

Mapping Study on Gender and Security Sector Reform Actors and Activities in Liberia

Cecil Griffiths



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LINLEA is a non-partisan and non-profit organisation representing the interests of Liberian law enforcement personnel. It provides a national platform for the exchange of information among police officers, immigration and fire service personnel, corrections officers and industrial and private security personnel. Through its core programmes LINLEA promotes and enhances professionalism in Liberia's security sector institutions (SSIs); monitors SSIs' compliance with accepted standards relating to professional conduct and respect for human rights; advocates for improved working environments for security sector personnel; and protects the rights of Liberian law enforcement personnel.

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MAPPING STUDY ON GENDER AND SECURITY SECTOR REFORM ACTORS AND ACTIVITIES IN LIBERIA

Cecil Griffiths

The Liberia National Law Enforcement Association (LINLEA) conducted this study from November 2010 to March 2011 in cooperation with the Liberian Ministry of Justice, the Liberian Ministry of Gender and Development, the United Nations Development Fund for Women (now part of UN Women), the United Nations Mission in Liberia and the Civil Society Security Sector Reform Working Group. LINLEA and DCAF held a workshop in Monrovia on 31 March 2011 to validate the findings of the study.



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LIST OF ACRONYMS

ABA	American Bar Association
AFL	Armed Forces of Liberia
ABIC	Angie Brooks International Center for Women’s Empowerment, Leadership Development, International Peace & Security
AFELL	Association of Female Lawyers of Liberia
ANPPCAN	African Network for the Prevention and Protection against Child Abuse and Neglect
ARC	American Refugee Council
ARCH	Action to Restore Communities’ Hope
AU	African Union
BCR	Bureau of Corrections and Rehabilitation
BC&E	Bureau of Customs and Excise
BIN	Bureau of Immigration and Naturalization
CAU	Correction Advisory Unit (UNMIL)
CBO	Community-based organisation
CFI	Child Fund International
CPA	Accra Comprehensive Peace Agreement
CRS	Catholic Refugee Council
CSC	County Security Council
CSO	Civil society organisation
DANIDA	Danish International Development Agency
DEA	Drug Enforcement Agency
DRC	Danish Refugee Council
DSC	District Security Council
EC	European Commission
ECOWAS	Economic Community of West African States
EU	European Union
FBO	Faith-based organisation
GC	Governance Commission
GBV	Gender-based violence
GBV-PoA	Gender-Based Violence Plan of Action
GoL	Government of Liberia
GTZ	German Development Cooperation
IA-Liberia	International Alert - Liberia
ICG	International Crisis Group
ICRC	International Committee of the Red Cross
ICTJ	International Center for Transitional Justice
IFC	International Finance Corporation (World Bank)
INGO	International non-governmental organisation
INHCR	Independent National Commission on Human Rights
IOM	International Organisation of Migration
LACC	Liberia Anti-Corruption Commission
LIFLEA	Liberia Female Law Enforcement Association
LINLEA	Liberia National Law Enforcement Association
LIWOMAC	Liberia Women Media Action Committee

LNBA	Liberian National Bar Association
LNFS	Liberia National Fire Service
LNP	Liberia National Police
LRDC	Liberia Reconstruction and Development Committee
MARWOPNET	Mano River Women's Peace Network
MCP	Monrovia City Police
MNS	Ministry of National Security
MoD	Ministry of National Defense
MoE	Ministry of Education
MoGD	Ministry of Gender and Development
MoHSW	Ministry of Health and Social Welfare
MoJ	Ministry of Justice
MRU	Mano River Union
NAP	National Action Plan for the Implementation of UNSCR 1325
NBI	National Bureau of Investigation
NDI	National Democratic Institute
NGO	Non-governmental organisation
NRC	Norwegian Refugee Council
NSA	National Security Agency
NSC	National Security Council
NSSRL	National Security Strategy of the Republic of Liberia
OGA	Office of the Gender Advisor (UNMIL)
PRS	Poverty Reduction Strategy
PMSCs	Private military and security companies
PPD	Plant Protection Department
PSC	Private security company
RFTF	Results Focused Transitional Framework
SEA	Sexual exploitation and abuse
SGBV	Sexual and gender-based violence
SGBVCRU	Sexual and Gender-Based Violent Crime Unit
SIDA	Swedish International Development Cooperation Agency
SOAP	Safety Plus (Servants of All People)
SOP	Standard operating procedure
SSI	Security sector institution
SSR	Security sector reform
SSRWG	Civil Society Security Sector Reform Working Group
SSS	Special Security Service
TRC	Truth and Reconciliation Commission
UCMJ	Uniform Code of Military Justice
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women (now part of UN Women)
UNPOL	United Nations Police
UNMIL	United Nations Mission in Liberia
UNSCR 1325	United Nations Security Council Resolution 1325

USAID	United States Agency for International Development
WACPS	Women and Children Protection Section (LNP)
WANEP	West Africa Network for Peace
WCI	Women's Campaign International
WCO	World Customs Organisation
WIPNET	Women in Peace-building Network
WONGOSOL	Women NGO Secretariat of Liberia

1. INTRODUCTION

1.1 BACKGROUND: SECURITY SECTOR REFORM IN LIBERIA 2004 – 2011

Since 2003, after fourteen years of civil war, Liberians have begun to rebuild their country. In addition to addressing urgent post-war needs in health, education, employment and basic infrastructure, Liberia has made security sector reform (SSR) a priority to prevent a relapse into armed conflict and create a secure environment for all Liberians. Security is a prerequisite for pursuing reconstruction and development.

Despite Liberia's initiatives to reinforce democratic governance and oversight of the security sector, the country is still unable to adequately meet the different security and justice needs of men, women, boys and girls. Integrating a gender perspective into SSR is vital in order to meet the security and justice needs of all members of society regardless of their sex or social class. Gender refers to "the socially constructed roles and relationships between men and women. Rather than being determined by biology, gender is learned."¹ Men and women are taught certain roles and appropriate behaviours according to their sex. They have different needs and experiences. Gender roles affect the way men, women, boys and girls experience violence, for instance, women and girls are disproportionately affected by gender-based violence (GBV). However, Liberia's SSR process has largely excluded women's perspectives and failed to address their specific security and justice needs.

1.1.1 COMPREHENSIVE PEACE AGREEMENT

Liberia's SSR process began in 2004 with the signing of the Comprehensive Peace Agreement (CPA) in Accra.² The CPA ushered in a national transitional government headed by Charles Gyude Brayant. The Agreement called for the restructuring of the Armed Forces of Liberia (AFL), the Liberia National Police (LNP), the immigration and customs services and the Special Security Service (SSS).³ It also called for the disarmament and restructuring of special security units, including: LNP's Anti-Terrorist Unit and Special Operations Division; and the paramilitary

groups operating in the National Ports Authority, the Liberian Telecommunications Corporation, the Liberian Petroleum Refining Company and the airports.⁴ The CPA also urged security sector institutions (SSIs) to adopt a professional orientation based on democratic values, respect for human rights, a non-partisan approach to duty and non-corrupt practices.⁵

Between 2004 and 2008 only four SSIs benefited from the reform process, namely, the AFL, the LNP, the National Security Agency (NSA) and the SSS. The AFL had recruited and trained about 2,113 soldiers with support from the US Government. The LNP had trained 3,661 officers including 344 women.⁶ The NSA and the SSS also underwent reforms with assistance from the US State Department's Diplomatic Security Service.⁷

1.1.2 POVERTY REDUCTION STRATEGY

Liberia's Poverty Reduction Strategy (PRS) 2008-2011⁸ notes that in the past SSIs have demonstrated poor professionalism and accountability, a lack of respect for human rights, the recruitment of untrained individuals and poor management.⁹ The PRS recognises there are many challenges in pursuing development, democracy and transparent governance including the existence of GBV and institutional discrimination against marginalised groups such as women.¹⁰ It considers institutional reforms necessary to promote justice and equality and urges SSIs to adopt codes of conduct addressing discrimination, domestic violence and sexual harassment. SSIs must also establish appropriate mechanisms to handle these violations.¹¹ To encourage SSIs to address gender issues, the PRS calls on them to provide gender-sensitive training and appoint a gender adviser who will promote the capacity building of female personnel. The PRS' priority action matrix on peace and security requires the participation of women to reach 20% in the military and in other SSIs by December 2010.¹²

1.1.3 NATIONAL SECURITY STRATEGY OF THE REPUBLIC OF LIBERIA

The Government of Liberia (GoL) adopted The National Security Strategy of the Republic of Liberia (NSSRL) in January 2008 to provide a framework for reforming Liberia's SSIs. The NSSRL identifies key SSIs forming part of the new national security architecture. It endorses the dissolution of the National Bureau of Investigation (NBI), the Drug Enforcement Agency (DEA) and the Ministry of National Security (MNS). The NBI and DEA will be merged into LNP, and the MNS into NSA. The NSSRL calls for establishing county and district security councils, democratic civilian oversight mechanisms and procedures for processing complaints of illicit activities in SSIs.¹³ The National Security Council (NSC) Secretariat coordinated the efforts to establish the first security councils in four counties. Once funds become available additional councils will be created in other counties.¹⁴ The Ministry of Justice (MoJ) and civil society organisations (CSOs) agree on the need for democratic civilian oversight of the security sector but there are differing views on how best to organise, staff and manage these entities. Stakeholders must continue to work towards the consensus needed for developing acceptable draft legislation.

1.1.4 GENDER AND SECURITY SECTOR REFORM IN LIBERIA

As in other countries, gender inequality and the marginalisation of women exist in Liberia's political, social and economic spheres. GBV disproportionately affects women and girls. However, the Liberian 1986 Constitution enshrines the principle of gender equality.¹⁵ Also, the GoL has taken initiatives to protect women and girls, such as adopting the Inheritance Act in 2003 and enacting a new rape law in 2005.¹⁶ The NSSRL (2008) calls for gender mainstreaming in the security sector at all levels and incorporating gender awareness and gender sensitivity in SSIs' training curricula. In March 2009 Liberia adopted a National Action Plan (NAP) for the Implementation of UN Security Council Resolution 1325 on Women, peace and security.

The NAP has promoted awareness of the importance of integrating gender in SSR. Prior to the adoption of the NAP only the LNP had initiated reforms promoting gender equality and women's empowerment.

The Ministry of Gender and Development (MoGD) has played a key role by developing gender policies, action plans and procedures facilitating the prevention of and response to sexual violence cases. In 2009 it launched the National Gender Policy¹⁷ promoting gender equality and gender mainstreaming in national development processes. The MoGD also developed the national Gender-Based Violence Plan of Action (GBV-PoA).¹⁸ This plan aims to achieve a well-developed and integrated national protection system that will address GBV, including sexual exploitation and abuse (SEA). The MoGD seeks to strengthen the institutional framework for coordinating and monitoring implementation of the GBV-PoA. The goals of the plan include reducing GBV by 30% by the year 2011 and providing appropriate care and services to survivors of GBV.¹⁹ In 2009 the MoGD developed standard operating procedures (SOPs) for preventing and responding to GBV at the national level. It also developed county-specific SOPs for addressing GBV at the county level. These SOPs have helped to create a more coordinated and multi-sectoral approach to addressing GBV in Liberia. The MoJ and LNP's Women and Children Protection Section (WACPS) also helped in developing these SOPs.

The MoJ, in coordination with its partners, developed a Sexual Assault and Abuse Prosecution Handbook in November 2008.²⁰ This Handbook, intended as a resource for prosecutors and a training tool, provides a comprehensive guide for prosecuting sexual assault.²¹

These gender and SSR reforms, undertaken under the strong leadership of President Ellen Johnson Sirleaf, constitute significant steps towards promoting gender equality and preventing GBV. They also foster respect for human rights in Liberia. Despite the positive impact of these initiatives, a lot of work is needed to effectively translate policies into good practices.

1.2 RATIONALE AND OBJECTIVES OF THIS STUDY

With the March 2009 adoption of the NAP and the increased awareness of the importance of integrating a gender perspective into SSR, many SSR actors have taken steps to mainstream gender. The number of gender and SSR actors in Liberia has grown. Effective communication among these actors can help maximise the impact of gender and SSR activities. This mapping study provides an overview of the gender and SSR actors working in Liberia and their activities. The study seeks to reinforce information-sharing and coordination among these actors. The information it provides may serve to identify gaps and/or duplication of efforts and may also help to monitor progress in the implementation of United Nations Security Council Resolution (UNSCR) 1325.

This study is descriptive rather than analytical. It forms a part of a broader DCAF programme on gender and SSR in West Africa. Since 2008 DCAF has supported a wide range of projects related to gender and security in West Africa upon requests

from governments, SSIs, parliaments and CSOs. These projects have included gender and SSR assessments and consultations; training and capacity-building; the provision of technical expertise and support to institutional policy development. This mapping study responded to a locally expressed need for more information on gender and SSR issues in Liberia. It will contribute to ongoing DCAF projects on gender and SSR in West Africa including a regional survey of police, defence, justice, penal services and gender in fourteen Member States of the Economic Community of West African States (ECOWAS).²²

1.3 METHODOLOGY

The researcher used online searches and printed materials to collect information for this study. He also sent questionnaires to approximately 35 gender and SSR policy and programming points of contact working in security and justice organisations. The researcher interviewed most of the people who had submitted questionnaires.

2. SUMMARY OF FINDINGS

The LNP took the lead among SSIs in developing gender-sensitive policies and structures. It adopted its gender policy in February 2005. Since then other SSIs such as the Bureau of Immigration and Naturalization (BIN) and MoJ have begun developing their gender policies.

The Liberian gender and SSR normative and legislative frameworks²³ provide for the inclusion of gender-sensitive modules in SSIs' training curricula.²⁴ Because of this the police, border, penal and fire services and intelligence agencies have developed and incorporated gender-awareness modules into their training.

Most security agencies currently have gender focal persons except for the SSS, the Ministry of National Security (MNS), the NBI and the Monrovia City Police (MCP). Moreover, several security agencies have promoted and supported female staff associations, including the LNP, the BIN, the National Fire Service and the MNS.

This study compiled the following key lessons learned from the Liberian experience that may be useful to gender and SSR actors in West Africa and elsewhere.

1. The standardisation of tools facilitates communication and coordination of interventions. Creating SOPs for preventing and responding to cases of GBV (including reorienting survivors of GBV towards safe houses); as well as standardising training packages and police reports have improved Liberia's response to GBV.
2. The designation of gender focal persons in government ministries and SSIs encourages and motivates females to apply for employment in those institutions and helps to integrate women into the security sector reform process.
3. Cross-learning, i.e. observing how security systems work in different countries, has helped build the capacities of security and justice service providers. Providing forums for security and justice service providers to exchange ideas and plan collective actions also contributes to capacity building.
4. Joint training sessions have provided a useful forum for exchanging information and

coordinating efforts in gender and SSR. Such sessions have also indicated that a common gender training module for all security institutions would be useful.

5. Meetings and ongoing dialogue between military/security officials and local communities have promoted enhanced coordination and improved military/security-civil relations.
6. Planning gender and SSR programmes in collaboration with MoGD, MoJ, other ministries, community leaders and the local population has reinforced local ownership and sustainability of the SSR process.
7. Improved collaboration and communication among partners and stakeholders can increase the impact of gender and SSR activities, reduce the risk of duplicated efforts and optimize the use of financial, technical, and human resources.

This study also identified challenges and gaps that need to be addressed in order to achieve a more gender-sensitive SSR process in Liberia:

1. Limited resources inhibit effective implementation of gender-sensitive policies.
2. Insufficient logistical support in SSIs makes it difficult for them to be operationally effective.
3. Some SSIs lack gender training programmes.
4. Some SSIs have limited recruitment of women and/or limited career advancement opportunities for female personnel.
5. Monitoring and evaluating gender and security activities are less effective without effective oversight mechanisms (strengthening oversight capacity would be a way to address this challenge).
6. Social stigmatisation of the survivors of GBV and other negative community attitudes can often discourage survivors from seeking legal redress.
7. Outreach can be difficult in remote areas. For instance, the criminal justice system in rural areas is significantly more limited than in urban areas.

8. While community-based redress structures have the potential to assist the statutory justice system, there are no mechanisms in place to make this possible.

At the workshop held in Monrovia on 31 March 2011 to validate the findings of this study, participants recommended ways for integrating gender issues into SSR in Liberia. Those recommendations are found in Annex 1, page 57.

3. GENDER AND SSR ACTORS AND ACTIVITIES IN LIBERIA

*Table of key security sector actors in Liberia **



Source: International Security Sector Advisory Team (ISSAT), DCAF

** For reporting purposes the author of this study has listed institutional actors under either “core security and justice providers” or “institutional management and oversight bodies.” However, in practice institutions often have overlapping roles. For example, security and justice service providers may also be oversight institutions and vice versa.*

3.1 CORE SECURITY PROVIDERS

3.1.1 POLICE

3.1.1.1 LIBERIA NATIONAL POLICE

Mandate and structure

The GoL has passed laws to enhance the performance of the LNP.²⁵ Legislation gives the LNP the following responsibilities:

- Detection of crimes
- Apprehension of offenders
- Preservation of law and order
- Protection of life, liberty and property
- Enforcement of all laws and regulations for which the LNP is responsible

The President of Liberia appoints an inspector general of the police to direct the LNP after seeking the advice and consent of the senate. The LNP director has one deputy in charge of administration and another in charge of operations. The administrative department consists of divisions including personnel, logistics, planning and research, finance, maintenance, records and identification, the chaplaincy, community services, public affairs, communications and professional standards. New ranks have been recommended in order to buttress the ongoing reform efforts and bring the LNP rank structure in line with sub-regional norms in West Africa.

