants (25 women and 25 men) (Budget Officers, M&E officers, Gender Focal persons and members of the gender units) and decision makers from targeted Ministries and Government agencies (Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, Ministry of Health,INCHR and LNP) with enhanced knowledge GRB/ HRBA |
| Output Indicator 1.2.3. Number of GRB tools developed to support the localization of the NAP WPS  Baseline:0  Target: At least 3 tools | * Analysis of Pre and post tests | At least 2 tools |
| Output Indicator 1.2.4. Number of members from CSOs, including women’s rights advocates with enhanced knowledge on GRB/HRBA and innovative financing for monitoring the allocation and management of resources for the implementation of the NAP WPS .  Baseline:0  Target: At least 25 (10 men and 15 women) | * Analysis of Pre and post tests | At least 15 |
| **Output 1.3. Targeted government institutions have access to relevant coordination, monitoring and reporting tools and capacity to use them**  List of activities under this Output:  1.3.1 Develop an M&E Plan and tools to track progress in the implementation of the NAP WPS  1.3.2. Provide trainings on monitoring and tracking the implementation of the NAP WPS  1.3.3.Provide trainings on reporting the implementation of the NAP WPS including treaty reporting (UPR, CRPD, CEDAW) . | Output Indicator 1.3.1 Number of Monitoring and reporting tools developed and used by Government institutions  Baseline:0  Target: At least 3 | * Reports from Consultants | At least 1 |
| Output Indicator 1.3.2 Number of civil servants (M&E officers, Planning Officers) from targeted Line Ministries and Government Agencies (MGSCP, LNP, MoJ, MFDP, MIA, INCHR)  with enhanced knowledge on monitoring the implementation of the NAP WPS and monitoring software  Baseline: 0  Target: At least 100 (50 men and 50 women) | * Analysis of Pre and posts tests | At least 100 (50 men and 50 women) civil servants (M&E officers, Planning Officers) from targeted Line Ministries and Government Agencies (MGSCP, LNP, MoJ, MFDP, MIA, INCHR, Disability commission)  with enhanced knowledge on monitoring and monitoring software |
| Output Indicator 1.3.3 Number of civil servants identified as focal points from targeted line Ministries and Agencies  with enhanced knowledge on monitoring, and reporting of UPR and treaty reporting (CEDAW, CRPD)  Baseline: 10 (2019)  Target: At least 100 additional (50 men and 50 women) | Analysis of Pre and posts tests  Reports from Consultants | At least 50 from Ministry of Justice, MGCSP, MIA, MFDP, Disability commission, INCHR |
| **Outcome 2:**  More women, including marginalized women, in targeted counties hold the government accountable for the NAP WPS and support the implementation of the peacebuilding related activities of the NAP WPS  This Outcome contributes to  SDG 5 and 16 , 2015 UPR recommendation 100.142  (A/HRC/30/4/Add.1 - Para. 142 ) and  2015 Concluding Observations of CEDAW |  | Outcome Indicator 2 a. Number of Targeted Counties (Grand Bassa and Nimba) that integrate peacebuilding activities from the NAP WPS into local plans and budgets  Baseline:0  Target: At least 2 counties | Report from implementing partners  Local plans and budgets | At least one targeted local government |
| Outcome Indicator 2 b Women, including marginalized women in targeted counties (Grand Bassa and Nimba), that participate in local sittings.  Baseline: 0  Target: At least 25 by the end of the project | Report from implementing partners | At least 15 |
| **Output 2.1. Women Organizations have strengthened capacities to implement, monitor, report and promote evidence-based advocacy to ensure implementation of the NAP WPS.**  List of activities under this Output:  2.1.1.ToT for women’s organizations on GRB  2.1.2. Conduct trainings on advocacy, HRBA and social auditing, and share findings with local authorities  2.1.3 Develop knowledge products and train  Women Organizations on monitoring, and treaty-related reporting.  2.1.4. Train marginalized women to ensure their participation at county sittings during discussions on county social development funds  2.1.5 Support participatory consultations with women, including marginalized women to ensure women’s perspectives on security and peacebuilding are integrated into planning and budgeting processes. | Output Indicator 2.1.1 Number of women from targeted women’s organizations and networks with capacities to monitor the implementation of the NAP WPS  Baseline:0  Target: At least 50 | Report from Consultants | At least 25 organizations by the end of 2020 |
| Output Indicator 2.1.2 Number of women from targeted women’s organizations and networks with capacities to report on the implementation of the NAP WPS, including through shadow reports  Baseline: 0  Target: At least 5 | Report from Consultants | At least 2 |
| Output 2.2. Men, boys and local leaders are aware and understand the rights of women, including marginalized women to participate in public and peacebuilding processes  List of activities under this Output:  2.2.1. Conduct a perception assessment and Gender and power analysis to inform the communication activities to assess their understanding on HR issues,  change existing gender stereotypes in peacebuilding processes  2.2.2 roll-out communication activities and awareness raising activities to change gender stereotypes in peacebuilding processes including using performing and visual arts, local radios, and cultural and religious events.  2.2.3 monitor changes in perception through post activity perception survey . | Output Indicator 2.2.1 Number of targeted beneficiaries (disaggregated by sex, and age) with increased awareness about GE, traditional gender norms and stereotypes that perpetuate gender discrimination  Baseline: 0 (2019)  Target: At least 150 ( 20 women and 130 men) | Perception assessment and End-of project evaluation results  Monitoring report from implementing partners | Perception assessment conducted |
| Output Indicator 2.2.2 Number of targeted beneficiaries (disaggregated by sex, and age) that recognize the right of women to participate in public and peacebuilding processes.  Baseline:0 (2019)  Target: At least 150 ( 20 women and 130 men) | Perception assessment and End-of project evaluation results  Monitoring report from implementing partners | Perception assessment conducted |

