



## Annex VIII Gender - Assessment & Action Plan

GREEN CLIMATE FUND FUNDING PROPOSAL



# **ANNEX 8: GENDER ASSESSMENT AND ACTION PLAN FOR THE MONROVIA METROPOLITAN CLIMATE RESILIENCE PROJECT (MMCRP)**

September 2019

## I - Introduction

The Green Climate Fund (GCF) recognizes the central importance of gender considerations in terms of both impact and access to climate funding and requires a Gender Assessment and Gender Action Plan to be submitted as part of the project-funding proposals that it assesses. The main objective of the Gender Assessment is to screen the gender aspects of the GCF project, and to subsequently strengthen the gender responsive actions within the project “**Monrovia Metropolitan Climate Resilience Project**” (MMCRP). Therefore, this gender assessment aims to provide an overview of the gender situation in Liberia, with a goal to strengthen the resilience of affected women and men living in “hotspots” of Monrovia Metropolitan Area (MMA) where the country’s coastal areas are facing increasing risks of coastal erosion and extreme climate events.

Specifically, the assessment will identify gender issues in Liberia that are relevant to the project and examine potential gender mainstreaming opportunities. Given the fact that gendered climate vulnerability is at the center of the project, the information and design considerations in this Annex should not be considered additional, but rather part of the basis of the proposal, including the Feasibility Study, Stakeholder Engagement and Environmental and Social Management Framework (ESMF) Annexes.

The assessment was based upon conducting field consultations, gathering information from available data from studies conducted by the Government of Liberia, UN and civil society organizations, donor agencies and multilateral development banks. Lessons learned from past studies and assessments on gender in Liberia were also taken into stock. Stakeholders consultations engaging, men, women and youth also raised gender concerns that will be integrated as the project indicators, targets and activities, identifying women as beneficiaries including as leaders and decision-makers.

Gender mainstreaming in this project aims to be both gender responsive, by integrating women’s perspectives, and guidance to ensure that existing inequalities are not exacerbated, but also gender transformative, in the sense that it deals with root causes of vulnerability and structural barriers to climate resilience, and challenges the norms around the gendered distribution of labor and constraints in regards to access to resources, capacity building and ability to engage in adaptive measures.

The proposed GCF funded project not only intentionally targets and benefits women, but also considers the intersectional vulnerability: there are some categories that face additional forms of marginalization and stigma due to poverty, health and disabilities, including women, (and women-headed households), youth and children, the elderly, people living with disabilities and marginalized groups such as those with HIV/aids and LGBTIs living in the target areas.

The project design recognizes that SLR and coastal erosion has immediate and long-term impacts on women as described in the consultation reports and in the current the gender analysis. In addition, the project recognizes the effects of changing environmental conditions by supporting climate resilient livelihoods and better integration of gender considerations into the Integrated Coastal Zone Management (ICZM) and into local value chains, in which women are already playing a growing role.

The Gender Assessment intends to provide additional information on the national and local gender context, particularly regarding women’s access to resources, their role in decision-making and the

gendered aspects of local livelihoods. It provides the basis for, and lessons on which, the Gender Action Plan (which is reflective of the overall project design) has been built.

Overall, the project objective is to enhance the climate resilience of the most SLR-impacted MMA communities that are constantly exposed to storm surges, flooding and salinity ingress through the installation of coastal defence options. These actions will be conducted with a special attention to women - and by extension, their families - and communities who are rendered the most vulnerable.

Specifically, GCF resources will be used to enable all relevant institutions including the Minister of Gender to implement activities in the context of an ICZM that will empower more targeted vulnerable women to become leaders in the adoption of climate change resilient livelihoods and the management of the ICZM options, ensuring that women are involved in the ownership, operationalization and management of the selected options with the technical and financial backstopping support from concerned institutions. Resources will also be used to promote climate resilient livelihood options and participation in their associated value chains for women whose existing livelihoods are particularly vulnerable to salinity ingress. Finally, resources will also be used to strengthen the capacities of national institutions to enable gender-responsive, climate-resilient solutions for both coastal security and livelihoods.

The primary measurable benefits that will be realized as a result of the GCF investment includes

- Provision of assistance to communities in the MMA, with a special focus on women, youth and other vulnerable groups, to pursue climate resilient livelihoods and facilitate their access to associated market linkages, with investment in assets, tools, and training,
- Change of perceptions and norms of gender equality and women's empowerment to induce a transformative change within the communities to improve gender relationship at the family and community levels,
- Inclusion of women in all the national, local and community activities of the ICZM, at management and operational levels,
- Strengthened capacity, coordination and knowledge sharing of national institutions and local communities intervening in the project.