The Operations Department is divided into the following five regions:

REGION 1	REGION 2	REGION 3	REGION 4	REGION 5
Central Patrol Division (all police stations and substations in Monrovia)	Police detachments Grand Cape Mount, Bomi and Gbarpolu counties	Police detachments Lofa, Nimba and Bong counties	Police detachments Sinoe, Rivercess and Grand Gedeh counties	Police detachments Maryland, River Gee and Grand Kru counties
Police Support Unit				
Police Emergency Response Unit				
Police detachments Montserrado, Margibi and Grand Bassa counties				

Gender policy

So far the LNP has made more progress in mainstreaming gender than other SSIs in Liberia. It adopted a gender policy, approved on 21 February 2005, to address these primary issues:

- Correcting the imbalances of gender representation in the LNP
- Promoting gender mainstreaming
- Ensuring increased participation of women in decision-making
- Integrating women into police development initiatives
- Establishing gender-responsive regulations, procedures and practices for preventing GBV and institutional discrimination

The LNP has no special budget for the implementation of its gender policy; it must allocate funds from the annual police budget.²⁶ As of March 2011 the LNP did not have a sexual harassment policy or formal procedures for handling complaints. Persons wishing to report sexual harassment or other GBV crimes committed by police officers have two options. They may write to the LNP director who will refer their

complaint to the WACPS or the Gender Affairs Section. Or, they may file a complaint directly with the Gender Affairs Section.²⁷

Women and Children Protection Section

In September 2005 the LNP established the WACPS. This section's mandate is to investigate all forms of violence disproportionately affecting women, such as domestic violence, sexual abuse, prostitution, illegal adoption and child abandonment, and human trafficking. It also investigates cases of juveniles in conflict with the law.²⁸ While the WACPS handles cases concerning police officers accused of rape or sexual assault, it does not handle sexual harassment cases (those cases are referred to the Gender Affairs Section). The WACPS is a member of the Gender-Based Violence Interagency Taskforce. This national taskforce was established in 2006 and has over forty members including UN agencies, government ministries and Liberian CSOs. GBV working groups at the county level have also been established.²⁹ These working groups collect information from the field; monitor and evaluate GBV prevention and response activities; and share information with ministries and other relevant bodies at the national level.³⁰

The WACPS worked with the MoJ to develop the 2009 SOPs for preventing and responding to sexual and gender-based violence (SGBV). These SOPs contain guiding principles for law enforcement agencies; procedures for security, legal and justice actors; and mechanisms for coordination, monitoring and evaluation.³¹ The WACPS uses the Sexual Assault and Abuse Prosecution Handbook for County Attorneys and Prosecutors of the SGBV Crimes Unit. The MoJ developed this handbook in 2009 to provide information about sexual violence and Liberian laws on GBV. The handbook also provides guidelines for reporting and responding to sexual violence cases, interviewing survivors, taking statements, gathering evidence, and charging and arresting suspected offenders.³²

Gender Affairs Section

In March 2008 the LNP established a Gender Affairs Section to support the implementation of its Gender Policy. This section supports capacity building of female LNP personnel and ensures the participation of women in LNP decision-making. It collaborates with government ministries and agencies to monitor GBV cases committed by LNP personnel. It also monitors cases of sexual harassment, domestic violence and persistent non-support (not paying child support) within the LNP. Unlike the WACPS, the Gender Affairs Section does not prosecute offences. The Gender Affairs Section sits on the LNP promotion board to ensure LNP considers members of both sexes for job promotions.³³ Gender Affairs has two men and five women working in its section (71.43% women). The Section's accomplishments in 2009-2010 included:

- Distributed the Gender Policy
- Conducted a 'train-the-trainer' course for 30 LNP officers/gender focal persons serving each county in Liberia
- Collected data for determining the current female-to-male ratio targeted in the LNP
- Conducted ongoing briefings of LNP officers on gender issues
- Coordinated with LNP's human resources staff to increase the number of female recruits
- Worked with the National Police Training Academy to integrate gender into training
- Monitored the integration of gender into LNP policies, guidelines, programmes and awareness-raising on GBV issues in schools.³⁴

Gender training

The National Police Training Academy provides training to police officers and personnel from LNP and other security services. As of March 2011, 620 female LNP personnel had received training at the academy. Women in the LNP have also been trained in computer skills and will receive training on report-writing techniques.³⁵

The LNP has incorporated gender-sensitive training modules into its training curriculum. All new recruits receive 6 hours of training on gender awareness, SEA, GBV and other gender topics. With support from the

United Nations Mission in Liberia (UNMIL) and the United Nations Children's Fund (UNICEF), LNP provides specialised gender training for LNP supervisors and other staff. It also provides an extra two-week 'train-the-trainer' course for staff in the Gender Affairs Section, the WACPS and the Police Training Academy.³⁶ LNP training includes the following gender topics:

- Gender analysis in LNP work
- Introduction to human rights
- Overview of investigative techniques
- Introduction to criminal investigation
- Forensic awareness
- Case files
- Responding to domestic violence
- Crime scene management
- Domestic violence awareness
- Report writing
- Testifying in court
- Court visitation³⁷

UNMIL's Human Rights Section gave a 'train-the-trainer' workshop for 17 LNP officers, and World Hope International gave a series of workshops on human trafficking for 30 LNP instructors and police trainees.³⁸ In 2010 thirty LNP officers (two from each county) received one month of training on gender issues in order to become gender focal persons in their respective counties. The training took place at the National Police Training Academy and covered gender policies, the concept of gender and its relevance to LNP work, gender equality in democracies, domestic violence (awareness and response) and sexual assault investigation.³⁹ The Norwegian Refugee Council (NRC) conducts monthly workshops for the LNP in collaboration with the Police Academy as part of the 2011 training calendar. The United Nations Development Programme (UNDP) recently hired a training development expert to review the Policy Academy's training curriculum including its treatment of GBV issues.

Representation of women in the LNP

The LNP has achieved a 15% proportion of women in its ranks. Out of a total of 4,039 officers 623 are women. LNP has assigned female officers to each of its police stations⁴⁰ Twenty three women hold senior level positions as heads of divisions and sections, and commanders of police stations. Their ranks range from lieutenant to deputy commissioner of police.⁴¹

LNP's revised duty manual contains human resources policies which became effective on 1 April 2008. These policies explain maternity leave (two to three months with pay), working hours (forty hours per week with a discretionary flexible time allocation for pregnant staff), and pension and health insurance (equal benefits).⁴²

The LNP created a women's association in 1994 in order to promote greater participation of women in the LNP. It has around 500 members and is currently restructuring and developing a strategic plan for the next three years.⁴³

CURRENT GENDER AND SSR ACTIVITIES IN THE LNP

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Visitation campaign	Sensitise rural communities on GBV and SEA	Nation-wide	N/A	2011	LNP ⁴⁴
Capacity building for the LNP on gender issues and human rights	Create gender-sensitive security services and protect women from SGBV and SEA	Montserrado, Grand Gedeh, Cape Mount, Nimba, Grand Bassa, Margibi counties	USD 750,000	2008-2014	UNIFEM (now part of UN Women), UNMIL, WIPNET, MoJ, MoGD
Training on computer skills and report-writing for 20 female officers	Develop computer and report-writing skills for female LNP officers	Montserrado County	N/A	2011-2012	UNIFEM (now part of UN Women)
Training and sensitisation of the LNP (including the WACPS) on GBV, including SEA and rape	Create women-friendly security services and protect women from SEA	Montserrado, Grand Gedeh, Cape Mount, Nimba, Grand counties	N/A	2008-2014	UNIFEM (now part of UN Women), UNMIL, WIPNET, MoJ, MoGD
Equipping and providing support to all units within the LNP's WACPS and Gender Affairs Section	Enhance the LNP's services for women and children	Montserrado, Grand Gedeh, Cape Mount, Nimba, Grand counties	N/A	2008-2014	UNIFEM (now part of UN Women), WIPNET, UNMIL, MoJ, MoGD
Advocating for recruitment of women in the LNP (including the WACPS)	Promote a gender-balanced police force	All 15 counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, MoGD, WIPNET, UNMIL
Forensic training	Improve the forensic capacity of the LNP to investigate and prosecute criminal cases including those related to GBV	Monrovia	SEK 17 mil. (approx. USD 2.6 mil.)	2010-2013	Swedish National Police Board's Department of Security (RPS) (Swedish police)
UN/Government of Liberia Joint Programme on GBV	Strengthen the protection of women and girls from sexual and GBV	Nation-wide	N/A	2008-2012	INGOs, NGOs, GoL, UN, UNMIL

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Strengthening the capacity of the LNP's WACPS to protect women and children in LNP stations	Train all women and children protection officers to manage the investigation and processing of sexual violence cases and juvenile justice cases	All 15 counties in all LNP stations	Est. USD 300,000 plus	Since 2007	UNICEF
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> • Insufficient office equipment and logistical support for the LNP Gender Affairs Section to enable it to integrate gender issues and work effectively. • Limited resources to reach out to remote areas including insufficient logistical support of the LNP rural visitation campaign. • Insufficient learning materials. • Inadequate facilities and incentives for female personnel deployed to rural areas including absence of welfare packages for some police officers. • Difficulties in creating public awareness to increase reporting of GBV cases (including rape cases) to the police. • Insufficient capacity to effectively gather and scientifically analyse physical evidence in rape cases. • Reluctance of complainants to pursue cases, resulting in some perpetrators going free. • Low attendance of senior officers at trainings leading to their replacement by junior officers. • Limited capacity of the WACPS to effectively investigate GBV cases. • Lack of female personnel in some police stations which sometimes discourages female survivors of GBV from reporting their cases. • Challenges in recruiting and retaining qualified women into the police. • Limited number of qualified trainers to deliver courses beyond the recruitment level.⁴⁵ • Continuous and more specialised training for the WACPS is missing (i.e. case management, crime scene investigation, child trafficking). • Insufficient community awareness of GBV. 					
LESSONS LEARNED					
<ul style="list-style-type: none"> • The standardisation of tools improves communication and coordination of interventions (i.e. SOPs for GBV and safe houses; standardised training packs for GBV, SEA, police; standard reporting forms). • The development of the LNP gender policy to guide gender mainstreaming and female participation has laid a firm foundation for recruitment and retention of women in the LNP. Of the 20% female-to-male targeted ratio, 15% has been accomplished. • The establishment of the Gender Affairs Section within the LNP has helped to oversee the implementation of the Gender Policy. • Capacity development via cross-learning has been effective, i.e. security providers have visited other countries and have learned about their best practices and lessons learned. 					

3.1.1.2 MONROVIA CITY POLICE

The Monrovia City Police (MCP) was created under the Act of the Monrovia City Corporation on 19 July 1973. Its director reports to the city mayor. The MCPs' primary functions include the following (the LNP also provides some of these functions):⁴⁶

- Enforce municipal ordinances and regulations
- Enforce parking regulations and supervise parking lots
- Assist in collecting real estate taxes
- Oversee and regulate the management of the city, its infrastructure, markets and petty trading areas
- Provide security for the mayor, city administrators and visiting dignitaries
- Maintain public order and protect persons and property in the City Corporation administrative area
- Support the LNP in executing their administrative duties
- Exercise jurisdiction over all matters affecting traffic and sanitation in the City Corporation administrative area

The MCP has focused on policy development and institutional training in 2010. Its only training partners are the GoL and the National Training Academy.

This study found no gender-responsive reform initiatives in the MCP. The MCP appointed a gender focal person but that person was reassigned to the Monrovia City Corporation. It has been a challenge to recruit and retain qualified female personnel. The MCP needs a gender focal person.

3.1.2 ARMED FORCES OF LIBERIA

Mandate and structure

The AFL is composed of the army, the coast guard and the air force. It currently operates under the authority of the new National Defense Act of 2008. This Act repealed the National Defense Act of 1956, the Coast Guard Act of 1959, and the Liberia Navy Act of 1986. Commander-in-Chief President Ellen Johnson Sirleaf heads the AFL and is responsible for the operational effectiveness, readiness, morale and probity of the AFL.⁴⁷ The AFL's primary mission is to defend the national sovereignty and territorial integrity of Liberia against external aggressors, insurgency, terrorism and encroachment. It also responds to natural disasters and engages in other civic works as may be required.⁴⁸

AFL policies are drawn from US army doctrine. The AFL's legal and regulatory framework includes the Uniform Code of Military Justice (UCMJ) and the Initial Entry Training Soldier's Handbook.⁴⁹

Representation of women in the AFL

As of March 2011 there were 74 women out of a total of 2,017 AFL personnel (a female-to-male ration of 3.67%). The table below shows the representation of men and women working in the AFL.⁵⁰

	MEN	WOMEN	TOTAL
AFL Headquarters	16 (88.88%)	2 (11.11%)	18
Brigade HQ	1,525 (98.90%)	17 (1.10%)	1,542
Armed Forces Training Centre	125 (96.90%)	4 (3.10%)	129
Liberian Coast Guard	39 (97.50%)	1 (2.50%)	40
AFL Band	46 (90.20%)	5 (9.80%)	51
Logistics and Communication	192 (81.00%)	45 (19.00%)	237
Total personnel	1,943 (96.33%)	74 (3.67%)	2,017

There are separate facilities for female and male personnel. They have separate bathrooms and if both sexes share the premises women occupy a separate section. The AFL has no staff association for women but

female AFL personnel may choose to become members of the Liberia Female Law Enforcement Association (LIFLEA).

Gender-sensitive conduct and discipline

The AFL does not have a gender policy. However, in accordance with Liberia's National Gender Policy, the Ministry of National Defense (MoD) and the AFL appointed gender focal persons.⁵¹ Equal opportunities apply to all officers and enlisted men and women except that women are not allowed to serve in the infantry. However, women may work in units supporting the infantry such as the medical or communications units.⁵²

The AFL's Initial Entry Training Handbook contains the Army Sexual Harassment Policy.⁵³ This policy categorises harassment as verbal, non-verbal and physical and it recommends some actions for dealing with harassment. Actions include confrontation, filing a complaint, and reporting instances of harassment through the chain of command.

Chapter three of the training handbook provides a conduct policy for homosexual service members: "Don't ask, don't tell, don't harass." Sexual orientation is not a bar to enlistment or continued service in the military. The policy stresses that service members are not allowed to ask or question other service members about their sexual orientation. Persons who violate the policy are subject to punishment under the UCMJ.

In addition, the handbook has provisions addressing sexual assault. Sexual assault, including forcible rape, sodomy, and indecent assault, is a criminal offence. It is punishable under the UCMJ and local civilian laws. It carries a maximum penalty, confinement, a dishonourable discharge and forfeiture of pay and allowances.⁵⁴ The commanders and supervisors of perpetrators must take appropriate disciplinary and/or administrative actions. The AFL has a legal affairs officer in each section of the AFL through whom grievances may be reported.⁵⁵

AFL's human resources policy contains provisions on marriage, pregnancy and maternity leave.⁵⁶ However, these provisions are currently suspended pending revisions by the AFL. The AFL's UCMJ doctrine is also being reviewed to make it more applicable to the Liberian context. This task is being undertaken by the Committee on Policy Review.⁵⁷ At the validation workshop for this study the AFL representative welcomed the suggestion that women's groups be invited to participate on this committee to help integrate a gender perspective into the AFL's UCMJ.⁵⁸

Gender training

There is no ongoing gender training within the AFL. However, initial training for new recruits covers issues related to preventing sexual harassment and sexual assault including rape.⁵⁹ As of March 2011 eighteen soldiers had received training from the UNMIL human rights section and 20 soldiers had received training in child rights and child protection from Child Fund International (CFI).⁶⁰

CURRENT GENDER AND SSR ACTIVITIES IN THE AFL

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Review of the UCMJ doctrine	Adapt the UCMJ to better reflect Liberian realities and needs	Nation-wide	N/A	2011-	Committee on Policy Review
Gender training and sensitisation of the military	Create women-friendly security services and protect women from SEA	Montserrado, Grand Gedeh and Grand Bassa counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, UNMIL, MoD
Capacity- building of the military on gender issues, human rights and national laws	Create women-friendly security services and protect women from SEA	Montserrado, Grand Gedeh, Cape Mount, Nimba and Grand Bassa counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, MoGD, WIPNET, UNMIL
Increase protection for women and children in and around military installations	Protect women and children living in and around military installations from abuse and violence	Nation-wide	N/A	The MoD signed the MOU in 2009 but still needs to approve the terms of reference before the consultant can support the process	MoD, UNICEF
Support the initiative to realise 20% women's participation in the military and various security agencies	Create women-friendly services and raise awareness on GBV	Nation-wide	N/A	2011-2014	MoGD, MoD, MoJ, Liberia Reconstruction and Development Committee
Awareness-raising and training on child protection and children's rights	Reinforce the protection of boys and girls	Montserrado County	USD 2,500	June-December 2011	MoD, CFI

REPORTED CHALLENGES, GAPS AND NEEDS

- There is no gender policy.
- Recruitment and retention of female personnel is limited. In particular, there needs to be more recruitment of educated and qualified women in the military.
- Insufficient awareness-raising within the AFL on the importance of including women.
- Limited support provided to women within the armed forces.
- Difficulties for many female candidates to pass the physical and aptitude tests for recruitment.
- No gender training module exists in the AFL basic training programme and there is insufficient gender training in particular for middle and senior management levels. Gender training has been conducted mostly on an ad-hoc basis.
- There is insufficient training of trainers. The UNMIL Office of the Gender Advisor is conducting gender and GBV training which is not sustainable beyond UNMIL's mandate.