**Annex B.1. Timeline and sequencing strategy**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Activities and outputs | Lead Agency | January- Mar | | | April-June | | | July-Sept | | | Oct- Dec | | | January- Mar | | | April-June | | |
| **Output 1.1.Targeted Government actors are aware and have the capacity to implement the NAP WPS** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Assessment of the knowledge gap on gender, masculinities, human rights standards, HRBA and NAP WPS | OHCHR |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Roll-out awareness raising activities, develop and disseminate user-friendly knowledge products, toolkits to support the implementation of project activities. | UN Women and implementing partner (CSO) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Deliver trainings to relevant line Ministries, and local governments on gender, masculinities and human rights standards and NAP WPS (Toolkit) and HRBA | UN Women /OHCHR |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Output 1.2 Government actors and Women Organizations have strengthened capacity on innovative financing and GRB, to ensure increased allocation of financial resources for the implementation of the NAP WPS.** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Conduct an individual and institutional assessment on GRB (LNP and Counties) | UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Develop advocacy and policy tools to facilitate the integration of the NAP WPS into planning and budgeting processes. | UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Conduct County gender Assessments to inform the planning and budgeting process in targeted counties | UN Women and CSOs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Organize tailored gender responsive planning, and budgeting trainings including mentoring sessions to ensure that national (innovative financing) and local budgets (county social development fund) integrate actions from the NAP WPS | UN Women and implementing partner (CSO)/ OHCHR |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Conduct an assessment on innovative financing, develop a strategy and roll out trainings on innovative financing for the implementation of NAP WPS. | UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Jointly roll out, systematize, implement, and monitor innovative financing projects by CSOs, Government and UN Agencies. | UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Facilitate learning exchange programs between Liberia and other countries on implementation of NAP WPS and innovative financing for the promotion of GE through the 1325 Regional network | UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Output 1.3. Targeted government institutions have access to relevant coordination, monitoring and reporting tools and capacity to use them** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Develop an M&E Plan and tools to track progress in the implementation of the NAP WPS. | UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Provide trainings on monitoring and tracking the implementation of the NAP WPS | UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Provide trainings on reporting the implementation of the NAP WPS including treaty reporting (UPR, CRPD, CEDAW) . | UN Women/OHCHR |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Disseminate TORs of the implementation structure, and organize steering committee meetings | UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Output 2.1. Women Organizations have strengthened capacities to implement, monitor, report and promote evidence-based advocacy to ensure implementation of the NAP WPS**. | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Conduct a Training of Trainers (ToT) for women’s organizations on GRB, HRBA, and Social Audit | UN Women /OHCHR |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Conduct trainings on advocacy, HRBA, GRB, NAP WPS , social auditing and share findings with local authorities | UN Women /OHCHR |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Develop knowledge products and train Women Organizations on monitoring, and treaty-related reporting | CSO |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Train marginalized women to ensure their participation at county meetings during discussions on county social development funds (including HRBA and NAP WPS). | CSOs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Support participatory consultations with women, including marginalized women to ensure women’s perspectives on security and peacebuilding are integrated into planning and budgeting processes. | CSOs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Output 2.2. Men, boys and local leaders are aware and understand the rights of women, including marginalized women to participate in public and peacebuilding processes** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Conduct a perception assessment and Gender and power analysis to inform to assess their understanding on HR issues, and change existing gender stereotypes in peacebuilding processes . | CSOs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Roll-out communication activities and awareness raising activities to change gender stereotypes in peacebuilding processes including using performing and visual arts, local radios, and cultural and religious events | CSOs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Monitor changes in perception through post activity perception survey. | CSOs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| M&E | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Baseline study | OHCHR/UN Women |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Evaluation | UN Women/OHCHR |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Monitoring | UN Women/OHCHR |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

**Annex C: Checklist of project implementation readiness**

|  |  |  |  |
| --- | --- | --- | --- |
| Question | Yes | No | Comment |
| 1. Have all implementing partners been identified? If not, what steps remain and proposed timeline | X |  |  |
| 1. Have TORs for key project staff been finalized and ready to advertise? Please attach to the submission | X |  |  |
| 1. Have project sites been identified? If not, what will be the process and timeline | X |  |  |
| 1. Have local communities and government offices been consulted/ sensitized on the existence of the project? Please state when this was done or when it will be done. | X |  |  |
| 1. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? If not, what analysis remains to be done to enable implementation and proposed timeline? | X |  |  |
| 1. Have beneficiary criteria been identified? If not, what will be the process and timeline. | X |  |  |
| 1. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution? | X |  |  |
| 1. Have clear arrangements been made on project implementing approach between project recipient organizations? | X |  |  |
| 1. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take? | N/A | |  |

**Annex D: Detailed and UNDG budgets (attached Excel sheet)**

**Annex E. TORs of the staff**

**DESCRIPTION OF ASSIGNMENT**

**1. Type of Assignment: International UN Volunteer**

**2. Type of Assignment Place:** *Non-Family Duty Station*

**3. Assignment Title: Human Rights Officer**

**4. Link with UNV Strategic Framework: Peacebuilding**

**5. Duty Station, Country: Monrovia**

**6. Duration (in months): 12**

**7. Expected Starting Date:**

**8. Host Agency/Host Institute: UN Office of the High Commissioner for Human Rights (OHCHR)**

**9. Organizational Context/Project:** The Office of the High Commissioner for Human Rights (OHCHR) Liberia is established in Liberia to enhance national capacity to promote, protect and monitor human rights; to support Liberia’s compliance with regional and international human rights norms and standards. It facilitates the fulfilment of human rights obligations and sustainable national reconciliation in Liberia. Areas of engagement include support to civil society, media and community based organisations including youth and women groups in addressing and highlighting specific human rights issues; monitor and report on sexual and gender-based violence (SGBV) and harmful traditional practices (HTP and support improved coordination between relevant actors on accountability for these violations.