LESSONS LEARNED

- Gender training can increase awareness on the importance of women's participation in the armed forces.
- The MoGD has a lead role in helping to raise awareness among women and girls about opportunities for joining the AFL. There should be further collaboration and interaction between the AFL and MoGD to mainstream gender into the structure, policies and operations of the AFL and to increase the participation of women.

3.1.3 INTELLIGENCE AND SECURITY SERVICES

3.1.3.1 NATIONAL SECURITY AGENCY

The GoL created the National Security Agency (NSA) through an act of legislation in 1974 after the NBI and the Executive Action Bureau had been abolished. The NSA is responsible for developing plans, collecting and analysing information and disseminating intelligence within the government. It also fights against subversion, espionage, sedition, adverse propaganda and sabotage. The director of NSA is responsible for preparing intelligence and security briefs for the president.⁶¹

The NSA's gender and equality policy provides for equal opportunities to staff at the administrative, operational and managerial levels. The policy prohibits sexual harassment and violence within the agency. The NSA has appointed a gender focal person and has achieved the PRS' target of 20% female staff.

The NSA's training and education policy provides for integrating a gender training module developed by the MoGD into its training curriculum. Both male and female personnel have participated in gender sensitisation workshops on GBV and SEA designed for agents working in border areas. The MoJ and the United Nation's Development Fund for Women (UNIFEM, now part of UN Women) conducted these workshops.⁶²

REPORTED CHALLENGES, GAPS AND NEEDS

- Under-representation of women in the workplace.
- Insufficient capacity-building for female personnel.
- Difficulty in getting women to join the NSA due to insufficient incentives.

LESSONS LEARNED
<ul style="list-style-type: none"> The appointment of gender focal persons in the NSA has encouraged and motivated women within the agency to participate more and has enabled them to acquire more knowledge and insight into gender issues.

3.1.3.2 MINISTRY OF NATIONAL SECURITY

Established in 1979, the MNS prepares intelligence and security briefs for the President of Liberia.⁶³ It also monitors and provides operational guidance to SSIs on behalf of the president, for activities such as presidential security operations, counter-intelligence and counter-espionage operations of the security services. The MNS' mandate requires it to coordinate the activities of all security services and to establish rules and regulations (subject to the approval of the president) for guiding the management of personnel, finances, logistics, training and operations within the security services.

In terms of gender-responsive reform initiatives, the MNS has supported the creation of the MNS's women's association. Also, a number of its officers have participated in MoJ/UNIFEM-sponsored gender training for officials assigned to border areas. The GoL plans to dissolve the MNS, thus, it is not currently planning new activities.

CURRENT GENDER AND SSR ACTIVITIES IN THE MNS

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
<i>No ongoing or planned gender and SSR activity. The agency is currently earmarked for dissolution.</i>					
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> Overall lack of gender mainstreaming into policies and activities. No gender policy. Low internal motivation to initiate GBV programmes. 					
LESSONS LEARNED					
<ul style="list-style-type: none"> Marginalisation of women in MNS may constitute a disincentive for female applicants and negatively affect the institution's ability to recruit women. Women's involvement in decision-making has helped to promote harmonious working environments and innovation in the workplace. 					

3.1.3.3 THE SPECIAL SECURITY SERVICE

The GoL established the Special Security Service (SSS) through an act of legislation in February 1966. The SSS protects the president, the president's immediate family, some government officials and visiting dignitaries. It also protects the Executive Mansion and its grounds.

CURRENT GENDER AND SSR ACTIVITIES OF THE SSS

Information was not available. The researcher was asked to obtain prior authorisation from the president.

3.1.4 DRUG ENFORCEMENT AGENCY

The GoL established the DEA on 23 December 1998. The DEA develops anti-drug polices and coordinates and facilitates the enforcement of national drug legislation and relevant international conventions and protocols to which Liberia is a signatory.

Section 22.105 of the legislative act that established the DEA stipulates that the anti-drug related functions and personnel of the LNP and the NSA be transferred to the DEA.⁶⁴ In 2008 the NSSRL announced the plan to merge the DEA into the LNP. The Agency currently has 207 personnel of whom 24 (11.59%) are women.⁶⁵

CURRENT GENDER AND SSR ACTIVITIES IN THE DEA

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Gender training/sensitisation of national drug enforcement officers	Create women-friendly security services and protect women from SEA	Montserrado, Grand Gedeh, Cape Mount, Nimba, Grand counties	N/A	2008-	UNIFEM (now part of UN Women), MoJ, MoGD, UNMIL
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> • Insufficient gender training. • Limited integration of gender issues into the DEA's standard operating procedures and manual. 					

3.1.5 BORDER GUARDS (BUREAU OF IMMIGRATION AND NATURALIZATION)

Mandate and structure

The GoL established the BIN through an act of legislation on 28 August 1956. It is a part of the Joint Security Commission and is supervised by the MoJ. The BIN administers and enforces the Aliens and Nationality Law of Liberia. It is responsible for controlling the entry and exit of all persons; guarding Liberia's borders against the illegal entry of 'aliens'; and issuing rules and regulations to manage its organisation, operations and all other matters related to citizenship and naturalisation. The BIN operates in all 15 of Liberia's counties and has a central office in Monrovia, Montserrado. It is a paramilitary organisation with both law enforcement and revenue-generating functions.

There are about 176 entry points into Liberia. However, due to limited resources the BIN is only able to cover 36 legal ports of entry. The BIN lacks personnel to carry out its mission; it needs to recruit and train 1,000 additional staff members to fill the gap.⁶⁶

The structure of the BIN

A commissioner heads the BIN and is assisted by 3 deputy commissioners: one for administration, one for operations and one for naturalisation. Each major division in the organisation has a director. There are also sectional heads, commanders and regional commanders.

The director of administration supervises all administrative sections including personnel, finance, planning, records and statistics and logistics. Likewise, the director of naturalisation supervises the national ID card, registration, renewal, change of status and adjustment sections.

The director of operations has two major divisions: the inspectorate division and the security division. The inspectorate division is responsible for supervising the implementation of orders. It also ensures discipline among personnel who are working in detachments, at ports of entry or in other locations.

The border patrol unit is the inspectorate division's operational arm. It is responsible for patrolling and guarding border posts against the entry of illegal persons including invaders. The security division is responsible for detecting and investigating violations of the law, and for investigating officers in the BIN for unprofessional conduct.

Representation of women in the BIN

The BIN has exceeded the 20% target for female officers and has encouraged the establishment of the BIN women's association. As of August 2010 personnel consisted of 27.50% women mostly in lower ranking positions.⁶⁷ Of a total of 546 women working in the BIN, 25 are employed in high-ranking positions at the central office including 1 deputy commissioner, 1 director, 7 sectional heads and 16 deputy sectional heads.⁶⁸

Gender mainstreaming

The BIN launched its 2010-2013 Strategic Plan in September 2010. It has recently started to mainstream gender into its structures and policies. The bureau has begun to develop a gender policy and an implementation plan related to the policy.

The BIN is part of the National GBV Task Force. Other organisations working on this task force include UNIFEM (now part of UN Women), UNICEF, Liberia's Ministry of Health and Social Welfare (MoHSW), MoJ, MoGD, Ministry of Internal Affairs, and the LNP (WACPS).⁶⁹

Gender training⁷⁰

In 2008 the BIN prepared a draft gender training manual with support from the Office of the Gender Adviser in UNMIL, the United Nations Police (UNPOL) and Action Aid. However, this manual has not yet been adapted for use by the BIN.⁷¹ Every year the BIN and LNP officers attend a three-day human rights training course which addresses women's rights and gender issues.⁷²

CURRENT GENDER AND SSR ACTIVITIES IN THE BIN

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Capacity building for border personnel on the protection of women and children	Increase the capacity of border security personnel to protect women and children in border communities	Four counties in the border regions	USD 40,000	Started in 2010 (periodic training)	MoJ/UNICEF
Developing a gender policy targeting achievement of over 20% female representation through increased recruitment	Mainstream gender, promote gender equality and increase women's participation in decision-making positions	Nation-wide	N/A	2009-2012	BIN/UNPOL advisers, UNDP, UNMIL, MoJ, UNIFEM (now part of UN Women)

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Awareness and sensitisation about the gender policy	Raise awareness on the new BIN gender policy	Nation-wide	N/A	2011-	BIN/UNPOL advisers, UNIFEM (now part of UN Women), MoJ, LNBA
Assessment and research on gender-responsiveness in the BIN	Provide baseline data against which to measure change	Nation-wide	N/A	2010	BIN/UNPOL advisers, MoJ
GBV and SEA awareness-raising for senior and junior security officers especially those working in border areas	Raise awareness of GBV and SEA, especially among officers working in the border areas	Monteserrado, Grand Cape Mount and Nimba counties	N/A	2010-2011	UNIFEM (now part of UN Women), UNMIL, UNFPA, LINLEA and various ministries and government agencies i.e. MoGD, MoSHW, MoE, BIN, LNP, MNS, NSA, NBI, DEA, LNFS, customs
Annual 3-day training in human rights for recruits and in-service personnel	Familiarise the BIN and LNP officers with international human rights laws and mechanisms, including women's rights and gender issues	Monteserrado County	N/A	Annual	LNP Training Academy
Gender training and sensitisation for immigration personnel	Create women-friendly security services and protect women from SEA	Montserrado, Grand Gedeh Cape Mount, Nimba, Grand Bassa counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, MoGD, UNMIL
Capacity building on gender, human rights and national laws	Same as above	Montserrado, Grand Gedeh, Cape Mount, Nimba, Grand Bassa counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, MoGD, UNMIL, ANPPCAN

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Programme to combat sexual harassment, discrimination and victimisation in the workplace	Same as above	N/A	N/A	2010-	BIN/UNPOL advisers, UNIFEM (now part of UN Women), MoGD, LIFLEA, LINLEA, UNMIL Office of the Gender Advisor
Development of a gender training manual	Strengthen institutional capacity and response to gender issues in the work of the BIN	Monrovia	N/A	2007-2011	UNMIL-OGA, Action AID, UNIFEM (now part of UN Women), LIFLEA, IOM
Strengthening women's roles and influence in peacebuilding and conflict resolution in the Mano River (COHESION) Border staff training in Liberia (as well as in Guinea and Côte d'Ivoire)	(1) Increase knowledge of the border officials (and female traders) on laws protecting trade women, and on the elimination of all forms of violence against women; (2) Promote free border movement and the protection of trade women along the border; (3) Strengthen cooperation between Border Monitors/ Peace Committees (volunteers) and government border officials	Liberia border regions	N/A	2010-	DRC, MoGD, MoJ

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
GBV and SEA awareness-raising for security officers, especially those working in border areas	Raise awareness of GBV and SEA	Montserrado, Grand Cape Mount, Nimba, Lofa, Grand Bassa counties and the international airport	N/A	June 2010-2011	UNIFEM (now part of UN Women), UNICEF, UNFPA, MoGD, MoSHW, MoE, MoJ, UNMIL, LINLEA, Public Defender's Office, Italian Government (beneficiaries also include the LNP, MNS, NSA, NBI, DEA, NFS & Customs)
"Empowering Women and Girls to Alleviate the Security Threats in their Communities: Promoting Human Security in the MRU Countries"	Increase awareness of the rights of women and girls in the MRU, especially in remote border communities; Challenge the impunity of those who violate the human rights of women and girls by facilitating access to and promoting the use of redress mechanisms by victims of GBV and their families; Strengthen capacities amongst community activists to advocate for individuals and families victimised by GBV; Contribute to more strategic and effective advocacy for policies and practices on women and girls' security issues at national, sub-regional and international levels	Gbarpolu, Bong and Lofa counties	GBP 450,000	January 2008–December 2010	International Alert, MoJ, community radios in Kungbor, Jorwah, Zorzor, Voinjama and Vahun; WIPNET, Press Union of Liberia, AFELL, ARC, LIWOMAC and WONGOSOL

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Capacity-building for personnel in the border management sector on protection of women and children (Component of GBV programme)	Increase capacity in the border management sector, to protect women and children in border communities	Four border counties	USD 40,000	Started in 2010	MoJ/UNICEF

REPORTED CHALLENGES, GAPS AND NEEDS

- Challenges still exist related to the retention, advancement, training and deployment of female personnel although BIN has exceeded the 20% benchmark of female representation.
- There is no recruitment policy with specific reference made to gender concerns.
- There remain insufficient and inadequate incentives, career opportunities and facilities for female staff such as isolated postings and the absence of uniforms for women.
- Absence of adequate facilities for women and children in the border regions.
- Delays in finalising and implementing the gender training manual.
- Absence of a gender policy and a gender focal person/unit responsible for mainstreaming gender in the bureau.
- No UN gender adviser mandated to support the BIN.
- Lack of effective monitoring and support systems for programmes related to gender equality.
- Insufficient coordination, information-sharing, peer reviews and joint training sessions among the institutions that form part of the Joint Security Commission in Liberia.
- Absence of a clear gender budget with earmarked funds for addressing the different needs of men, women, boys and girls and a lack of awareness in the Legislature of the BIN's budgetary needs.
- Difficulties in getting senior officers to attend trainings.
- Insufficient training for border security personnel and civil society border monitors responsible for reinforcing the prevention of violence and protection of women at the borders.
- Concerns about the sustainability of the border monitoring system.
- Requests by trainees for "participation/sitting fees."
- More training for BIN personnel in conflict resolution is needed.
- Misconceptions among male staff that gender is only about women. This can lead to discrimination against female law enforcement personnel who are working in positions that are perceived to be "traditional male positions"; in those positions women must work harder than men to meet expectations.
- While there is training for the survivors of GBV, training on gender issues for BIN personnel is insufficient.
- There is limited capacity in the BIN to deliver gender training. Also, among current UNPOL staff tasked with supporting and mentoring BIN officers, none have specialised knowledge and experience in gender issues.⁷³

LESSONS LEARNED

- Gender sensitisation improves efficiency and the provision of security. As cited by the BIN interviewee, “this is a partnership business and a win-win situation for all.”
- The integration of gender issues, covered in the training manual, has helped officers to identify and address gender issues in the workplace.
- Beneficiaries of a gender and SSR border project (see the DRC-supported project in the above table) praised border monitors engaged in detecting and documenting violations against female traders). In general, the border monitors were satisfied with their roles and responsibilities. The use of a “complaint box” mechanism was a good practice. Beneficiaries also gave positive feedback on the code of conduct developed for the border monitors. Referral systems set up within the border monitoring system has also been successful.
- Trainers who speak from personal experience may be more effective.

3.1.6 CUSTOMS AUTHORITIES (BUREAU OF CUSTOMS AND EXCISE)

The GoL created the Bureau of Customs & Excise (BC&E) through an act of legislation on 6 March 1952. A commissioner who reports to the deputy minister of finance for revenues heads the BC&E. The bureau’s functions are to:

- Generate revenue for the GoL by enforcing the collection of import and export duties, including excise and other customs charges and related fees
- Perform law enforcement functions necessary for preventing the passage of contraband goods across borders and customs fraud
- Facilitate trade and the collection of trade statistics data

The BC&E is currently reforming and updating its structure, processes and procedures (2010-2013 programme) with assistance from the European Commission (EC), the United Nations Conference on Trade and Development, the African Development Bank, ECOWAS, the International Monetary Fund, the International Finance Corporation (IFC), the US Agency for International Development (USAID), the Investment Climate Facility, the Swedish International Development Cooperation Agency (SIDA), and the World Customs Organisation (WCO). It is also developing its Trade Policy (timeline: 2011-2014) and revising the Customs Code (timeline: 2010-2011) to the ECOWAS Common External Tariff with assistance from the IFC, the WCO, the Millennium Change Corporation and the EC. The custom reform project has four pillars: (1) automation (USD 7 million); (2) training, (3) communication and charges management (USD 2 million), and (4) infrastructure (USD 20 million).

Women’s current representation within the BC&E is 28% of its personnel. Efforts are underway to increase female representation in the organisation to over 30%.⁷⁴

The BC&E has a gender sensitisation and awareness programme. It also strives to raise gender awareness along and beyond Liberia’s borders by developing billboards, posters and manuals on GBV for male and female cross-border traders. BC&E staff have participated in gender sensitisation and awareness-raising workshops organised by the MoJ and UNIFEM (now part of UN Women). The bureau is currently developing its training manual which will contain gender-sensitive modules.

CURRENT GENDER AND SSR ACTIVITIES IN THE BC&E

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Outreach programmes for educational institutions and communities in order to attract women into customs services	Mainstream gender in the customs service, raise awareness about GBV, and prevent GBV and SEA	Montserrado, Grand Gedeh, Grand Cape Mount, Nimba, Grand Bassa and Margibi counties	USD 750,000	2008-2014	UNIFEM (now part of UN Women), MoJ, MoGD Customs, UNMIL
Training and sensitisation of customs officers	Create women-friendly security services and protect women from SEA	Montserrado, Grand Gedeh, Grand Cape Mount, Nimba, Grand Bassa, Margibi counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, UNMIL, MoGD, Customs
Education and awareness-raising of female cross-border traders, on their rights in cross-border trade activities	Raise awareness on cross-border traders' rights and duties	Border regions	N/A	Not specified	UNIFEM (now part of UN Women), MoGD, Customs
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> • Insufficient facilities for female staff and women cross-border traders: separate bathroom facilities for women at the borders are rare, and there is no lodging at border points for female cross-border traders who arrive late at night. • Slow pace of funding for developing information brochures and manuals. • Lack of funds to complete the implementation of the customs reform and modernisation processes (about a 75% gap in funding). This is delaying the deployment plan (a deliverable under the PRS); the roll-out of automation to all customs ports, and the implementation of training sessions for BC&E personnel and the trading community. • Insufficient sensitisation on gender issues for customs personnel. 					
LESSONS LEARNED					
<ul style="list-style-type: none"> • The interaction between customs personnel and women engaged in cross-border trade revealed the challenges faced by women at the borders. Women shared their experiences with BC&E staff and this led to corrective action at the policy level. • Large-scale awareness-raising on the rights of cross-border traders has helped to empower them to engage customs personnel at the border points. Also, client service standards have made customs officers and cross-border traders (including women) more knowledgeable about their respective rights and duties. 					

3.1.7 LIBERIA NATIONAL FIRE SERVICE

The GoL established the Liberia National Fire Service (LNFS) through an act of legislation in 1949. It functions under the MoJ and is responsible for:

- Overseeing and coordinating fire fighting operations and fire prevention activities
- Inspecting public and private buildings and eliminating hazardous conditions
- Assisting the LNP in arson investigations
- Establishing fire control units throughout the country
- Preparing statistical reports on the occurrence and causes of fire

In 2009 the LNFS incorporated gender-sensitive modules into its training curriculum with the MoGD's support. The LNFS has a gender focal person and a women's association.

3.1.8 PRIVATE MILITARY AND SECURITY COMPANIES

Mandates

Private Military and Security Companies (PMSC) are businesses that provide security and/or military services.⁷⁵ The CPA gave the United States a lead role in restructuring the AFL. The US State Department provided support for recruiting and training about 2,100 soldiers. In addition, it hired two PMSCs to help the GoL in its reform process. *DynCorp International* provided facilities and training for the AFL and *Pacific Architects and Engineers* built military bases and provided advanced training and mentoring to AFL officers. In January 2010 the US African Command took the lead in the US-supported defence sector reform. PMSCs (including mentors and advisors) continue to support the AFL in this newly consolidated mission.⁷⁶

Liberia has a growing number of private security companies (PSCs) that are performing tasks such as controlling traffic, preventing illegal activities and investigating offences. PSCs are providing protection services to diplomatic missions, government establishments and wealthy individuals.⁷⁷ Large industries such as rubber plantations and logging companies employ many private security services.⁷⁸ The Plant Protection Departments (PPDs) of the rubber plantations run by Firestone, the Liberian Agriculture Company and Cavalla are reportedly "filling a vacuum caused by the Government's failure to guarantee security and rule of law." In 2006 these plantations employed a total of 738 private security officers. The UN has raised concerns about the extensive authority these PPDs exercise in the areas of arrest and detention.⁷⁹

Regulation of PMSCs

PMSC employees are usually civilians. Holding PMSCs accountable is challenging due to the complex laws governing relations among the contractor, contracting state and host state.⁸⁰ PMSCs often register in their home state, enter into a contract with a contracting state, operate in a host state and recruit staff from a variety of other countries. The applicable law related to contractors' activities can therefore be quite complex. In Liberia such laws have denied both the Minister of Defense and members of parliament access to the contractual terms between the contractor Dyncorp and its contracting state. International efforts have attempted to increase the regulation of PMSCs to ensure respect for the rule of law, human rights and the protection of their clients' interests. The Montreux Document outlines rules and good practices for PMSCs operating in armed conflicts.⁸¹ An international code of conduct (to which Dyncorp is a signatory) has also been developed to regulate governance and oversight of these companies.⁸²

The MoJ published guidelines for establishing and managing PSCs that became effective on 1 January 2008.⁸³ These guidelines regulate PSC personnel and activities. On an annual basis PSCs must present a copy of their insurance policy and pay the fee of USD 350 to the MoJ to obtain the clearance certificate which allows them to operate. PSCs must also register with the Ministry of Commerce and Industry in accordance with the 1977 Business Association Act of Liberia.

The MoJ's guidelines stipulate that only Liberian citizens may own and operate PSCs on a contractual basis for profit in Liberia. The guidelines also require persons wishing to establish a PSC to have a certificate, diploma and/or degree in security management, crime prevention, police science or law enforcement administration from a certified institution. He or she must undergo a criminal history background check through the LNP and NBI and receive clearances from both agencies. All PSCs and their personnel must register with the MoJ. Security guards must have at least a high school certificate (showing they have passed the 9th grade) and must complete a 40-hour prequalification security training course administered by a training institution that is certified by MoJ's Division of Public Safety. Gender training conducted by the LNP training academy is not currently offered to PSCs.⁸⁴

These guidelines regulate PSCs' activities and specify that private security guards can make temporary arrests but should immediately turn suspects over to the police for further investigation. Private security guards may only operate in their assigned areas and must abide by the Law Enforcement Uniform Code of Ethics.

Further research and work related to Liberian PSCs are needed such as developing a comprehensive national policy and legislation to guide PSC's functions and operations.⁸⁵

3.2 CORE JUSTICE SERVICE PROVIDERS

3.2.1 CRIMINAL INVESTIGATIONS, THE JUDICIARY AND CORRECTIONS

Liberia's legislature established and vested judicial power in its Supreme Court and subordinate courts. The Chief Justice is the head of the Supreme Court, circuit court judges are heads of circuit courts, full-time magistrates are heads of magistrate courts and justices of the peace are heads of justices of the peace courts. All these courts have the authority to apply statutory and customary laws.⁸⁶ Traditional and lay courts in rural areas apply only customary laws and are the principal providers of justice services for large sections of the population.⁸⁷ The Revised Rules and Regulation Governing the Hinterland of Liberia (2000) provides the laws governing the traditional court system.⁸⁸

Criminal Court E

Criminal Court E is a specialised court for trying sexual violence cases. The GoL established the Court E through an act of legislation amending the Judiciary Law of 1972; it inaugurated the Court E in December 2008. The amended law also gave circuit courts of other counties (outside of Monrovia) exclusive jurisdiction over the crimes of rape, sodomy, corruption of minors, sexual abuse and sexual assault.

The Association of Female Lawyers of Liberia (AFELL) was a driving force behind the establishment of Court E.⁸⁹ The newly-renovated court has an in-camera room to protect the identity of victims and witnesses during their testimony. The Court E has a substantial backlog of cases and lacks funding.⁹⁰ Other problems include corruption during prosecution characterised by the occasional disappearance of court documents; bribery that undermines the effective delivery of justice; community and family pressure on victims to drop SEA cases; and misinterpretations of the new rape law.⁹¹

Representation of women in the judiciary

In the justice system there are 468 court personnel comprising 121 women (25.85%) and 347 men (74.15%).⁹² There is relatively high female representation among Supreme Court judges; one third of them are women. The number of women among high court and specialised court judges is considerably lower (see the table below).

Judges

COURT	MALE JUDGES	FEMALE JUDGES	TOTAL
SUPREME COURT	4 (66.67%)	2 (33.33%)	6
HIGH COURT	18 (85.71%)	3 (14.29%)	21
SPECIALISED COURTS	54 (94.74%)	3 (5.26%)	57

CURRENT GENDER AND SSR ACTIVITIES IN THE JUDICIARY

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Training judiciary and prosecution personnel on gender and human rights laws including the new rape law	Improve the capacity of the court system to promote human rights and women's access to justice	Montserrado, Grand Gedeh, Grand Cape Mount, Nimba, Grand Bassa, Margibi counties	N/A	2008-2014	UNIFEM (now part of Women), UNMIL and various UN agencies, MoJ, MoGD, INGOs, CSOs
Training prosecutors and solicitors in juvenile court proceedings on GBV cases	Create women-friendly security services and protect women from SEA	Montserrado, Grand Gedeh, Grand Bassa counties	N/A	2008-2014	UNIFEM (now part of UN Women), LNP, UNMIL, Prisons, MoJ, MoGD, WIPNET
Capacity-building of public defenders and prosecutors	Promote access to justice	Montserrado, Grand Gedeh, Grand Cape Mount, Nimba, Grand Bassa counties	N/A	2008-2014	UNIFEM (now part of UN Women), Judiciary, MoJ, MoGD, UNMIL
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> • The limitations of the criminal justice system in remote, rural areas of Liberia. • Effective monitoring of projects after implementation remains challenging. • The need to strengthen collaboration with community-based justice structures. • Fighting corruption in the court system. • Promoting better understanding of the new rape law. • Limited capacity to prosecute all GBV cases. 					

LESSONS LEARNED

- Improved collaboration and communication with partners and stakeholders can reduce the risk of duplicating programmes and efforts.
- Longer term programmes have allowed for better assessments of the impact of programmes.
- The standardisation of tools improves communication and coordination of interventions (i.e. SOPs for GBV and safe houses; standardised training packs for GBV, SEA, police; standard reporting forms).

3.2.1.1 NATIONAL BUREAU OF INVESTIGATIONS

The GoL established the NBI through an act of legislation in 1958. In 1974 it abolished the NBI and transferred NBI's functions to the NSA and LNP. Due to new challenges in fighting national and trans-national crime, the GoL re-established the NBI in December 1998. However, in 2008 the NSSRL again earmarked the NBI for dissolution and called for transferring its functions to the LNP.

The NBI investigates major crimes including homicide, illegal entries, robbery, arson, rape, kidnapping, theft and burglary, forgery, smuggling, narcotics offences and counterfeiting. The NBI director reports directly to the president per a presidential directive.

The NBI has participated in gender training provided by the MoJ. No other gender and SSR activities are taking place as the NBI is currently earmarked for dissolution.

3.2.1.2 BUREAU OF CORRECTIONS AND REHABILITATION

The Bureau of Corrections and Rehabilitation (BCR) functions under the supervision of the MoJ and administers the correctional institutions in Liberia. It is responsible for the treatment and rehabilitation of convicted criminals. An assistant minister of justice for rehabilitation is the head of the BCR.

The functions of the BCR are to:

- Establish, maintain and administer all correctional institutions (including prisons, reformatories, parole and probation hostels, work camps, and local jails) and other facilities for the custody, detention, control, correction, treatment and rehabilitation of committed offenders
- Provide for the safekeeping of persons in correctional institutions and other facilities in accordance with law
- Administer the release of persons under parole supervision and provide for parole services in the in the community
- Develop policies for the treatment and rehabilitation of offenders committed to correctional institutions
- Administer probation services in the community
- Establish standards that provide comprehensive guidance for managing all institutions in the Republic for the detention of persons charged with or convicted of an offense, or for the safekeeping of such other persons as may be remanded thereto in accordance with the law
- Close institutions which are deemed inadequate (Chapter 41.1)⁹³

Gender-sensitive procedures

As of March 2011 there were 44 female prisoners comprising 2.89% of a total of 1,523 prisoners in the whole country. The 2009 national SOPs for corrections facilities established clear guidelines for separating male and female prisoners. They prescribed that "male and female prisoners shall be confined in separate cells or in separate parts of the same prison in such a manner as to prevent intermingling between prisoners of opposite sex." The SOPs provide guidance for prison staff regarding appropriate interaction with prisoners.

For example they instruct that “the prisoner will be searched by an officer of the same sex prior to his/her release,” and “a male prison officer shall not enter a prison or part appropriated to female prisoners except while on duty unless he is accompanied by a female prison officer. Female prisoners shall at all times be attended to by female prison officers.”

Pregnant female prisoners are entitled to “adequate preventive and curative healthcare” and “nutritious food, fresh air, exercise, sanitary conditions, extra vitamins, sufficient rest and arrangement to deliver in a hospital.” The superintendents and directors of prisons must be notified of the admission of a pregnant female prisoner and will ensure that she has access to a hospital for regular medical check-ups prior to delivery.⁹⁴

Representation of women in the corrections service

The SOPs for corrections facilities provide a specific clause forbidding discrimination against female staff (i.e. female personnel are entitled to equal benefits, allowances and privileges and access to opportunities for career advancement and training courses).⁹⁵

As of March 2011 the total number of prison staff was 326 (259 correction officers and prison guards; 60 support staff and 7 central administrative and senior staff). Fifty-four of them were women (16.56%) and 272 were men (83.44%).⁹⁶

CURRENT GENDER AND SSR ACTIVITIES IN THE CORRECTIONS SERVICE

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Gender training and sensitisation of inmates and corrections officers	Create women-friendly security services and protect women from SEA	Montserrado, Grand Gedeh, Grand Bassa counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, UNMIL, Prisons, MoGD
Life skills training and psychosocial counselling on GBV for male inmates	Reduce deviant practices and crimes and help inmates to reintegrate into society	Montserrado, Grand Gedeh, Grand Cape Mount, Nimba, Grand Bassa, Margibi counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, MoGD, UNMIL, SOAP
Community awareness-raising on corrections-related work	Create a safer environment for former inmates	Montserrado, Grand Gedeh, Grand Cape Mount, Nimba, Grand Bassa counties	N/A	2008-2014	UNIFEM (now part of UN Women), MoJ, MoGD, UNMIL

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Gender sensitisation and rehabilitation programme	Raise awareness of GBV and SEA, the role of police in the criminal justice system and the new rape law. To provide psychosocial counselling and vocational skills training to prison inmates	Monteserrado and Grand Gedeh counties	N/A	May–December 2010	NGOs, MoSHW, MoE, UNMIL, UNFPA, LINLEA, Public Defender, international facilitators and counsellors
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> • Limited logistical support such as a shortage of vehicles and restraint equipment. • Insufficient funding available for effective implementation of projects and programmes. • Limited capacity of prison staff. • Insufficient space within prisons to conduct training. • Limited resources to ensure that remote areas are included in the training and awareness-raising programmes. 					

3.3 INSTITUTIONAL MANAGEMENT AND OVERSIGHT BODIES

3.3.1 NATIONAL SECURITY COUNCIL

The GoL established the NSC in March 2000. It is responsible for defining Liberia’s national security goals. It initiates security policies, discusses policy proposals made by other actors, develops alternative courses of action and submits policy recommendations to the president. The NSC follows up with government agencies responsible for implementing programmes to make sure they are applying security policy in a coordinated manner. It also tasks, organises, and supervises governmental law enforcement SSIs to ensure the collection of intelligence, counter intelligence and other information necessary to fulfil NSC’s responsibilities.

Liberia’s president chairs the NSC and 12 other government officials sit on the Council. The president’s national security adviser heads NSC’s Secretariat which comprises security technicians and clerical personnel who facilitate the work of the Council.

3.3.2 NATIONAL LEGISLATURE AND LEGISLATIVE COMMITTEES

Representation of women in the National Legislature

The Senate Committee on National Security, Defense and Veterans Affairs has 1 female member out of 14 (7.14%). The House of Representatives Committee on Defense has 1 female member out of 7 (14.28%) and the Committee on National Security has 7 members who are all men. The chairs and deputy chairs of all these committees are male.⁹⁷ The Senate has a Committee on Gender, Health and Social Affairs, Women and Children Affairs. The Women’s Legislative Caucus of Liberia is comprised of the 14 female parliamentarians in the Senate and House of Representatives. The Caucus was established in July 2007 and advocates for a minimum 30% representation of women in the legislature.

Gender-related activities and responsibilities

The National Legislature has oversight responsibility over the security sector. It passes laws that define and regulate the security services and their powers and adopts and manages security budgets. Some of the National Legislature's activities have included the following:⁹⁸

- The passage of the *Inheritance Act* that largely recognises the right of women to property inheritance in customary marriage
- The establishment of juvenile courts
- The Gender Equity Bill that is now under discussion and which calls for a 30% female quota
- The review and passage of security and gender-related budgets
- The vetting and confirmation of security personnel nominated by the executive
- The review and updating of acts establishing security agencies, which are outdated and/or gender-biased

CURRENT GENDER AND SSR ACTIVITIES IN THE LEGISLATURE

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Passing the National Children's Bill (draft bill of 2007)	Protect and promote children's rights	Nation-wide	Est. USD 100,000 plus	Since 2007 (The Bill is awaiting approval by the upper house)	UNICEF
Capacity building workshops for the National Legislature on gender responsive budgeting	Enhance understanding of gender strategies for gender mainstreaming and introducing effective tools for gender budget analysis	Monrovia	N/A	February 2011	UNIFEM (now part of UN Women)
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> • Insufficient training and capacity for effective gender integration into parliamentary oversight of the security sector. • Limited budgetary allocations. • Decentralisation has caused the need for additional and different types of technical and logistical support and supervision in the counties. 					

LESSONS LEARNED

- Programmes are more effectively managed when Government commitment is complemented by the necessary technical and logistical support for managing programmes.
- Partners working closely together or in joint programmes ensures maximum utilisation of resources (financial, technical expertise, etc.) and less duplication of efforts.
- Standardisation of tools improves communication and coordination of interventions (e.g. SOP for GBV, SOP for Safe Houses, standardised training packs for GBV, SEA, Police, and standard reporting forms).