**10. Description of tasks:**

Under the direct supervision of Deputy Country Representative in the Office of the High Commissioner for Human Rights Liberia, the UN Volunteer will undertake the following tasks:

* Facilitate the implementation of human rights mandate in the designated area of Women, Peace and Security (WPS) with responsibility to carry out capacity building on Human Rights Based Approach (HRBA) for different stakeholders aiming at the establishment of an environment of mutual understanding in respect to the human rights by establishing and maintaining regular work relations with local authorities, international and national organizations and civil society;
* Plan and coordinate activities related to human rights, including from a gender perspective, in the designated area of assignment;
* Conduct substantive research and analysis of human rights issues/events and assess their impact on the human rights situation in assigned region;
* Collect, analyse and report on human rights data and indicators in relation to the office fight against impunity priorities and work plans, including gender-specific data and indicator;
* Prepare case files for submission to the judicial authorities and for inclusion in the database;
* Participate in planning exercises to the elaboration of work plan for area assigned in accordance with established terms of reference, ensuring that human rights issues, including their gender equality dimensions considerations, are integrated into political, humanitarian and economic efforts and programmes;
* Participate and implement capacity-building efforts of the judiciary with respect to investigation activities on emblematic cases of human rights violations;
* Participate and implement strategic activities aimed at promoting access to justice, transitional justice and justice reform in view of ending impunity;
* Write a variety of reports, communications, briefings, statements, etc., including to policy-making bodies;
* Keep the supervisor regularly informed on developments concerning the human rights situation;
* Perform other related tasks as may be assigned by the Representative/Deputy Representative.

Furthermore, UN Volunteers are required to:

* Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day);
* Be acquainted with and build on traditional and/or local forms of volunteerism in the host country;
* Reflect on the type and quality of voluntary action that they are undertaking, including participation in ongoing reflection activities;
* Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.;
* Assist with the UNV Buddy Programme for newly-arrived UN Volunteers;
* Promote or advise local groups in the use of online volunteering or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

**11. Results/Expected Outputs:**

* Baseline and review data on the human rights situation, with special attention to vulnerable groups and including human rights and gender-specific indicators created;
* Accurate research and analysis of human rights issues/events and assess their impact on the human rights situation is conducted and a variety of reports and correspondence as appropriate drafted;
* Development of client satisfactory survey database;
* Training tools, induction courses and training programmes are developed for identified target groups in need of training in human rights-based approach, international humanitarian law and the rule of law, both within and outside OHCHR and programme results are monitored and evaluated;
* The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counterparts, including Implementing Partners (IPs);
* Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment
* A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed

**12. Qualifications/Requirements (including competencies, values and skills):**

**A) Qualifications, skills, experience:**

**Degree level:**  Master's degree

**Type of Degree**: e.g. Human Rights, Law, International Relations. Social Sciences or related field

**Years of work experience:**

A minimum of 5 years of experience of practical experience in human rights, including with human rights monitoring/fact finding and training.

Other Skills:

* Good analytical skills and ability to identify relevant political, ethnic, racial, gender, social, economic triggers of human rights violations;
* Must have capacity to transfer knowledge and skills;
* Profound interest and insight in humanitarian relief, post-crisis situations, volunteerism as a mechanism for sustainable development, the UN System and (West) African culture;
* Ability to work with a team in a multicultural environment, and to operate as a team manager and coordinator when required;
* Demonstrate capacity to work in a professional and timely manner, as well as, capacity to set priorities in a high pressure environment.

**Language (s),** Proficiency in English language andexcellent written and verbal communication skills

**Driving license required:** Yes

**Computer skills:** Excellent IT skills and capacity to work on MS Office and database

**B) Competencies and values:**

* Integrity and professionalism: demonstrated expertise in area of specialty and ability to apply good judgment; high degree of autonomy, personal initiative and ability to take ownership; willingness to accept wide responsibilities and ability to work independently under established procedures in a politically sensitive environment, while exercising discretion, impartiality and neutrality; ability to manage information objectively, accurately and confidentially; responsive and client-oriented;
* Accountability: mature and responsible; ability to operate in compliance with organizational rules and regulations;
* Commitment to continuous learning: initiative and willingness to learn new skills and stay abreast of new developments in area of expertise; ability to adapt to changes in work environment;
* Planning and organizing: effective organizational and problem-solving skills and ability to manage a large volume of work in an efficient and timely manner; ability to establish priorities and to plan, coordinate and monitor (own) work; ability to work under pressure, with conflicting deadlines, and to handle multiple concurrent projects/activities;
* Teamwork and respect for diversity: ability to operate effectively across organizational boundaries; ability to establish and maintain effective partnerships and harmonious working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity and gender;
* Communication: proven interpersonal skills; good spoken and written communication skills, including ability to prepare clear and concise reports; ability to conduct presentations, articulate options and positions concisely; ability to make and defend recommendations; ability to communicate and empathize with staff (including national staff), military personnel, volunteers, counterparts and local interlocutors coming from very diverse backgrounds; ability to maintain composure and remain helpful towards the staff, but objective, without showing personal interest; capacity to transfer information and knowledge to a wide range of different target groups;
* Flexibility, adaptability, and ability and willingness to operate independently in austere, remote and potentially hazardous environments for protracted periods, involving physical hardship and little comfort, and including possible extensive travel within the area of operations; willingness to transfer to other duty stations within area of operations as may be necessary;
* Genuine commitment towards the principles of voluntary engagement, which includes solidarity, compassion, reciprocity and self-reliance; and commitment towards the UN core values.