3.3.3 MINISTRY OF JUSTICE

Mandate and structure

The GoL established the office of the Attorney General in 1947 through an act of legislation. In 1956 the GoL repealed Chapter 13 of the Executive Law and replaced it with a new Chapter 13 establishing the Bureau of Justice. This Bureau's mandate was to conduct all legal affairs of the Republic and give legal advice to the president and heads of other government bureaus and agencies. In December 1971 a new Executive Law changed the name from bureau to ministry and required it to be headed by a minister.

In addition to the above functions the MoJ prepares and conducts law suits on behalf of the Republic of Liberia. It is responsible for the codification of laws and the prosecution of tax delinquents. The MoJ also considers suggestions from the public, officials of the 'Bench and Bar' and other government officials regarding the revision of laws, procedures and practices.

The MoJ has a lead role in overseeing SSIs. It supervises the activities of the LNP, NBI and Bureau of Corrections. It administers the laws and regulations relating to aliens within Liberia through the BIN. It oversees government activities relating to the prevention and control of fires through the LNFS. It supervises the NSA. The MoJ helps to direct the programmes of SSIs in areas such as the gender mainstreaming of programmes. The MoJ participated in the establishment of a national GBV task force and is actively involved in capacity building and gender sensitisation training for border guards. It also supports a programme for rape survivors.

Sexual and Gender-Based Violent Crime Unit

In February 2009 the MoJ created a Sexual and Gender-Based Violent Crime Unit (SGBVCRU). This unit comprises attorneys and prosecutors trained in investigating and prosecuting GBV crimes and providing support to survivors.⁹⁹ In addition to investigating and prosecuting GBV cases the unit supports training and public education activities related to GBV.¹⁰⁰ The MoJ developed a Sexual Assault and Abuse Prosecution Handbook as a guide for prosecutors of GBV cases.¹⁰¹

Representation of women in the MoJ

The MoJ has a gender focal person. Women currently comprise 13% of the MoJ's personnel.¹⁰² The percentage of female students in the Liberian law school is somewhat higher, averaging around 20% (see the table below for a breakdown of the student population by sex and year of study).¹⁰³

Law school students

YEAR OF STUDIES	MALE	FEMALE	TOTAL
1 ST YEAR	70 (75.27%)	23 (24.73%)	93
2 ND YEAR	74 (82.22%)	16 (17.78%)	90
3 RD YEAR	131 (78.44%)	36 (21.56%)	167

CURRENT GENDER AND SSR ACTIVITIES IN THE MoJ

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Training and sensitisation on juvenile justice for immigration, customs, police and national drug enforcement officers	Build an effective court system to handle juvenile justice cases	Montserrado, Grand Gedeh, Grand Cape Mount, Nimba, Grand Bassa counties	N/A	2008- 2014	UNIFEM (now part of UN Women), AFELL, UNMIL, MoJ, MoGD
Development of a gender policy	Mainstream gender, promote gender equality and strengthen gender responsive structures within the ministry	Nation-wide	N/A	Starting in 2011	NSC, MoGD, UNIFEM (now part of UN Women)
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> • Weak mechanisms for collaborating with community-based justice structures. • Corruption in the court system including the occasional disappearance of court documents and bribery.¹⁰⁴ • The remoteness of certain areas and the more challenging functioning of the criminal justice system in rural Liberia. • Insufficient understanding of the new rape law which can lead to misinterpretations of the law. • Monitoring of projects after implementation. • The habitual practice of families to compromise cases of SEA as a result of community/family pressure. • Limited capacity of the justice system to successfully prosecute GBV cases. 					

LESSONS LEARNED

- Better collaboration and communication with partners and stakeholders can reduce the risk of duplicating programmes and efforts.
- Medium to longer term projects have allowed for better measurement of the impact of programmes.
- The standardisation of tools improves communication and coordination of interventions (i.e. SOP for GBV and safe houses; standardised training packs for GBV, SEA, police; standard reporting forms).

3.3.4 MINISTRY OF NATIONAL DEFENSE

The Executive branch of the GoL established the MoD, also referred to as the Department of War, in 1956 to provide overall supervision and direction to the AFL. Chapter 24 of the Executive Laws of Liberia establishes MoD's mandate. The president of Liberia appoints the Minister of Defense after seeking the advice and consent of the senate.¹⁰⁵ Under the direction of the president, who is also commander-in-chief, the minister of defense has authority over the AFL including responsibility for matters related to AFL's training, operations, administration, preparedness and effectiveness. However, the president makes all military appointment(s).

Civilian administrators, professionals, specialists and technocrats in the MoD continually interact with the military to ensure the military is articulating its goals and objectives appropriately and is implementing its activities based on MoD's goals. The ministry has 145 civilian personnel of whom 21 (14.48%) are women.¹⁰⁶

In support of the reform process the MoD collaborates with other stakeholders to develop and advocate for the enactment of the New Defense Act and the Veterans Act. The National Legislature has approved both of these pieces of legislation. With the support and assistance of the US Government the MoD has launched the new coast guard.

3.3.5 MINISTRY OF GENDER AND DEVELOPMENT

The MoGD has a lead role in coordinating government actions promoting gender equality and women's rights in Liberia. It has developed gender policies, action plans and procedures to guide actors engaged in preventing and responding to GBV cases (see section 1.1.4).

National Gender Policy

In 2009 the MoGD launched the National Gender Policy¹⁰⁷ with the goal of promoting gender-equitable socio-economic development and improving national capacities in gender mainstreaming. The policy provides a mechanism for accountability within the government and for use by other stakeholders in eliminating all forms of gender-based discrimination in their institutions.

National Action Plan on UNSCR 1325

The MoGD has established a civil society women's observatory to monitor the implementation of Liberia's NAP. This observatory is composed of seventeen organisations and women's groups including law enforcement organisations.

National Gender-Based Violence Plan of Action

The MoGD led the process of developing the national GBV-PoA in 2006.¹⁰⁸ The plan aims to achieve a well-developed and integrated national protection system for efficiently preventing and responding to GBV. It seeks to strengthen the institutional frameworks for coordinating and monitoring the prevention and case management of GBV, including SEA. The overall objectives are to reduce GBV by 30% by the year 2011 and

to provide appropriate care and services to survivors of GBV.¹⁰⁹ The MoGD plans to revise and update this action plan in 2011.¹¹⁰

The MoGD has developed both national and county-level SOPs for managing the response to GBV. The adoption of SOPs seeks to standardise GBV prevention and response mechanisms and establish a framework for accountability to ensure that all actors responding to GBV cases will adhere to best practices and standards that meet international ethical guidelines.¹¹¹ In addition, the MoGD has developed and promoted a coordinated response among stakeholders by establishing and strengthening referral pathways and local networks. Through the referral pathways timely and good quality healthcare, legal assistance and other support will be provided to GBV survivors.¹¹²

The NRC has supported the MoGD in improving data collection and analysis of reported rates of GBV through the establishment of a national database. The project aims to fill gaps in collaboration, coordination, response and prevention methods by GBV actors.

OTHER WORK WITH SSIs

The MoGD has designated and trained gender focal persons in all the line ministries and continues to promote equal rights and opportunities for women and men. The MoGD has also developed a gender training module for security sector agencies.

The MoGD has facilitated the establishment of the Women in Cross Border Trade Association, which has over five hundred members, and the ministry has provided training on gender mainstreaming, and prevention of SEA for security officials working at the borders.

CURRENT GENDER AND SSR ACTIVITIES IN THE MoGD

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Development of a national strategy on achieving 20% women representation in the security sector	Increase women's participation in the security sector by employing methods to recruit, train, and retain female security sector personnel	Nation-wide	No specific funding	Launching of the strategy in August 2011	SSIs with the support of their partners including IOs and CSOs will be responsible for implementation
REPORTED CHALLENGES, GAPS AND NEEDS REGARDING GENDER MAINSTREAMING IN SSIs					
<ul style="list-style-type: none"> • Difficult for the MoGD to obtain sufficient information in order to effectively monitor the benefits of the gender training module it has developed for SSIs and the implementation of gender policies within SSIs. • Lack of support and external assistance to help to develop gender policies for some security agencies. • Lack of core gender training for security agencies' gender focal persons. • Weak collaboration and engagement amongst some gender and SSR actors and/or partners working on gender issues. • Insufficient funds for organising a 'train-the-trainer' workshop for SSIs. 					

LESSONS LEARNED

- The MoGD training module for SSIs has reportedly been beneficial.
- Gender policies, strategies and implementation plans require constant and continuous engagement.
- Well coordinated efforts among all actors improve the impact of gender and SSR overall efforts.

3.3.6 CUSTOMARY AND TRADITIONAL AUTHORITIES

Liberia's PRS calls for establishing national, county and district security councils to build "the confidence of local communities to combat crime and underpin the rule of law."¹¹³ Furthermore the NSSRL provides for the "creation of a system of County and District Security Councils – CSCs and DSCs as part of the peace-building effort to ensure security and peace coordination at the County and District levels, coordinated with local government, civil society and other stakeholders."¹¹⁴

The County Security Councils (CSCs) facilitate coordination among government actors, local authorities and clan and town chiefs in addressing local security concerns. International organisations and NGOs also participate in CSCs on an *ad hoc* basis. CSCs have been launched in four counties - Bong, Grand Gedeh, Maryland and Nimba.

Mandate and structure

CSCs replicate the NSC architecture and serve as early warning mechanisms on security issues in the counties. They provide a forum for addressing local security concerns in a coordinated fashion. Being policy-oriented, the CSCs do not have technical control over or the right to interfere in operational activities of security and law enforcement agencies while they execute their legal mandates. They have the following tasks:

- Review broad security issues facing the county and develop policy recommendations
- Advise the NSC through the minister of internal affairs on security developments and seek advice from the NSC on handling national security issues
- Forward policy recommendations, minutes and other communications to the Office of the Minister of Internal Affairs for immediate distribution to the national security adviser and the MoJ
- Ensure the participation of local government in the security agenda including district and paramount chiefs, clan and town chiefs and senior representatives of all SSIs in the counties, i.e. police, immigration, security services, corrections and fire services
- Under the chairmanship of the county superintendent provide accurate and timely reporting of issues affecting national security for resolution by the NSC
- Coordinate as appropriate with the Joint Security Committee in the county

The superintendent in each county is the head of the CSC. Heads of national SSIs, justice institutions assigned to the county, district commissioners and the paramount, clan and town chiefs of each county are permanent members of the CSC. Civil society organisations and development partners working in each county participate on CSCs on a periodic basis when their members work on specific issue that are under review.¹¹⁵ There is currently a gender imbalance in CSCs and DSCs; local officials in CSCs and DSCs are predominantly men.

The CSC reports its deliberations and policy recommendations to the office of the minister of internal affairs. The Ministry of Internal Affairs relays these communications to the national security adviser and MoJ. Likewise, the national security adviser communicates to the CSC through the intermediary office of the minister of internal affairs.

CURRENT GENDER AND SSR ACTIVITIES FOR CUSTOMARY AND TRADITIONAL AUTHORITIES

PROJECT TITLE AND DETAILS	OBJECTIVES	LOCATION	BUDGET	TIME LINE	PARTNERS
Civic ownership for human rights enforcement, stability improvement, organisation and networking in the Mano River Union	Build the capacity of civil society and traditional governance structures to address divisive issues and handle conflicts in the cross-border areas: (1) Sensitise members of the communal governance structures and change agents to support adaptations/ revisions to customary law to comply with national and international legal instruments; (2) Border communities receive information and are linked to early warning system	Border communities of Lugbei, Kinnon, Ganta, Bussi, Loguatuo, Gborplay, Buutuo and Monrovia	Approx. EUR 600,000 (Liberia programme)	1 January 2010 - 31 December 2011	DRC, MARWOPNET, ARCH
REPORTED CHALLENGES, GAPS AND NEEDS					
<ul style="list-style-type: none"> • Insufficient capacity-building for officials, local and traditional authorities, and security providers. • Lack of funding threatens the sustainability of the peace committees and border monitoring groups that presently conduct work on a voluntary-basis. • Problems with requests for “participation/sitting” fees. • Gender imbalance in representation (local officials are predominantly men). 					
LESSONS LEARNED					
<ul style="list-style-type: none"> • Peace committees and border monitoring groups are good resources for strengthening local protection capacities. • The Ministry of Internal Affairs can help to address key gender issues at the community level through its local governance structures, such as harmful cultural practices. 					

3.3.7 LIBERIA ANTI-CORRUPTION COMMISSION

Mandate and structure

The GoL established the Liberia Anti-Corruption Commission (LACC) through an act of legislation in August 2008. The role and main objectives of the commission are the following:¹¹⁶

- Ensure a coordinated, consistent, effective, realistic, and sustained fight against corruption
- Promote transparency, accountability, integrity and access to information at all levels of society in Liberia’s fight against corruption
- Promote the full and effective participation of all Liberians and other stakeholders in the fight against corruption
- Engage and work with the citizens of Liberia and the governmental, business, educational and national/community-based organisations in the fight against corruption
- Provide a governmental and non-governmental framework for the effective participation, coordination, monitoring, evaluation and review of anti-corruption activities
- Break the culture of impunity that has engulfed Liberia by punishing people fairly but effectively in keeping with the rule of law in Liberia’s fight against corruption
- Ensure that corruption investigations are handled fairly, effectively and efficiently, and are free from political influence
- Promote public awareness of the direct and indirect cost of corruption to the Liberian people and the role of each citizen in the fight against corruption
- Ensure effective monitoring of the fight against corruption through oversight bodies and mechanisms that involve the consistent participation of civil society.

Five commissioners, including an executive chairperson and vice chairperson, govern the LACC and are assisted by a secretariat. Legislative appropriations from the national budget are the commission’s primarily source of funding. It also receives assistance from other partners.

Regarding cases of alleged corruption in public service, if the MoJ does not take legal action against corruption the LACC may call for prosecution within a period of three months.¹¹⁷

Gender policy

LACC does not have a gender policy. However, it has an independent recruitment panel that applies a gender-sensitive human resources policy.¹¹⁸ Of the 49 staff members 11 (22.45%) are women.¹¹⁹ The commission appointed a gender focal person in November 2009 and this person attends coordination meetings at the MoGD.

With regard to gender-related programmes, LACC, with support from the UN Peacebuilding Fund, has implemented a “gender and corruption” programme and conducted workshops on gender and corruption in four communities.

REPORTED CHALLENGES, GAPS AND NEEDS

- Insufficient funding to implement “gender and corruption” projects.
- Limited awareness among LACC personnel on gender issues in the workplace.
- Insufficient gender-sensitive policies within LACC (and a need for more capacity building and adequate funding to mainstream a gender perspective more effectively).

LESSONS LEARNED

- During LACC training workshops on gender and corruption in four communities, women were more comfortable discussing one-on-one rather than in the presence of their male counterparts.

3.3.8 INDEPENDENT NATIONAL COMMISSION ON HUMAN RIGHTS

The CPA gave the Independent National Commission on Human Rights (INHCR) a mandate to promote human rights and monitor the implementation of the recommendations of the Truth and Reconciliation Commission. These included reparations for individuals and communities victimised by the years of instability and war, especially women and children. The GoL established the INHCR through an act of legislation in 2005. The commission faced certain challenges with its vetting procedures and the limited involvement of civil society, among other things.¹²⁰ On 21 May 2009 the Senate and the House of Representatives passed amendments to the 2005 act that established the commission; the amendment removed some of the INHCR's powers (i.e. power to subpoena).

Mandate and structure

Seven commissioners govern the INHCR – three women and four men who were confirmed by the Liberian Senate in 2010. An executive director heads the INHCR and it is supported by a secretariat.

The powers of the commission include the following:¹²¹

- Protect and promote human rights in the Republic of Liberia
- Inquire or investigate complaints of violations of human rights against the state, any of its functionaries, or public servants or other persons
- Handle such complaints, investigate human rights violations and conduct hearings consistent with the due process of law
- Recommend to the concerned authority or functionary of state for prosecution or other actions against concerned persons
- Monitor the general situation of the civil, political, social, economic and cultural rights of the citizens and residents of Liberia
- Conduct free and unfettered inspections and investigation of all civil, military and paramilitary places of detention in Liberia
- Make determinations, referrals and recommendations to the appropriate authorities concerning matters which INHCR has been conciliating or investigating
- Give advice and assistance to the government in the implementation on national and international human rights standards in Liberia

The INHCR will focus its activities on human rights awareness-raising and education in all 15 counties in order to reduce the incidence of human rights violations by SSIs. The commission has yet to fully commence its work.

REPORTED CHALLENGES, GAPS AND NEEDS

- Identifying all police stations in the 15 counties.
- Funding.
- Insufficient human rights awareness-raising for law enforcement agencies and absence of human rights sections or focal persons in SSIs to prevent the occurrence of human rights violations.

LESSONS LEARNED

- In the absence of regular human rights awareness-raising and education, there is more likelihood of lawlessness by law enforcement agencies.

4. DIRECTORY

4.1 COLLABORATIVE AREAS OF ACTIVITY

Collaborative activities of gender and SSR actors in Liberia										
	Governmental security & justice providers									
Collaborative activity	Police (LNP)	Police (MCP)	Defence	Justice	DEA	Prisons	Intelligence services	Fire services	Border management and customs	Legislature
Gender/ security policy development	Danida, MoJ, MoGD, NRC, NSC, UNDP, UNICEF, UNMIL, UNPOL, WIPNET	Mayor's Office, MoGD	MoD, MoGD, MoJ, NSC, UNMIL, US Embassy, UNICEF	MoJ, MoGD, NSC, UNICEF, UNIFEM (now part of UN Women), UNMIL	MoGD, MoJ, NSC	MoGD, MoJ, NSC, UNMIL/CAU, UNIFEM (now part of UN Women)	MoGD, NSC	MoGD, NSC, Liberia Institute of Public Administration	BC&E, MoJ, MoGD, UNPOL, DRC, NSC, UNIFEM (now part of UN Women), DCAF	MoGD, UNICEF, WONGOSOL
Research and evaluation	SSRWG, UNMIL			MoJ, ICTJ, UNMIL		ICRC, Prison Fellowship of Liberia, Catholic Justice and Peace Commission, Foundation for Human Rights and Democracy, Foundation for International Dignity, UNMIL/CAU			DRC, LNBA, ABA	UNMIL

	Governmental security & justice providers									
Collaborative activity	Police (LNP)	Police (MCP)	Defence	Justice	DEA	Prisons	Intelligence services	Fire services	Border management and customs	Legislature
Public information and education campaigns	SSRWG, UNDP, International Alert			AFELL, MARWOPNET, WANGOSOL, International Alert, ABIC					BC&E, DRC, UNMIL, MoGD, MoJ, UNIFEM (now part of UN Women)	
Institutional training and education	LINLEA, MoGD, MoJ, NRC, Swedish Police, SIDA, UNMIL, UNPOL, UNDP, UNICEF, WIPNET, Norway, UK, US (INL)	National Police Training Academy	MoGD, MoJ, UNICEF, UNMIL, US (US private military contractors), WIPNET	Action Aid, AFELL, Carter Center, GTZ, LINLEA, MoGD, MoJ, MOSHW, MOE, NRC, Public Defender's Office, SIDA, UNICEF, UNFPA, US AID, US (INL), UNMIL, WIPNET, UNDP, LACC	MoJ, UNMIL	MoJ, National Police Training Academy, UNMIL, UNDP, SIDA	LNP, MoJ, LACC	MoGD, MoJ	ANPCCAN, DRC, IOM, MoGD, MoJ, LNP, Immigration, UNDP, UNHCR, UNMIL, UNIFEM (now part of UN Women), the Netherlands, SIDA	NDI, UNMIL, UNICEF, USAID, UNIFEM (now part of UN Women)
Advocacy	MoJ, MoGD, UNIFEM (now part of UN Women), UNMIL, WIPNET, SSRWG, UNICEF, International Alert, WANGOSOL, LIFLEA, LINLEA, ABIC, Germany, SIDA	MoGD, LIFLEA	MoJ, MoGD, WANGOSOL, UNICEF, UNMIL	International Alert, UNIFEM (now part of UN Women), WANGOSOL, UNICEF		UNIFEM (now part of UN Women), UNMIL, LIFLEA		LIFLEA	DRC, UNIFEM (now part of UN Women), UNMIL, LIFLEA, LINLEA	WONGOSOL, UNICEF, UNMIL

4.2 DIRECTORY OF GENDER AND SSR ACTORS IN LIBERIA

The following list contains the names and contact information of persons who LINLEA contacted for this mapping study. Brief summaries of gender and SSR activities are also provided for the institutions and organisations whose mandates were not discussed in the study.

American Refugee Committee (ARC)

Carrie Hasselback, Country Director

Telephone: +231 8 80513947
Email: chasselback@arcliberia.org
Address: Atlantic House, Tubman Blvd, Monrovia
Institutional website: www.arcrelief.org/site/PageServer?pagename=programs_liberia

ARC has been active in Liberia since September 2003. It works in Margibi, Montserrado, Lofa, Nimba and Bong counties to support returning refugees and communities affected by the conflict. Activities include micro-enterprise development; community development and empowerment projects; GBV prevention and response activities; mobile legal aid clinics and small business development. ARC Liberia implements GBV prevention and response activities in communities in Bong, Margibi and Montserrado counties. These activities include community education around issues such as gender, human rights, GBV and sexual exploitation; work with local health and security providers to prevent, identify and appropriately respond to cases of GBV; and provision of case management and counselling services for GBV survivors. The organisation has recently included a Reproductive Health Literacy Component to its programme. ARC Liberia also collaborates with ARC Guinea to implement a cross-border GBV project for returning Liberian refugees.

Angie Brooks International Center (ABIC) for Women's Empowerment, Leadership Development, International Peace and Security

Yvette Chesson-Wureh, Establishment Coordinator

Telephone: +231 6 514451
Email: liberianwom@gmail.com; liberianwom@netzero.com
Address: Science Building, University of Liberia, Fendell campus, Monrovia
Institutional website: www.angiebrookscentre.org

ABIC was launched as one of the five main pillars of the International Colloquium on Women's Empowerment, Leadership Development, International Peace and Security, co-convened by H. E. President Ellen Johnson Sirleaf of Liberia and H.E. President Tarja Halonen of Finland in March 2010. ABIC's key mandate is to train women for political leadership including developing their skills in peacebuilding, mediation and negotiation. ABIC's activities have included training and enabling women in the Mano River basin to participate in peace negotiations, mediate disputes and resolve conflicts; empowering rural women and training women in the Mano River basin in negotiation, sensitisation, advocacy, political participation and post-conflict peacebuilding. Currently ABIC is primarily engaged in training civilians to serve as peacebuilders in the Mano River; civilians learn to detect early warning signs and prevent conflicts in the region.

Armed Forces of Liberia (AFL)

Emmanuel S. Savice, Chief of Plans and Policies

Telephone: +231 6 541444
Email: Esavice1960@yahoo.com

Geraldine George, Head of Legal Section

Tel: +231 6 521761

Address: Barclay Training Center, Monrovia

(For information on the AFL, see section 3.1.2)

Association of Female Lawyers in Liberia (AFELL)

Zeor Daylue Bernard, President

Address: Broad Street, Monrovia

Email: affell2002@yahoo.com

AFELL was founded as an NGO in 1994. This association of lawyers strives to defend Liberian women's and children's rights. It is advocating for new legislation to protect the rights of widows and married women. AFELL has effectively established a national consensus on a bill regarding the Devolution of Estates and Customary Marriages. This bill gives equal inheritance rights to all women including rural women. AFELL offers free legal services to women and indigent people and trains law enforcement agencies in the appropriate ways to address issues relating to the special needs of women and juveniles. AFELL is also actively engaged in efforts to fight against GBV.

Bureau of Corrections and Rehabilitation (BCR)

Eric Mulbah, Director

Telephone: +231 6 492870

Rachael Natt, Gender Focal Person

Telephone: +231 7 7284314

Address: Bureau of Corrections and Rehabilitation, Ministry of Justice, Monrovia

Institutional website: www.moj.gov.lr/index.php

(For information on the BCR, see section 3.2.1.2)

Bureau of Customs and Excise (BC&E)

Cecilia Dixon McGill, Director, Collection and Enforcement

Telephone: +231 6 511224

Email: hayat_agm@yahoo.com

Institutional website: www.mof.gov.lr; www.mofrevenue.gov.lr

(For information on BC&E, see section 3.1.6)

Bureau of Immigration and Naturalization (BIN)

Abla G. Williams, Deputy Commissioner for Naturalization

Telephone: +231 6 510542; +231 7 7002680

Email: ablagw@hotmail.com; cmassaquoi@yahoo.com

Samuel Farkollie, Director of Special Services

Telephone: +231 7 611554

Email: farko2006@yahoo.com

Directory

Address: Bureau of Immigration and Naturalization, Broad Street, Monrovia
Institutional website: www.moj.gov.lr/content.php?sub=68&related=21&res=68&third=68

(For information on BIN, see section 3.1.5)

Carter Center

Chelsea Payne, Country Representative

Telephone: +231 6 452022
Email: Chelsea.Payne@cartercenterliberia.org
Address: UN Drive, Mamba Point, Monrovia
Institutional website: www.cartercenter.org/countries/liberia.html

The Carter Center currently works to strengthen the rule of law in Liberia. It partners with grassroots civil society organisations to increase access to justice in underserved rural communities. The Center also supports national goals to improve health services. Projects include strengthening the rule of law and rural conflict management capacity. In addition, the Center provides support to the Ministry of Justice in developing a Gender Crimes Unit in the Solicitor General's Office; helps to expand the training of lawyers, police, and other key legal administrators and supports the Arthur Grimes School of Law by assisting with curriculum development and other inputs.

Catholic Relief Services (CRS)

Sean Gallagher, Country Representative

Telephone: +231 6 608152
Email: sgallagher@lr.waro.crs.org
Address: Monrovia
Institutional website: www.crs.org/liberia/index.cfm

CRS has been working in Liberia since the 1990s providing emergency assistance during the civil war. CRS currently works together with the Catholic Church and international donor agencies to support the development of fair and democratic institutions. In collaboration with the Catholic Church of Liberia, CRS Liberia designs projects and supports programmes serving over 250,000 Liberians in different sectors including health, justice and peacebuilding. Activities include a peace and justice programme which CRS implements jointly with the Justice and Peace Commission for Liberia; and Trauma Healing and Reconciliation activities among youth in Bong and Lofa counties which it jointly implements with the Catholic Youth Organisation.

Child Fund International

Falie Baldeh, Country Director

Telephone: +231 6 956562
Email: fbaldeh@liberia.childfund.org
Address: 18th Street, Warner Avenue, Sinkor
Institutional website: www.childfund.org/liberia/

CFI's Community Child Welfare Committees offer education on child protection, child rights, GBV, conflict resolution and HIV and AIDS prevention and treatment. In May 2005 CFI opened an Information and Legal Aid Center to provide legal services and counselling to Sierra Leone refugees living in Liberia. To address GBV in Liberia CFI has partnered with IrishAID to implement the Safeguarding the Future Effectively (SAFE) programme in the Bomi, Gbarpolu and Grand Cape Mount areas. SAFE not only responds to the health, psychological, legal, and protection needs of GBV survivors, but also raises awareness of GBV within communities and helps to change pervasive misconceptions about GBV. CFI's awareness campaign includes sessions on domestic violence,

harmful traditional practices, women's rights, consequences of GBV and the prevention of sexually transmitted diseases including HIV and AIDS.

Civil Society Working Group on SSR (SSWRG)

Caroline Bowah, Representative (and head of Foundation for Human Rights and Democracy)

Telephone: +231 6 532820

Cecil Griffiths, Coordinator (and president of LINLEA)

Telephone: +231 6 552280

Email: cbgriffiths@yahoo.com

Address: Liberia Civil Society Sector Reform Working Group, CEDE Building, Ashmun Street, Monrovia

The SSWRG was created in 2006 and comprises a consortium of ten institutions to focus on engaging civil society organisations (CSO) in the SSR process. Its objectives include developing local expertise in CSOs on SSR/security-related issues; enhancing public understanding of the current SSR taking place in Liberia; organising a coherent, systematic and coordinated approach among CSOs; creating a forum for dialogue and analysis addressing key concerns of CSOs on SSR issues; conducting independent research on SSR and security issues in Liberia and the Mano River Union; publishing reports that will inform and influence government policies and legislative actions; monitoring and evaluating government plans and efforts on SSR; making meaningful interventions and providing an alternative source of expert opinion on security policies to the government, the legislature, the general public and other stakeholders. The SSWRG comprises the following organisations: Civic Initiative; Women in Peacebuilding Network; Liberia National Law Enforcement Association (the Coordinator of SSWRG); Women NGO Secretariat of Liberia; Press Union Liberia; Foundation for Human Rights and Democracy; Federation of Liberian Youth; Liberia Action Network Against Small Arms; Seamen Union, and Center for Democratic Empowerment.

Danish Refugee Council (DRC)

James Youquoi, Regional Programme Officer

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Email: rpo-wa@drc.dk

Address: Sekou Toure Avenue, Dennis Compound, P.O. Box 5332, Mamba Point, Monrovia

Institutional website: www.drc.dk/relief-work/where-we-work/west-africa/Liberia

DRC's programmes focus on the return and reintegration of refugees, internally displaced persons and ex-combatants. It also supports general recovery, reconstruction and peacebuilding at the community level. In Liberia DRC's projects have included strengthening women's roles and influence in peacebuilding and conflict resolution in the Mano River Union including Côte d'Ivoire, in partnership with WIPNET and MARWOPNET. DRC trains border staff such as customs, police and immigration officials. It also reinforces cooperation between Border Monitors/Peace Committees and government border officials. DRC seeks to promote harmonisation between statutory and traditional laws by sensitising members of communal governance structures and change agents. It has provided training and disseminated information on laws and norms (i.e. human rights, women's rights, UNSCR 1325 and 1820, ECOWAS, MRU and AU protocols). DRC raises awareness among border communities about the border monitoring system established by DRC and implementing partners to counter-act the violation of rights. DRC helps to build capacity of peace and mediation committees in the border areas to promote awareness of human rights and gender equality. Programmes are implemented in collaboration with local authorities and the communities. In Liberia DRC currently receives funding from Danida, the EC, and DRC's national collection.

Drug Enforcement Agency (DEA)

Telewo K. Kollie, Gender Focal Person

Telephone: +231 6 533254

Email: telewo_kollie@yahoo.com

Institutional website: www.moj.gov.lr/content.php?sub=83&related=21&res=83&third=83

(For information on the DEA, see section 3.1.4)

Embassy of Sweden

Katja Svensson, SSR Adviser

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Email: katja.svensson@sida.se

Address: Mamba Point, Monrovia, Liberia

Institutional website: www.sida.se/English/Countries-and-regions/Africa/Liberia/

The Government of Sweden is supporting gender and SSR in Liberia through various initiatives. It has seconded police officers to UNPOL/LNP and supports a forensic project in collaboration with the Swedish National Police Board. This project includes providing forensic training and equipment and assisting the LNP in the development of SOPs. Through SIDA Sweden also provides support to the UNDP Justice and Security Trust Fund. Sweden supports the GoL and the UN Joint Programme to prevent and respond to SGBV. Among other things, this has helped to build cooperation between security personnel and women in the counties. Sweden is a member of the Peacebuilding Commission which is now active in Liberia under its "Liberia Configuration." Furthermore, Sweden is promoting donor coordination on justice and security through its membership in several steering committees and coordination groups.

Governance Commission (GC)

Amos C. Sawyer, Chairperson

Telephone: +231 6475441

Address: S.D. Cooper Road, Paynesville

Institutional website: www.goodgovernanceliberia.org

The GC was established as an autonomous public commission by the Liberian Legislature in 2007. It is composed of five commissioners who are appointed by the president and serve up to two four-year terms. The commission's mandate is to promote good governance by advising, designing and formulating appropriate policies and institutional arrangements and frameworks required for achieving good governance. Its mandate areas include: political and legal reforms; public sector reforms; civic education, national identity and national visioning; national integrity system; and monitoring, evaluation, research and publication.

Independent National Commission on Human Rights (INCHR)

Leroy Urey, Chairperson

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Email: lib_inchr@yahoo.com; rdchr2001@yahoo.com

The creation of INCHR was mandated in the Comprehensive Peace Agreement of 2003 and was constituted in September 2010. Its mandate is to monitor compliance with basic standards of human rights and to promote human rights education throughout various sectors of Liberian society including the police and the military. The commission's current work includes monitoring and inspecting a number of SSIs, receiving complaints from citizens and preparing reports for referral to

the appropriate authorities. It presently collaborates with the ministries of justice, health, gender and development, as well as with the commissions for land, law reform and governance. The INCHR also works with a number of CSOs such as the CSO Advisory Committee, the Transitional Justice Working Group, the Human Rights Protection Forum and the Civil Society Working Group on SSR.

International Alert

Jackson W. Speare, Head of Office

Telephone: +231 6 569568
Email: jspeare@international-alert.org

Caroline Caranda, Gender and Peacebuilding Officer

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Institutional website: www.international-alert.org/liberia/index.php

International Alert is an independent peace-building organisation that has been working in Liberia since 1993. The organisation is involved in projects relating to engagement with traditional communicators. Over the past four years, International Alert has worked on gender issues in both Liberia and the Mano River region. International Alert has worked with the Government of Liberia, UNMIL and many other local and national CSOs to promote the UNSCR 1325 and women and girls' security. Recent projects include empowering women and girls to alleviate the security threats in their communities which it implemented in collaboration with a number of national partners.

International Center for Transitional Justice (ICTJ)

Thomas Jaye, Head of Office

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Email: Thomas.jaye@gmail.com
Address: Kings Building, Adjacent to the US Embassy, Mamba Point, Monrovia
Institutional website: www.ictj.org/en/where/region1/589.html

ICTJ has provided support to the SSWRG and commissioned a study on the role of private security companies and SSR in Liberia with a focus on DynCorp's role of training the Liberian army. ICTJ's programmatic priorities through 2011 are to make transitional justice initiatives more accessible at the community level by encouraging reconciliation; supporting national post-TRC initiatives, including the establishment and operation of the Independent National Commission on Human Rights; consolidating capacity of individual Liberians and CSOs to pursue transitional justice and peace-building efforts; improving coordination among all actors working on transitional justice and peace-building projects, particularly local civil society; and enhancing the breadth of public outreach and media coverage of transitional justice and peacebuilding in Liberia, working in partnership with Liberian media institutions and other international partners.