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| --- | --- |
| Description: Description: UNwomen_Logo_EmailSignature_268x122_96ppi | **JOB DESCRIPTION** |

|  |  |
| --- | --- |
| **I. Position Information** | |
| **Job Title:** Programme Coordinator, Peace Security and Humanitarian Action  **Department:** Programmes, Liberia Country Office  **Reports to (Title/Level):** Deputy Country Representative, P-4 | **Current Grade:** NOC |

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| II. Organizational Context |
| UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.  Transitioning from a peacekeeping to the sustaining peace context provides Liberia the opportunities for women’s engagement in all spheres of decision making as a well acknowledged strategy for consolidation peace in the country. With the new strategic processes currently ongoing in Liberia, such as UNMIL withdrawal and transition of functions to the GoL and UNCT, development of new Priority Peacebuilding Plan, and the political transition to the new government, etc; it is essential that UN Women Country Office leads the work of the UNCT on WPS agenda.  In Liberia, UN Women leads the United Nations Country Team on gender equality and the empowerment of women with over seven years managing programmes. In line with the implementation of the UN One Programme in Liberia, UN Women aims to strengthen the implementation of its 2018 planned activities in line with its 2014 – 2018 revised Strategic Plan, supporting gender equality priorities in the Government’s Agenda for Transformation in the following impact areas: 1. Women’s leadership and political participation; 2. Women’s economic empowerment; 3. Women, peace and security; and 4. Gender responsive governance.  **About the Position and/or Portfolio**  Under the overall guidance and supervision of the Deputy Country Representative , the Programme Coordinator is responsible for coordinating the Peace and Security portfolio which includes coordinating relationships with national partners and stakeholders, and the monitoring and reporting, and the finances and personnel of the portfolio.  Furthermore the Programme Coordinator exercises overall responsibility for planning, implementing, and managing UN Women interventions under the portfolio. She/he works in close collaboration with the programme and operations team, UN Women HQ and Regional Office staff, Government officials, multi and bi-lateral donors and civil society ensuring successful UN Women programme implementation under portfolio.  The coordinator will also focus on achieving results on the following outcomes : 1.) Government of Liberia and national Stakeholders capacity to implement UNSCR 1325 enhanced through support to a renewed NAP on 1325, reporting commitments for UNSCR 1325, local ownership and activism in 1325. 2). Increased capacity of Government Ministries and Security Institutions for the implementation and the promotion of a gender-responsive security sector reform by supporting the Gender and Security Taskforce to advance gender equality and women’s empowerment within the security sector. And 3). Gender equality advocates have the capacity and skills to lead and meaningfully engage in transitional and peacebuilding (Peace Committees, Security Council, Palava Huts etc.). |

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| III. Functions |
| **Coordinate the** **Peace Security and Humanitarian Action Programme/Portfolios**  Coordinate the overall Programme/Portfolio work plan development and implementation according to Strategic Note/ programme document;  Liaise with the national counterparts (Government, Civil Society, Organizations and Networks), donors, Boards and Steering Committee, UN Women and partners to ensure the Programme results are achieved and resources are managed;   * Contribute to country strategy documents, briefs, policy dialogue and other documents related to peace, security and humanitarian Action.   Prepare and present work-plans, periodic narrative progress reports and expenditures status reports to the UN Women, donors and steering committee and boards aligned to ongoing initiatives;  Establish systems for project planning, implementation and monitoring, in collaboration with partners;  Record and maintain documents on relevant Programme activities, issues, and risks.    **Guide coordination with national partners and other stakeholders**  Coordinate relationships with national partners to support implementation and expansion of the **Peace, Security and Humanitarian Action** Programme/Portfolio, raise potential problems and provide solutions;  Provide guidance to partners on establishment of performance indicators, and monitoring achievement of results;  Identify capacity building needs and support partners through technical assistance, mentoring, training, cross-partner learning, and capacity development initiatives.  **Coordinate the monitoring and reporting on the Peace, Security and Humanitarian Action Programme/Portfolios**   * Manage the monitoring of programme/ project implementation and finances using results based management tools; * Gather and compile all information necessary for monitoring and reporting on programmes and projects from the planning to the evaluation stages; * Write quarterly reports and donor reports, focusing on results, output and outcomes; * Contribute to office donor and UN Women reports. * Write annual and quarterly reports; review and coordinate the submission of implementing partner financial and narrative reports; * Provide inputs from peace, security and humanitarian action programme activities and results to Country Office/ Regional Office reporting and One UN programming.   **Manage financial resources and supervise staff**   * Supervise and manage a team of professional and administrative staff, review performance, staff missions and mentor/ coach staff; * Oversee recruitment processes, as necessary * Coordinate development and preparation of financial resources of the Programme including budgeting and budget revisions, and expenditure tracking and reporting; * Oversee and monitor the allocation and disbursement of funds to participating partners.   **Build partnerships and support in developing resource mobilization strategies**   * Provide technical support to the development of partnerships and resource mobilization strategies; * Identify potential programmatic areas of cooperation, based on strategic goals of UN Women, country needs and donors’ priorities and develop the relevant partnerships. * Design and formulate programme/ project proposals and initiatives; * Analyze and research information on donors, prepare substantive briefs on possible areas of cooperation, identification of opportunities for cost sharing.   **Advocate and facilitate knowledge building and management and communication**  **Ensure documentation of the programme implementation process and products produced are in accordance with UN Women guidelines;**  **Contribute to the exchange of information and knowledge products internally and externally of the programme;**  **Organize major advocacy campaigns, events, trainings, workshops and knowledge products.**  Develop and review background documents, briefs and presentations related to the Peace, Security and humanitarian Pillar;  Represent UN Women in meetings and policy dialogues on issues related to Peace, Security and humanitarian as necessary;  **Contribute to inter-agency coordination to achieve a coherent and aligned presence for the Peace, Security and humanitarian Pillar**  Provide technical support to the Representative and Deputy Representative on inter-agency coordination related activities by attending meetings, events, and participating in groups and committees as needed;  Coordinate with other UN agencies, government departments, donors and NGOs to ensure the projects’ capacity development programme is harmonized and aligned with other in-country efforts. |