International Rescue Committee (IRC)

Allan Freedman, Country Director

Telephone: +231 7 7955 952
Email: allan.freedman@theirc.org

IRC has worked on preventing violence against women and girls in Liberia since 2001. Currently, IRC implements a GBV prevention programme in Montserrado, Lofa and Nimba counties. The programme supports the Ministry of Gender and Development and local community structures in

their efforts to prevent and respond to GBV; put GBV issues on the national agenda; and create social change toward safe communities, social justice and equal rights for women and girls in partnership with men and boys. IRC provides case management services for survivors of GBV in Montserrado, Lofa and Nimba counties. It also enhances local capacity for preventing and responding to GBV through awareness-raising, training, promoting male-involvement and encouraging actors to work in close collaboration with the Ministry of Gender and Development.

Liberia Anti-Corruption Commission (LACC)

Janet S. Sarsih, Program manager/education and prevention

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Institutional website: www.lacc.gov.lr

(For information on LACC, see section 3.3.7)

Liberia Female Law Enforcement Association (LIFLEA)

Asatu Bah-Kenneth, President

Email: liflea2000@yahoo.com
Telephone: +231 6 513624; +231 6 520671

Betty B. Broh-Tokpa, Secretary-General

Telephone: +231 6 558894
Email: bbroh777@hotmail.com

LIFLEA was created in 2000 as a non-political and non-partisan organisation; it emerged from the Liberia National Law Enforcement Association (LINLEA). LIFLEA is a national security sector association focused on advocating for the rights of female security sector personnel in Liberia. The association's mandate includes gender mainstreaming supported by gender sensitive policies and training; increasing female recruitment, deployment and promotion at every level of the security sector; ensuring female participation in decision-making processes through lobbying and advocacy; networking among other female security personnel; promoting awareness in security sector institutions about the work of the association and building the capacity of women working in the security sector.

Liberia National Law Enforcement Association (LINLEA)

Cecil B. Griffiths, President

Telephone: +231 6 552280
Email: cbgriffiths@yahoo.com
Address: Camp Johnson Road, Monrovia
Institutional website: www.linlea.org

LINLEA was established in March 1994 as a non-partisan and non-profit organisation to bring together law enforcement personnel and support staff. This association promotes professionalism in the law enforcement and criminal justice institutions. LINLEA represents and gives a voice to police officers, immigration and fire service personnel, correction officers, industrial and private security personnel and law enforcement support staff throughout Liberia. It has hosted a series of training events and has partnered with several local and international organisations in organising capacity-building programmes for security sector institutions (SSI). Its core programmes include (i) enhancing

professionalism within SSIs through training, advocacy, research, and technical support; (ii) monitoring the performance of SSIs in terms of professional conduct and human rights abuses, and (iii) advocating for improved working environments for security sector personnel and protection of the rights of members of the law enforcement institutions.

Liberia National Fire Service (LNFS)

Sarah Woart, Gender Focal Person

Telephone: +231 6 386950
Address: Carey Street, Monrovia

(For information on LNFS see section 3.1.7)

Liberia National Police (LNP)

Amelia Itoka, Chief of Gender Affairs

Telephone: +231 6 516899; +231 8 80800132
Email: lnpgender@yahoo.com

William K. Mulbah, Commissioner for Administration, National Police Training Academy

Telephone: +231 6 517456
Email: Williamk.mulbah@yahoo.com

Institutional website: www.moj.gov.lr/content.php?sub=67&related=21&res=67&third=67

(For information on LNP see section 3.1.1)

Liberia Reconstruction and Development Committee (LRDC)

Shanda Cooper, SSR Technical Advisor, Ministry of Planning and Economic Affairs

Telephone: +231 6 780186
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Address: Monrovia
Institutional website: www.mopea.gov.lr

The Liberia Reconstruction Conference (a donor's conference held in 2004) resulted in the creation of a government-led committee responsible for implementing and monitoring the Results Focused Transitional Framework (RFTF). This was deemed necessary to ensure effective use of resources, successful implementation of projects and programmes and coordination among the GoL, donors and implementing partners. The LRDC provides the means to enhance coordination between the GoL and its development partners, and to strengthen overall management of the development process.

Mano River Women's Peace Network (MARWOPNET)

Ruth Caesar, Representative of the Liberia Chapter

Telephone: +231 06552574

Moses H. Borlay, Programme Manager

Telephone: +231 6 511720
Email: marwopnet@yahoo.com

Address: 14th Street, Tubman Boulevard, Monrovia
Institutional website: www.marwopnet.org

MARWOPNET is headquartered in Guinea and has national chapters in Sierra Leone and Liberia. Its main objectives are to contribute to lasting peace in the Mano River sub-region; to establish a better understanding of the mechanisms of peace, security and development; to reinforce women's participation in conflict prevention and management, and the restoration of peace; to ensure the full and equal participation of women in the democratic process; to mobilise women's groups and organisations and reinforce their capacity in conflict prevention, management and resolution; to raise awareness amongst women's groups and organisations on fundamental issues related to achieving sustainable peace; to develop a large union amongst the women of the Mano River region and to create a roster of women professionals and experts from different sectors of society in MRU countries and whose expertise will serve national and international institutions.

Medica Mondiale

Anu Pillay, Head of Mission

Telephone: +231 6 219820
Email: apillay@medicaliberia.org
Address: Swiss Building, Old Road, Congo Town, Monrovia
Institutional website: www.medicamondiale.org

Medica Mondiale seeks to support women affected by conflict with psychosocial, economic, medical and legal assistance. It also works at the political level to bring about changes in Liberian society. Activities include supporting community networks to fight against violence; providing psychosocial, legal and medical counselling to rape survivors; creating and reinforcing taskforces to fight against SGBV in Liberia and organising awareness campaigns on SGBV. Medica Mondiale is a member of the National GBV Task Force and contributed to the development of the Liberian National Plan of Action for the Implementation of UN Resolution 1325 which integrates women into the peace process. In 2010 the annual costs of Medica Mondiale's Liberia programme came to around EUR 800,000 per year.

Monrovia City Police (MCP)

Anthony D. Kromah, Consultant, Monrovia City Police

Telephone: +231 6 522611
Email: adkromah@yahoo.com

(For information on MCP see section 3.1.1)

Ministry of Gender and Development (MoGD)

Annette Musu Kiawu (UNSCR 1325 National Action Plan Focal Person and PoC for the mapping project), Deputy Minister

Telephone: +231 6 551454
Email: musukay@yahoo.com

Ms Abratha Doe, UNSCR 1325 Coordinator

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Email: 1325.nationalcoordinator@gmail.com

Joseph Monibah, Chief of Planning/Gender/SSR Focal Person

Telephone: +231 6 974528

Address: Ministry of Gender and Development, 110 UN Drive and Gurley Street,
Monrovia

(For information on the MoGD see section 3.3.5)

Ministry of Justice (MoJ)

Asatu Bah Kenneth, Assistant Minister for Administration

Email: asatuken@yahoo.com

Therenna Reeves, Gender Focal Person

Email: Treeves315@yahoo.com

Address: Ministry of Justice, Ashmun and Center Streets, Monrovia

Institutional website: www.moj.gov.lr/index.php

(For information on the MoJ see section 3..3.3)

Ministry of National Security (MNS)

Peter Zaizay, Deputy Minister for Administration

Telephone: +231 6 584226

Email Address: p_zaiay@yahoo.co.uk

Address: Ministry of National Security, Gurley Street, Monrovia

Institutional website: see - www.emansion.gov.lr

(For information on the MNS see section 3.1.3.2)

National Bureau of Investigation (NBI)

C. Urias Harmon, Coordinator, Administrative Services

Telephone: +231 6 481451

Address: Lakpezere, Monrovia

(For information on the NBI see section 3.2.2.2)

National Democratic Institute (NDI)

Brittany Danish

Telephone: +231 6 809144

Email: bdannish@ndi.org

Address: National Democratic Institute, Payne Avenue btw 15th and 16th Streets,
Monrovia

Institutional website: www.ndi.org

NDI is implementing a USAID-funded programme to support the modernisation and development of the Liberian Legislature and the 2011 election process. Specifically, NDI has worked with the Joint Legislative Modernization Committee since 2006 as it implements its strategic development plan. NDI assistance includes: 1) support for the development of sustainable systems and institutional practices to improve the effectiveness of the legislature; 2) training and support for legislative staff to improve their ability to respond to members' requests and manage day-to-day legislative

operations; and 3) enhancing the capacity of legislators to fulfil their representative, lawmaking, and oversight roles. Assistance, in collaboration with USAID, has included helping the Senate to develop a directory. NDI also provides support to the Women's Legislative Caucus to encourage gender awareness in Liberia's political process.

National Security Agency (NSA)

Keturah S. Thomas, Gender Focal Person

Telephone: +231 6 552175
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Address: National Security Agency, Sekou Toure Avenue, Mamba Point, Monrovia
Institutional website: www.nsa.gov.lr

(For information on the NSA see section 3.1.3.1)

National Security Council (NSC)

Frederick L.M Gbemie, SSR Coordinator

Telephone: +231 6 522317; +231 7 7522317
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Address: National Security Council, Executive Mansion, Monrovia
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(For more information on the NSC see section 3.3.1)

Norwegian Refugee Council (NRC)

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NRC has been active in Liberia since 2003 in providing protection and other assistance to support the return and reintegration of refugees and internally displaced persons. In partnership with the MoJ and MoGD, NRC implements a SGBV Project in Liberia. This project promotes the reintegration of Liberian women and girls in communities through capacity-building, awareness-raising and community mobilisation. It also strengthens and supports existing networks and structures and focuses on increasing the coordination of a host of multi-sectoral national and international actors. NRC promotes the protection of survivors of GBV. Through a GBV project NRC provides technical and financial support to the Judicial Training Institute for awareness-raising and the training of judges, magistrates, public defenders, defence counsels, medical practitioners and police officers related to the medical consequences of rape. NRC has increased the reporting of GBV crimes through raising awareness and building community capacity to refer GBV cases to the appropriate protection actors. NRC has also strengthened data collection and analysis of nationally reported rates of GBV through establishing and maintaining a national data base with the MoGD. The GBV project aims to address gaps related to collaboration and coordination among GBV actors to improve the overall response to and prevention of GBV in Liberia. NRC has provided logistical support and training to LNP's WACPS officers in responding to and reporting cases of sexual violence. Norway, through NRC has also seconded two persons to the MoJ's SGBV Unit.

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**Senate Committee on Gender, Health, Social Welfare, Women & Children
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(For information on Parliament see section 3.3.2)

Special Security Service (SSS)

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United Nations Children's Fund (UNICEF)

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UNICEF provides technical, logistical and financial support to the capacity-building of LNP's Women and Children Protection Section nation-wide. The goal of this activity is to train women and children protection officers within the police to manage the investigation and processing of sexual violence cases and juvenile justice cases at all police stations. UNICEF supports a safe-house programme to help young girls and women affected by sexual violence in Liberia. In 2010 UNICEF supported the GoL in developing and launching the report entitled "Situational Analysis of Human Trafficking, Especially Women and Children in Liberia." The organisation also conducts periodic training exercises for border security personnel and supports a project with the MoJ to build the capacity of the Border Security Sector for protecting women and children in border communities. UNICEF is also planning a project with the MoD to increase protection of women and children in military installations.

United Nations Development Fund for Women (UNIFEM, now part of UN Women)

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The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) programmes in Liberia are developed in alignment with the gender priorities identified in Liberia's Poverty Reduction Strategy (PRS). UN Women seeks to promote equal justice for women and to fight GBV in the context of peacebuilding, reconstruction and recovery, transitional justice and SSR in Liberia. It supports efforts to increase the

participation of women in decision-making institutions and processes; mainstream gender in the implementation of the PRS; and reduce poverty among women. UN Women's activities include strengthening the capacity of security and justice sector institutions including the LNP, corrections, the BIN, the legislature and the judiciary to mainstream gender.

United Nations Development Programme (UNDP)¹²²

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The UNDP Liberia country programme is aligned with the four strategic pillars of the Liberian Poverty Reduction Strategy: (1) Enhancing national security, (2) Revitalising the economy, (3) Strengthening governance and the rule of law and (4) Rehabilitating infrastructure and delivering basic services. The UNDP aims to both mainstream gender in all its operations as well as undertake gender-specific initiatives. The UNDP with the support of Norway has helped the LNP to build constructions in 10 LNP county branches (those with a WACPS) and the LNP Training Academy. It has also helped the LNP to construct an additional WACPS at the LNP HQs in Monrovia. UNDP gender-specific activities also include supporting the GoL in its prevention and response to cases of SGBV violence and reinforcing institutional capacity for gender responsiveness, gender responsive planning and budgeting. The UNDP has also undertaken gender-specific initiatives in Liberia in collaboration with the Ministry of Gender to empower women and support the work of other organisations. Within UNDP's 2010-2012 Liberia election support project, one of its priorities is to increase women's participation.

United Nations Mission in Liberia (UNMIL)

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On 19 September 2003, UN Security Council Resolution 1509 established UNMIL and gave it a mandate to provide support for SSR. UNMIL established its Office of the Gender Advisor to help develop the capacity of SSIs to deliver sustainable gender-related results; strengthen justice sector institutions at policy, programme and training levels and support the effective involvement of women and women's organisations in governance, peacebuilding and electoral processes. UNMIL has contributed to the development of national policies and guidelines including the Liberia National Action Plan on UNSCR 1325, Liberia's National Gender Policy and a report on the best practices for mainstreaming gender in peacekeeping operations in Liberia from 2003 to 2009. Its activities have included helping the LNP to develop its gender policy; providing institutional capacity building to other security sector institutions such as helping the LNP and BIN develop their training manuals on gender, SGBV and human rights.

West Africa Network for Peacebuilding (WANEP)/Women in Peacebuilding (WIPNET)

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www.wanep.org/wanep/programs-our-programs/wipnet/8-women-in-peacebuilding-wipnet.html

WANEP is a non-profit organisation working in collaborative peacebuilding. WANEP was founded in 1998 as a response to civil wars in West Africa in the late 1980s. WANEP has national networks in twelve of the fifteen countries in West Africa. Its regional secretariat is located in Accra, Ghana. Currently, WANEP membership counts over four hundred and fifty CSOs spread across its twelve national networks throughout West Africa. WANEP, through WIPNET, enhances the participation of women in all WANEP's initiatives at national level and strengthens the capacity of women to participate in peacebuilding. Through community and FM radio stations, other media outlets and innovative platforms, WANEP provides a platform for women at the grassroots to amplify their voices and participate in peacebuilding in their respective communities. WIPNET seeks to mainstream gender perspectives into national mechanisms on peace and human security; promote women's participation in formal peace processes, governance and decision making institutions. Mainstreaming gender into national and regional mechanisms on peace and security is a cross-cutting issue in all of WANEP's programs.

Women's Campaign International (WCI)

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WCI is an international NGO that advances opportunities for women to actively participate in public advocacy, market and political processes. The organisation implements capacity-building programmes for both women and men and supports the work of women's networks. WCI's past

gender and SSR programmes have raised awareness on GBV, sexual exploitation, abuse and HIV/AIDS through collaborating with other organisations, and provided training to foster peace and community mediation. WCI is currently working in all of Liberia's 15 counties supporting the National Rural Women's Program to provide technical skills in support of women working in leadership roles, organisational development, campaign and advocacy and business.

Women NGO Secretariat (WONGOSOL)

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WONGOSOL was started as a coordinating body for the activities of women's organisations and groups in Liberia in 1998. Its vision is to achieve a just and fair Liberian society where women and men equally participate in and benefit from decision-making processes at all levels. WONGOSOL is an umbrella organisation with over fifty-one members. It coordinates activities among its members and brings women together to formulate and present their views on government and political and socio-economic issues affecting Liberian women and other disadvantaged groups. WONGOSOL lobbies the legislature and other parts of government and advocates for developing gender-sensitive plans, programmes and policies in peace-building, national recovery and development. The organisation maintains a database of women's organisations and provides access of information to national entities and the international community seeking to gather information on non-governmental women's organisations in the country. It also builds the capacity of women's organisations and other stakeholders to improve effectiveness and efficiency.

ANNEX 1. RECOMMENDATIONS FROM THE VALIDATION WORKSHOP

Participants provided recommendations during the validation workshop held in Monrovia on 31 March 2011.¹²³ Below is a summary of key recommendations presented orally and in writing during the workshop:

Training:

- a) More **gender training programmes** are needed for all security agencies including private security companies.
- b) More **capacity building** and training opportunities are needed for female recruits in the security sector.
- c) Consider having one **training academy** for all security sector institutions. Also consider developing one high quality and context-specific **gender training module** that can be used by all security sector institutions.
- d) More **joint trainings**, information sharing and coordination among security and justice providers, including more partnerships between security actors, would be beneficial.
- e) Develop a **gender and peace-building department** within the **University** of Liberia.

Policies, Programmes and Activities:

- a) The development of a **gender policy in the AFL** should include input from gender experts.
- b) The role of CSOs including women's groups and networks should be scaled up and included in peace-building efforts and gender and security programmes.
- c) **Visibility of gender initiatives** within the security sector should be enhanced through the development of newsletters and other information-sharing means.
- d) MoGD should develop better mechanisms for **monitoring and evaluating** the implementation of gender policies and programmes in government ministries and agencies.
- e) More **funding** for capacity building and the implementation of gender-sensitive programmes is needed.
- f) The establishment of **human rights sections and designation of focal persons** within security and justice institutions should be promoted. More reliance ought to be placed on the Independent National Commission on Human Rights to provide training to SSIs on human rights law.
- g) A **national Gender and SSR day** should be organised to highlight and provide a platform for discussing key gender and SSR issues.