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| IV. Key Performance Indicators |
| * Timely and quality implementation of Peace, Security and humanitarian action activities against set workplans, timelines and budgets, in line with the Strategic Note * Quality and timely reporting * Strong relations with partners and stakeholders * Regular and timely monitoring of activities * Timely and quality implementation of advocacy events in line with work plan * Enhanced best practices and lessons learned documented and circulated Timely and quality programme design and inputs to Strategic Note * Regular communication with other agencies and partners * Quality of advocacy, communication and knowledge management initiatives |

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| V. Competencies |
| **Core Values:**   * Respect for Diversity * Integrity * Professionalism   **Core Competencies:**   * Awareness and Sensitivity Regarding Gender Issues * Accountability * Creative Problem Solving * Effective Communication * Inclusive Collaboration * Stakeholder Engagement * Leading by Example   **Functional Competencies**   * Strong programme formulation, implementation, monitoring and evaluation skills * Strong budget and finance skills * Strong knowledge of Results Based Management * Ability to synthesize program performance data and produce analytical reports in order to inform management and strategic decision-making * Strong analytical skills * Good knowledge of UN programme management systems |

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| **VI. Recruitment Qualifications** | |
| **Education and certification:** | * Master degree (or equivalent) in development or peace and security- related disciplines, gender issues, economics, political science, international relations, public policy, law or other social science fields. |
| **Experience:** | * At least 5 years of progressively responsible experience at the national or international level in managing complex and multi-component programme interventions with national partners, preferably related to Peace, Security and humanitarian action; * Experience in coordinating, implementing, monitoring and evaluating development programmes and projects; * Experience in establishing relationships among international organization and national governments in the field of gender and human rights of women * Previous Experience working in the UN System is an asset |
| **Language Requirements:** | * Fluency in English is required * Working knowledge of another official UN language is an asset |

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| Description: Description: UNwomen_Logo_EmailSignature_268x122_96ppi | **JOB DESCRIPTION** |

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| **I. Position Information** | |
| **Job Title: Programme Specialist, Gender Responsive Budgeting, plan policies and Institutions**  **Department: Programmes, Liberia Country Office**  **Reports to (Title/Level):** Deputy Country Representative, P-4 | **Current Grade: NOC** |

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| II. Organizational Context |
| UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.  **About the Portfolio/Programme/Project**  Gender inequality is pervasive in Liberian society backed by traditional and cultural norms and fostered by a range of different factors. This inequality is particularly visible in the financial sector where the absence of gender-sensitive allocation of public finances and actual expenditure entrench the social gender inequality by denying women and girls the opportunity and access to services.  Since 2003, Liberia’s transition from post-conflict emergency reconstruction to economic recovery and inclusive growth has witnessed a raft of initiatives undertaken by the Government for achieving structural governance and economic transformation. These were complemented by a wide range of reforms with corresponding interventions to ensure the translation into action was efficient and effective.  As an integral part of the reforms process, the Agenda for Transformation (2012-17) reiterated the importance of “transparency, accountability and efficiency of public expenditure” in Pillar II: Macroeconomic Transformation. To support this initiative, the Medium-Term Expenditure Framework (MTEF) for the FY 2012/13 was introduced as a three-year rolling plan that was aligned with the Public Finance Management Act (2009) and the Government’s Public Finance Reform Management Strategy. The Strategy is being implemented by the Integrated Public Finance Reform Project (IPFRP) which is supported by Sweden, USAID and the African Development Bank through a World Bank managed Trust Fund.  Against this backdrop and in view of the wider reforms process presently being undertaken in different spheres, the Government’s focus is to make the public financial reforms and in particular, the MTEF a tool for contributing towards inclusive growth. The aim is to ensure allocation and expenditure of public finances are done in a gender responsive manner so that budget becomes a redistributive measure to address entrenched gender-specific inequalities. The rationale behind this is to engage in targeted budgeting to meet the different needs of women and men, girls and boys as well as of other vulnerable groups –elderly, people with HIV and AIDS and physically challenged. This emphasis on marginalized groups to be brought within the ambit of national policy planning and implementation has been complemented by the National Gender Policy, the Strategic Framework for the implementation of the Gender Policy as well as Pillar IV of the Agenda for Transformation for improving the socio-economic and political status as well as capacity of women.  The reference to gender-responsive budgeting (GRB) was first included in the Budget Framework Paper of FY 2013/14. With the preparatory work of public financial reforms being implemented through the IPFRP in the Ministry of Finance and Development Planning (MFDP), there is a general consensus both among the donors supporting this Project and the policy- makers of MFDP for integrating the GRB process as part of the overall public financial reforms initiative and commence with the preliminary activities of pilot testing and capacity development. The Budget Department of MFDP has identified the Ministry of Health as the pilot sector in view of the groundwork done in the field of gender disaggregation of data (a key component of GRB process) and the development of capacity and skills of the concerned officials from MFDP, ministries of Health, Gender, Children and Social Protection and Internal Affairs as well as the Governance Commission.  In this regard, the Budget Department, MFDP in consultation with representatives from these entities constituted two groups to take the GRB process to the next level. These are: the Working Group to meet regularly and determine the activities to be undertaken according to an Action Plan for mainstreaming GRB in the national budgeting processes and the Technical Team which is tasked to prepare the budget breakdown of the Ministry of Health in a gender-responsive way. However, as GRB is a relatively topic which requires considerable knowledge-building and capacity development there is a need to seek expert advice and guidance to formalize the critical steps leading to an effective integration of GRB components in the national budget making processes. UN Women is supporting the MFDP’s Budget Department to steer the GRB process and also providing technical support to link gender-sensitive planning to the budgeting process. This is a comprehensive task that is innovative and as such requires a strong technical foundation at UN Women. Moreover, the issue of capacity-development of national staff at UN Women on GRB as well as gender sensitive planning is vital to ensure national ownership and sustainability of this significant process.  Reporting to the Deputy Country Representative, the Programme Specialist exercises overall responsibility for planning, implementing, and managing UN Women interventions under his/her portfolio. She/he works in close collaboration with the programme and operations team, UN Women HQ staff, Government officials, multi and bi-lateral donors and civil society ensuring successful UN Women programme implementation under portfolio. |