Other Topics:

- a) Gender and security sector **oversight capacity** needs to be strengthened for the national legislature to enhance civilian democratic oversight of the military and other security forces.
- b) A call was made for a critical **review of all legislation relating to** the various security agencies and initiatives to make legislation more effective, coordinated and gender-sensitive.
- c) Conduct more research on the role of **private security companies** in Liberia and revise and tighten regulations governing their activities.
- d) Develop effective mechanisms for increasing women's participation in the **County and District Security Councils**.
- e) Address the issue of **aging** in relation to gender and SSR (towards developing effective policies related to elderly men and women, specifically in the area of pension schemes and retirement).
- f) Consider **domestic relations** as these affect women's incentives to participate in the security sector. This will involve critically assessing cultural and traditional practices in domestic relations.

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- ¹ Kristin Valasek, "Security Sector Reform and Gender," in *Gender and Security Sector Reform Toolkit*, ed. Megan Bastick and Kristin Valasek, (Geneva: DCAF, OSCE/ODIHR, UN-INSTRAW, 2008), 3.
- ² *Comprehensive Peace Agreement (CPA) between the Government of Liberia, the Liberians United for Reconciliation and Democracy (LURD), the Movement for Democracy in Liberia (MODEL) and the Political Parties*, Accra, Ghana, 18 August 2003.
- ³ CPA, Part 4, Article VII, Count 1(b) and Part 8, Count 1.
- ⁴ Ibid., Part 4, Article VIII, Count 2.
- ⁵ Ibid., Part 4, Article VIII, Count 1.
- ⁶ International Crisis Group (ICG), *Liberia: Uneven Progress in Security Sector Reform*, Report No.148 (Dakar/Brussels: ICG, 13 January 2009), 13, 18.
- ⁷ Nicolas Cook, *Liberia's Post-War Development: Key Issues and U.S. Assistance*, Congressional report (Washington, D.C.: Congressional Research Service, 19 May 2010), 32-33.
- ⁸ Liberia's Poverty Reduction Strategy, published in 2008, presents the Government's vision and its major strategies for rapid, inclusive and sustainable growth and development during the period 2008-2011. It will be implemented between 1 April 2008 and 30 June 2011 (until the end of the 2010/2011 fiscal year).
- ⁹ Republic of Liberia, *Poverty Reduction Strategy* (Monrovia: GoL, 2008), Chapter 6.1, para. 11.
- ¹⁰ Ibid., Chapter 6.2, para. 9.
- ¹¹ Ibid., Chapter 6.3, para. 21.
- ¹² Ibid., 58.
- ¹³ Republic of Liberia, *National Security Strategy of the Republic of Liberia* (Monrovia: GoL, 2008), 28.
- ¹⁴ County security councils have been launched in Montserrado, Rivercess, Nimba and Grand Gedeh counties.
- ¹⁵ Article 11 protects the fundamental rights of all persons and Articles 8 and 18 guarantee equal opportunities for employment and equal pay for equal work without distinction to sex.
- ¹⁶ This Act amended the new Penal Code chapter 14, sections 14.70 and 14.71 and was approved on 29 December 2005 and published by the Authority Ministry of Foreign Affairs (Monrovia, 17 January 2006). The Act provides a maximum sentence of life imprisonment for first-degree rape and a maximum sentence of 10 years for second-degree rape. It also requires in-camera hearings for all rape cases.
- ¹⁷ The Liberia National Gender Policy was launched in December 2009 by President Ellen Johnson-Sirleaf. UNDP, UNMIL-OGA, UNIFEM (now part of UN Women) and UNFPA provided technical support in developing this Policy.
- ¹⁸ Ministry of Gender and Development (MoGD), *National Plan of Action for the Prevention and Management of Gender Based Violence in Liberia* (Monrovia: MoGD, November 2006).
- ¹⁹ Ibid., 8.
- ²⁰ Partners include the American Bar Association, Association of Female Lawyers of Liberia, The Carter Center, International Senior Lawyers Project, Justice Sector Support Division, Pacific Architects and Engineers Justice Sector Support for Liberia, UN High Commissioner for Refugees, and UN Mission in Liberia.
- ²¹ Ministry of Justice of Liberia website, "Projects 2008-11," Ministry of Justice, www.moj.gov.lr/content.php?sub=90&related=17&third=90.
- ²² Cecil Griffiths and Kristin Valasek, "Liberia," in *The Security Sector and Gender in West Africa: A Survey of Police, Defence, Justice and Penal Services in ECOWAS States*, ed. Miranda Gaanderse and Kristin Valasek (Geneva: DCAF, 2011 forthcoming).
- ²³ For example the National Security Strategy, PRS Priority Action Matrix on Peace and Security and the National Action Plan for the Implementation of UNSCR 1325.
- ²⁴ Republic of Liberia, *PRS*, 58.
- ²⁵ The LNP operates under legislation in Chapter 13, Sub-Chapter A of the Executive Law in the Liberian Code of Law Vol. 11, and as revised under Section 22.70 of the Executive Law of 12 June 1975.
- ²⁶ Interview with Amelia Itoka (Chief of the Gender Affairs Section, LNP), 19 April 2010.
- ²⁷ Ibid.
- ²⁸ Interview with Benetta Warner (Chief of the Women and Children Protection Section, LNP), 20 April 2010.
- ²⁹ Gender-Based Violence Interagency Taskforce, *National Plan of Action for the Prevention and Management of Gender-Based Violence in Liberia* (Monrovia: November 2006), 36-42.
- ³⁰ Ibid.
- ³¹ Griffiths and Valasek, "Liberia."
- ³² Ibid.
- ³³ Ibid.
- ³⁴ Ibid.
- ³⁵ Amelia A. Itoka (Chief, LNP Gender Affairs Section) and Kayo Kalemo (Assistant Commandant of Planning and Curriculum Development, LNP Training Academy) in Abraham Mitchell, *Validation Workshop Report: Mapping Study on Gender and Security Sector Reform Actors and Activities in Liberia*, ed. Aiko Holvikivi and Anike Doherty (Geneva: DCAF 2011), 10.
- ³⁶ Interview with Carter N. James (Instructor, National Police Training Academy), March 2011; Mitchell, *Validation Workshop Report*, 10.
- ³⁷ Griffiths and Valasek, "Liberia."

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- ³⁸ Written submission by Kayo Kalemo (Research & Planning Officer, National Police Training Academy), May 2010.
- ³⁹ Interview with Sylvester T. Hina (Deputy Chief of the Gender Affairs Section, LNP), 18 October 2010.
- ⁴⁰ Itoka and Kalemo in Mitchell, *Validation Workshop Report*, 11.
- ⁴¹ Interview with Weah B. Goll (Deputy Chief of Personnel, LNP), March 2011.
- ⁴² For further details see Griffiths and Valasek, "Liberia."
- ⁴³ Interview with DCP Jartu Golafale (President, LNP Women's Association), 4 May 2010.
- ⁴⁴ Itoka and Kalemo in Mitchell, *Validation Workshop Report*, 10.
- ⁴⁵ Mackay and Kobbah in *Summary Report : Assessment of Gender Training Programmes in the Security Sector in Liberia* (Monrovia : UNMIL, April 2011).
- ⁴⁶ Thomas Jaye, *An Assessment Report on Security Sector Reform in Liberia* (Monrovia : Governance Reform Commission of Liberia, September 2006).
- ⁴⁷ *New National Defense Act* (2008), Chapter 3.2.
- ⁴⁸ *Ibid.*, Chapters 2.2 and 2.3.
- ⁴⁹ Major Emmanuel Savice (Assistant Chief of Staff, Plans and Policy, Human Rights, Child Rights/Protection Coordinator, AFL) in Mitchell, *Validation Workshop Report*, 11.
- ⁵⁰ *Ibid.*, 12.
- ⁵¹ Griffiths and Valasek, "Liberia."
- ⁵² *Ibid.*
- ⁵³ Armed Forces of Liberia, *Initial Entry Training (IET) Soldier's Handbook* (Revised September 2007), Volume I, Chapter 3.
- ⁵⁴ *Ibid.*
- ⁵⁵ Maj Savice in Mitchell, *Validation Workshop Report*, 12.
- ⁵⁶ Griffiths and Valasek, "Liberia."
- ⁵⁷ Mitchell, *Validation Workshop Report*, 12.
- ⁵⁸ *Ibid.*
- ⁵⁹ UNMIL contributed by developing gender induction materials for the AFL. See UNMIL website "Outcome of Gender Mainstreaming in Liberia 2004-2010," UNMIL, <http://unmil.org/2content.asp?sub=32&main=20&pgt=2>.
- ⁶⁰ Maj Savice in Mitchell, *Validation Workshop Report*, 12.
- ⁶¹ *Executive Law*, Chapter 49, sections 12.56-12.65, approved by the Legislature on 20 May, 1974.
- ⁶² Keturah S. Thomas (Personnel Officer, NSA) in Mitchell, *Validation Workshop Report*, 13.
- ⁶³ An act of legislation repealed chapter 2, sub-chapter B of the Executive Law 1974 which established the Office of National Security and amended the Executive Law to create the MNS. This Act was approved by the Senate and House of Representatives of the Republic of Liberia on 6 September 1979.
- ⁶⁴ Refers to a legislative act that amended chapter 22 of the New Executive Law and added sub-chapter F creating the Drug Enforcement Agency, approved on 23 December 1998. See also Thomas Jaye, *Liberia's Security Sector Legislation* (Geneva: DCAF, 2008).
- ⁶⁵ Communication to the author by Telewo K. Kollie (Gender focal person, DEA), July 2011.
- ⁶⁶ Counsellor Abla Williams (Deputy Commissioner, BIN) in Mitchell, *Validation Workshop Report*, 13.
- ⁶⁷ Cllr Williams in Mitchell, *Validation Workshop*, Monrovia, 31 March 2011.
- ⁶⁸ Written submission by Counsellor Abla Williams (Deputy Commissioner, BIN), March 2010.
- ⁶⁹ Griffiths and Valasek, "Liberia."
- ⁷⁰ There is currently a project implemented by the immigration services of the Netherlands and Ghana in collaboration with UNMIL to support the training of 150 BIN officers to strengthen institutional capacity. A group of 20 officers in the BIN will complete a 'train-the-trainer' course. This training does not focus on gender issues, however. See Mackay and Kobbah, *Assessment of Gender Training Programmes*, 5.
- ⁷¹ This training manual is the outcome of a 'train-the-trainer' workshop for regional commanders and the training unit of immigration officers. UNMIL's Office of the Gender Advisor, Conduct and Discipline and Action Aid conducted this workshop from 5 to 7 June 2007.
- ⁷² Written submission by Kayo Kalemo (Research & Planning Officer, National Police Training Academy), May 2010.
- ⁷³ *Ibid.*
- ⁷⁴ Cecilia Dixon-McGill (Director, Customs Collection and Enforcement Division, BC&E) in Mitchell, *Validation Workshop*, Monrovia, 31 March 2011.
- ⁷⁵ *Montreux Document on pertinent international legal obligations and good practices for states related to operations of private military and security companies during armed conflict*, UN General Assembly A/63/467-S/2008/636 (Montreux: UN General Assembly, 17 September 2008). Note that Liberia has not yet a party to the Montreux Document which describes the role of PMSCs in light of international humanitarian law.
- ⁷⁶ Thomas Jaye, *Liberia: Parliamentary Oversight and Lessons Learned from Internationalized Security Sector Reform* (New York: New York University Center on International Cooperation, March 2009).
- ⁷⁷ Center for Criminal Justice Research and Education, *The Liberian Criminal Justice System: A Report on the structure, functions and problems, and a survey of the public's perception of the operations and effectiveness of the criminal justice institutions* (Monrovia: Center for Criminal Justice Research and Education, 31 December 2002); Jaye, *Liberia: Parliamentary Oversight*.

- ⁷⁸ UNMIL, *Human Rights in Liberia's Rubber Plantations: Tapping into the Future* (Monrovia: UNMIL, 2006); C.Y. Kwanue, "Euro-Liberia Ex-Security Officers Seek Ellen's Intervention," *Liberian Observer* 21 April 2011, www.liberianobserver.com/content/euro-liberia-ex-security-officers-ellen%E2%80%99s-intervention.
- ⁷⁹ UNMIL, *Human Rights in Liberia's Rubber Plantations*.
- ⁸⁰ Margaret Gichanga, *Fusing Privatisation of Security with Peace and Security Initiatives*, Institute for Security Studies Paper 219 (Pretoria: Institute for Security Studies, October 2010), 2.
- ⁸¹ UN General Assembly, *Montreux Document*.
- ⁸² *International Code of Conduct for Private Security Service Providers*, 9 November 2010.
- ⁸³ Division of Public Safety, *Guidelines to Organise and Operate Private Security Agencies* (Monrovia: Ministry of Justice, 2007).
- ⁸⁴ Mitchell, *Validation Workshop Report*, 10 and 19.
- ⁸⁵ Ibid.
- ⁸⁶ Hanatu Kabbah, "A Guide to the Liberian Legal System and Legal Research," Globalex, www.nyulawglobal.org/Globalex/LIBERIA.htm.
- ⁸⁷ Griffiths and Valasek, "Liberia."
- ⁸⁸ Revised Rules and Regulations Governing the Hinterland of Liberia (Monrovia: Ministry of Internal Affairs, 7 January 2000).
- ⁸⁹ For more information see Griffiths and Valasek, "Liberia."
- ⁹⁰ Griffiths and Valasek, "Liberia."
- ⁹¹ Therenna Reeves (Head of the Legal Section, MoJ) in Mitchell, *Validation Workshop Report*, 15.
- ⁹² The court statistics were not readily available; the researcher calculated the numbers of personnel cited here by examining the court's personnel files.
- ⁹³ Criminal Procedure Law of Liberia, Part V, Chapter 41.
- ⁹⁴ *National Standard Operating Procedures in Corrections Facilities in Liberia*, 6 November 2009.
- ⁹⁵ Ibid.
- ⁹⁶ Eric Mulbah (Director, BCR) in Mitchell, *Validation Workshop Report*, 15.
- ⁹⁷ Compiled from the Committee Listing of the 52nd National Legislature, June 2010.
- ⁹⁸ Cecil Griffiths (President, LINLEA) in Mitchell, *Validation Workshop Report*, 18.
- ⁹⁹ MoJ, *Sexual Assault and Abuse Prosecution Handbook For County Attorneys and Prosecutors of the SGBV Crimes Unit* (Monrovia: MoJ, 2009).
- ¹⁰⁰ See UN-GoL SGBV Joint Programme, "Sexual Violence Update Liberia" (April 2009), <http://stoprapenow.org/uploads/features/LiberiaFieldUpdate%20.pdf>.
- ¹⁰¹ This handbook was created in partnership with the American Bar Association, Association of Female Lawyers of Liberia, The Carter Center, International Senior Lawyers Project, Pacific Architects and Engineers, Justice Sector Support for Liberia, UN High Commissioner for Refugees and UNMIL.
- ¹⁰² Reeves in Mitchell, *Validation Workshop Report*, 15.
- ¹⁰³ For more information see Griffiths and Valasek, "Liberia."
- ¹⁰⁴ Ibid.
- ¹⁰⁵ *Executive Law*, Chapter 24, approved by the National Legislature on 11 May 1972.
- ¹⁰⁶ Communication to the author by MoD SSR coordinator, July 2011.
- ¹⁰⁷ *Liberia National Gender Policy* was officially launched in December 2009 by President Ellen Johnson-Sirleaf.
- ¹⁰⁸ *National Plan of Action for the Prevention and Management of Gender Based Violence in Liberia* (GBV-POA). See also section 1.1.4.
- ¹⁰⁹ Ibid., 8.
- ¹¹⁰ Abratha Doe (UNSCR 1325 Coordinator, MoGD) in Mitchell, *Validation Workshop Report*, 16.
- ¹¹¹ Written submission by Abratha P. Doe (National Programme Coordinator for Women, Peace and Security, MoGD), 31 March 2011.
- ¹¹² Honourable Vabah Gayflor (Minister of Gender and Development, Republic of Liberia) at the Launching of the Commission on Women's Health in Africa Commission, 14 April 2010.
- ¹¹³ PRS, 53.
- ¹¹⁴ *National Security Strategy of Liberia*, 28.
- ¹¹⁵ *County Security Council Orientation Training Manual*, 4.
- ¹¹⁶ Liberia Anti-Corruption Commission (LACC) brochure 2009. See also *LACC Standard Operational Procedures* (July 2009).
- ¹¹⁷ Janet S. Sarsih (Programme manager for education and prevention, LACC) in Mitchell, *Validation Workshop Report*, 16.
- ¹¹⁸ Ibid.
- ¹¹⁹ Communication to author by Janet S. Sarsih (Gender focal person, LACC), July 2011.
- ¹²⁰ Human Rights Watch (HRW), "Liberia," in *World Report 2011* (New York: HRW, January 2011), www.hrw.org/en/world-report-2011/liberia.
- ¹²¹ *Independent National Human Rights Commission Act of 2005*, Article III, "Powers of the Commission."
- ¹²² Information related to UNDP activities in this study may be incomplete. Not all information could be obtained.
- ¹²³ Mitchell, *Validation Workshop Report*, 19