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| III. Functions |
| 1. **Design and develop programme strategies in the area of Gender Responsive Budgeting, plan, policies and Institutions**  * Design and formulate programme/ project proposals and initiatives; * Draft inputs to country strategy documents, briefs, policy dialogue and other documents related to [**Gender Responsive Budgeting, plan policies and Institutions**. * Provide support to the Budget Department of the Ministry of Finance and Development Planning and other implementing line ministries in implementing gender-responsive budgeting (GRB) and planning.   **Manage the implementation and management of the Gender Responsive Budgeting, plan, policies and Institutions programme**  Finalize the annual workplan and budget and manage their implementation;  Manage the technical implementation of the programme/project; ensure synergies with other teams;  Manage the submission of implementing partner financial and narrative reports;  Provide guidance to staff and partners on Results Based Management tools and performance indicators;  Organize Project Steering Committee, project review and/or evaluation meetings, as needed.   1. **Manage technical assistance and capacity development to project/programme partners**  * Build and manage relationships with national partners to support implementation and expansion of the [Gender Responsive Budgeting]; respond to any potential problems; * Identify capacity building needs of partners and lead the coordination of technical assistance, mentoring, training and capacity development initiatives to partners.  1. **Manage the monitoring and reporting of the programme/ project**  * Develop gender-sensitive monitoring indicators as well as evaluation checklists to ensure the effective implementation of GRB and gender sensitive plans, policies and strategies * Manage the monitoring of programme/ project implementation and finances using results based management tools; * Oversee field missions and review reports on monitoring missions; * Document the findings of the monitoring missions and evaluations to inform future decisions * Write quarterly reports and donor reports, focusing on results, output and outcomes; * Contribute to office donor and UN Women reports.   **Manage the people and financial resources of the Gender Responsive Budgeting, plan, policies and Institutions programme**   * Manage the programme budget and draft financial reports; * Liaise with implementing line ministries to ensure the GRB implementation is on the right track * Supervise Programme Officer and assistant; Mentor and coach staff and conduct performance assessments; * Oversee recruitment processes, as necessary.  1. **Build partnerships and support in developing resource mobilization strategies**  * Develop and implement partnerships and resource mobilization strategies; * Finalize relevant documentation on donors and potential opportunities for resource mobilization; * Analyze and research information on donors, prepare substantive briefs on possible areas of cooperation, identification of opportunities for cost sharing.  1. **Contribute to inter-agency coordination on Gender Responsive Budgeting, plan, policies and Institutions to achieve coherence and alignment of UN Women programmes with other partners in the country**  * Provide technical support to the Representative and Deputy Representative on inter-agency coordination related activities by attending meetings, events, and participating in groups and committees as needed; * Coordinate with other UN agencies, government departments, donors and NGOs to ensure the projects’ capacity development programme is harmonized and aligned with other in-country efforts.  1. **Manage advocacy, knowledge building and communication efforts**  * Develop and review background documents, briefs and presentations related to the **Gender Responsive Budgeting, plan, policies and Institutions**; * Represent UN Women in meetings and policy dialogues on issues related to [**Gender Responsive Budgeting, plan, policies and Institutions**] as necessary; * Develop advocacy strategies and oversee their implementation; * Identify best practices and lessons learned to guide programme improvement and strategy planning; * Develop knowledge management strategies, products and methodologies on **Gender Responsive Budgeting, plan, policies and Institutions**. |

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| IV. Key Performance Indicators |
| * Timely and quality programme design and inputs to Strategic Note * Timely and quality of programme delivery in line with budget and workplans * Timely and quality monitoring and evaluation of programmes * Relations with partners and stakeholders * Quality reports and timely submission * Regular communication with other agencies and partners * Quality of advocacy and communication initiatives |

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| V. Competencies |
| **Core Values:**   * Respect for Diversity * Integrity * Professionalism   **Core Competencies:**   * Awareness and Sensitivity Regarding Gender Issues * Accountability * Creative Problem Solving * Effective Communication * Inclusive Collaboration * Stakeholder Engagement * Leading by Example   **Functional Competencies**   * Strong programme formulation, implementation, monitoring and evaluation skills * Strong knowledge of Results Based Management * Ability to synthesize program performance data and produce analytical reports to inform management and strategic decision-making * Strong knowledge of Gender Responsive Budgeting * Strong analytical skills * Ability to identify and analyze trends, opportunities and threats to fundraising and develop strategies |

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| **VI. Recruitment Qualifications** | |
| **Education and certification:** | * Master’s degree or equivalent in social sciences, human rights, gender/women's studies, international development, or a related field is required |
| **Experience:** | * At least 5 years of progressively responsible work experience at the national or international level in design, planning, implementation, monitoring and evaluation of development projects; * Technical experience in Gender Responsive Budgeting will be an asset; * Experience coordinating and liaising with government agencies and/or donors is an asset; * Experience working in the UN System is an asset; * Experience in leading/managing a team is an asset. |
| **Language Requirements:** | * Fluency in English and is required; * Working knowledge of another official UN language is an asset; |

1. Note: actual commencement date will be the date of first funds transfer. [↑](#footnote-ref-1)
2. Maximum project duration for IRF projects is 18 months, for PRF projects – 36 months. [↑](#footnote-ref-2)
3. Globally, innovative financing was designed to generate additional resources for development, and not only to be used as a substitute for traditional resources, as stated in declarations adopted by the United Nations and in various conclusions of Leading Expert Group meetings on innovative financing for development. [↑](#footnote-ref-3)
4. **Score 3** for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women’s Empowerment (GEWE)

   **Score 2** for projects that have gender equality as a significant objective and allocate at least 30% of the total project budget to GEWE

   **Score 1** for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE) [↑](#footnote-ref-4)
5. **Risk marker 0** = low risk to achieving outcomes

   **Risk marker 1** = medium risk to achieving outcomes

   **Risk marker 2** = high risk to achieving outcomes [↑](#footnote-ref-5)
6. **PBF Focus Areas** are:

   (1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue;

   (2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management;

   (3.1) Employment; (3.2) Equitable access to social services

   (4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3) Governance of peacebuilding resources (including PBF Secretariats) [↑](#footnote-ref-6)
7. Please include a separate signature block for each direct recipient organization under this project. [↑](#footnote-ref-7)
8. Common Country assessment, 2018 p 26-27; [↑](#footnote-ref-8)
9. State of Peace Reconciliation, and Conflict in Liberia, 2016, CATHOLIC Relief Services [↑](#footnote-ref-9)
10. Opportunity mapping for peace consolidation, Ministry of Internal Affairs, 2016 [↑](#footnote-ref-10)
11. Women’s land rights in Liberia in law, practice and future reforms, LGSA women’s land rights study, USAID, March 2018 [↑](#footnote-ref-11)
12. UNSDCF 2020-2024, Government of Liberia and UN, 2019 [↑](#footnote-ref-12)
13. Women’s land rights in Liberia in law, practice and future reforms, LGSA women’s land rights study, USAID, March 2018, page 63 [↑](#footnote-ref-13)
14. Gender Conflict profile, UNMIL, UN Women 2018 [↑](#footnote-ref-14)
15. State of Peace Reconciliation, and Conflict in Liberia, 2016, Catholic Relief Services [↑](#footnote-ref-15)
16. USAID, Youth Assessment, 2019 [↑](#footnote-ref-16)
17. Ibid [↑](#footnote-ref-17)
18. Liberia’s fertility rate in 1996 was 6.11 live births per woman; in 2016 it was 4.58 births per woman. Source: World Bank Data (https://data.worldbank.org/indicator/SP.DYN.TFRT.IN?contextual=default&end=2016&locations=LR&name\_desc=false&start=1 996)

    Data [↑](#footnote-ref-18)
19. Page 8 USAID, youth Assessment, 2019 [↑](#footnote-ref-19)
20. UNSDCF 2020-2024, Government of Liberia and UN, 2019 [↑](#footnote-ref-20)
21. Government of Liberia, National Gender Policy, 2018 [↑](#footnote-ref-21)
22. UN, CCA, 2018 [↑](#footnote-ref-22)
23. “Eighteenth Progress Report of the Secretary-General on the United Nations Mission in Liberia” (New York:

    UN Security Council, February 10, 2009), p. 3 [↑](#footnote-ref-23)
24. The Government of Liberia has through funding support from Africa Development Bank and World Bank supported job and trade training for youth in Liberia. The programme has provided a lunch pad for youth employment and entrepreneurship. However, gaps still exist on gender parity/equity on this. [↑](#footnote-ref-24)
25. USAID, Youth Assessment, 2019 [↑](#footnote-ref-25)
26. Gender and Conflict Analysis 2018, UNMIL, UN Women [↑](#footnote-ref-26)
27. Sustaining Peace and Security Development Liberia Peacebuilding Plan, 2017, UNIMIL, Government of Liberia, pp 4 [↑](#footnote-ref-27)
28. Gender and Conflict Analysis 2018, UNMIL and UN Women [↑](#footnote-ref-28)
29. Gender and Conflict Analysis 2018, UNMIL and UN Women [↑](#footnote-ref-29)
30. Sustaining Peace and Security Development Liberia Peacebuilding Plan, 2017, UNIMIL, Government of Liberia [↑](#footnote-ref-30)
31. Gender and Conflict Analysis 2018, UNMIL, UN Women [↑](#footnote-ref-31)
32. Liberia 2019 youth fragility, USAID, 2019 [↑](#footnote-ref-32)
33. OECD, "State Building in Fragile States," Cooperation Directorate. 2008. [↑](#footnote-ref-33)
34. USAID, Youth Assessment, 2019 [↑](#footnote-ref-34)
35. Liberia Conflict Vulnerability Assessment, 2016 [↑](#footnote-ref-35)
36. Liberia Conflict Vulnerability Assessment, 2016 [↑](#footnote-ref-36)
37. Liberia Conflict Vulnerability Assessment, 2016 [↑](#footnote-ref-37)
38. Truth and Reconciliation Commission, 2009 [↑](#footnote-ref-38)
39. NAP WPS (2019-2023), Government of Liberia, 2019 [↑](#footnote-ref-39)
40. Report on Consultations for Liberia`s Second National Action Plan on UNSCR 1325, 2018 [↑](#footnote-ref-40)
41. https://www.newdeal4peace.org/peacebuilding-and-statebuilding-goals/ [↑](#footnote-ref-41)
42. NAP WPS (2019-2023), Government of Liberia, 2019 [↑](#footnote-ref-42)
43. OECD, States of Fragility 2018 [↑](#footnote-ref-43)
44. https://www.worldbank.org/en/country/liberia/overview [↑](#footnote-ref-44)
45. In October 2000, at the call of civil society, the Security Council recognized that it must acknowledge and address the impact of conflict on women and women’s participation in conflict resolution, peacekeeping, and peacebuilding through UN Security Council Resolution 1325. There are seven UN Security Council Resolutions (SCR) that make up the Women, Peace and Security agenda: 1325 (2000), SCR 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013) and 2122 (2013). [↑](#footnote-ref-45)
46. Assessment of the implementation of the NAP WPS (2009-2013), Institute for Inclusive Security, 2014 [↑](#footnote-ref-46)
47. This project will support the implementation of the following interventions identified in the PAPD:

    Ensure that the allocation and expenditure of public expenditure on GE policies is consistent with the Government’s commitment.

    Establish in-built mechanisms for the monitoring of gendered interventions [↑](#footnote-ref-47)
48. SCR 1820 (2009), SCR1060 (2010), SCR 2106 (2013), SCR 2122 (2013), SCR 1888 (2009), SCR2242 (2015), SCR 2272 (2016), SCR 2178 (2014) and Resolution 2250, adopted by the United Nations Security Council in 2015, is the first resolution fully dedicated to the important and positive role young women and men play in the maintenance and promotion of international peace and security. [↑](#footnote-ref-48)
49. The main thrust in supporting institutional change has been through sensitization and training of bureaucrats and technicians on gender issues and on the use of participatory approaches. The main objective of gender training is to help people in organizations to change the way they think by eliminating the stereotypical notions they hold about women's work and needs and consequently influence the way they act. Gender analysis training is also important to make allies and build support within the ranks by providing bureaucrats, policy-makers and planners with the knowledge and skills they need to deal with the conflict provoked by policy proposals to orient more resources to women [↑](#footnote-ref-49)
50. Country Portfolio Evaluation Report, UN Women, 2018, Page 82 [↑](#footnote-ref-50)
51. Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, Ministry of Internal Affairs, Ministry of Justice and LNP [↑](#footnote-ref-51)
52. Israel has tapped Jewish diaspora since 1951 to raise US$32.4 bn, and India has issued DBs on three occasions to raise $11.3 bn. In Uganda, the UN supported the Government to help Ugandans in the diaspora to participate and contribute to national development by assessing the feasibility of a diaspora bond and developing a National Diaspora Policy. [↑](#footnote-ref-52)
53. As a result of the technical support provided by UN Women to the MoJ and MFDP, a National GRB policy was approved in 2018, and Six-line Ministries are piloting the roll out of GRB in the 2019/2020 budget cycle. These include Ministry of Health (MOH), Ministry of Education (MOE), Ministry of Agriculture (MOA), the Ministry of Finance & Development Planning (MFDP), Ministry of Gender, Children and Social Protection (MGCSP) and Ministry of Justice (MOJ). In this regard, the MoJ allocated USD 16,000 for the implementation of the NAP WPS, some of the activities planned include the development of an institutional policy manual on gender mainstreaming in the context of policy design, programme design and budgeting, and strengthening of the capacity of SGBV unit at the MoJ, and Specialised courts on SGBV. [↑](#footnote-ref-53)
54. The PFM Reform Strategy and Action plans (2017-2020) states that GRB will be used in this reform [↑](#footnote-ref-54)
55. https://www.ohchr.org/Documents/HRBodies/CEDAW/GComments/CEDAW.C.CG.30.pdf [↑](#footnote-ref-55)
56. Meeting between the local government and CSOs [↑](#footnote-ref-56)
57. Preventing conflict, transforming justice, Securing the Peace. Global study on the implementation of the UNSCR 1325, UN Women, 2015 [↑](#footnote-ref-57)
58. State of Peace, Reconciliation and Conflict in Liberia, 2016, Catholic Relief Services [↑](#footnote-ref-58)
59. Household Income and Expenditure Survey 2016 Statistical Abstract published by the Liberian Institute of Statistics and Geo-Information Service (LISGIS), August 2017 at p. 8 [↑](#footnote-ref-59)
60. Globally, innovative financing was designed to generate additional resources for development, and not be used as a substitute for traditional resources, as stated in declarations adopted by the United Nations and in various conclusions of Leading Group meetings on innovative financing for development [↑](#footnote-ref-60)
61. Annualized PBF project budget is obtained by dividing the PBF project budget by the number of project duration months and multiplying by 12. [↑](#footnote-ref-61)
62. Ministry of Justice, Ministry of Finance and Development Planning, Ministry of Gender Children and Social Protection, Ministry of Internal Affairs, Ministry of Justice and LNP [↑](#footnote-ref-62)