## II – Existing Gender inequality and social exclusion in Liberia

Women play a crucial role in Liberia. Not only do they comprise almost half of its population, but they also play important roles at household level, in the rural and urban economies at all levels. The Liberia Revised National Gender Policy (2018-2022) states that “Gender inequality and the marginalization of women in Liberia are perpetuated by socio-cultural perceptions, practices, and stereotypes that support male dominance and the subordination of women”<sup>1</sup>. This happens partly through socialization of girls and boys, social norms and customs, which carries into schools, the community and the workplaces.

Gender inequality is not uneven in Liberia. It varies according to age, status, means of income, county rural/urban areas and traditions, but in general, access to education, healthcare, land, property, and justice is limited to women as compared to men. Gender imbalance causes such as excessive burden of

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<sup>1</sup> Liberia Revised National Gender Policy (2018-2022), page 5

care on women, illiteracy unequal power relations in the household, lack of access to basic services, economic disempowerment, low participation in decision-making in public spheres and institutions and in the household, lack of access to legal and judicial services, vulnerability to Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS), and unequal access to rights and opportunities; the situation is worse for adolescents girls that are often school drop-outs because of poverty and face the issue of teen-age pregnancies.

### Gender Inequality Indexes - (GII) and other relevant gender indices

Through the years, several indices have developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).<sup>2</sup> GI is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labor market while with a measure's achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women. Despite the ratification of the Maputo protocol, its domestication has remained inadequate. With strong patriarchal social norms and entrenched, socially accepted violence against women and girls, the Gender Inequality Index of 0.610 ranks Liberia at 177 out of 188 countries assessed, a decline from earlier years<sup>3</sup>. Gender gaps are evident in mean years of education (3.5 vs. 6.1) and income (US\$577 vs. US\$755). While patriarchal norms that maintain the low status of women and girls persist, the legacy of violence against women during the civil wars has been normalized.<sup>4</sup> Almost 14 percent<sup>5</sup> of the population living with disabilities confronts stigma and lack of income-earning opportunities. High level of adult HIV prevalence at 2.1 percent<sup>6</sup> (2.4 percent among women, 1.8 percent among men), indicates underlying policy and health system deficiencies and unequal gender relations.<sup>7</sup>

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival; and political empowerment.<sup>8</sup> Out of 149 countries, Liberia's rank based on GGGI in 2018 is given below<sup>9</sup>:

Description	Score	Rank
Gender Gap Index 2018	0.681	96
Economic participation and opportunity	0.729	41
Educational attainment	0.792	141
Health and survival	0.968	118
Political empowerment	0.236	47

<sup>2</sup> United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

<sup>3</sup> Human Development Report, UNDP 2016 and 2018; Inequality-adjusted HDI for 2017 is 32 percent lower

<sup>4</sup> Programme Against Sexual and Gender Based Violence and Harmful Traditional Practices, Republic of Liberia, 2018

<sup>5</sup> National Census, Republic of Liberia. 2008

<sup>6</sup> Catch up plan to end AIDS 2017-2020

<sup>7</sup> Gender analysis in UNDP Liberia CPD (2020-24), § 3

<sup>8</sup> World Economic Forum. The Global Gender Gap Report 2018 Country Profiles. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=LIB>

<sup>9</sup> <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=LIB>

\* Inequality = 0.00; Equality = 1.00. Source: The Global Gender Gap Report 2018

The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that scores countries: percentage varies to 0 to 100 on 14 indicators grouped into four sub-indices. Liberia scores as follows: 1 - discrimination in the family (60%), 2 - restricted physical integrity (34%) 3 - restricted access to productive and financial resources 4 - (41%) Restricted civil liberties (53%) to measure the discrimination against women in social institutions across 160 countries. The 2019 SIGI value for Liberia equals 47 % suggesting that gender inequality and discrimination against women and girls is high.<sup>10</sup>

### Poverty

After emerging from years of conflict, the Ebola crisis and the resultant economic downturn<sup>11</sup>, Liberia faces many economic challenges. According to the 2018 UNDAF Liberia Common Country Assessment<sup>12</sup> these economic challenges are: high inflation, declining global commodity prices, growing foreign debt, and import dependency<sup>13</sup>, which together slowed down<sup>14</sup> economic growth<sup>15</sup>, reducing fiscal space<sup>16</sup> for delivery of essential services. Acute poverty and vulnerability in Liberia are a result of entrenched social, and economic inequalities and exclusion – which resulted in years of conflict<sup>17</sup> and continue to persist due to high levels of centralization in the Capital and a concessions-based growth model.

Liberia's Human Development Index (HDI) has been declining, with the HDI value for 2017 at 0.435, placing Liberia at 181 out of 189 countries<sup>18</sup>. More than half of the country's population<sup>19</sup> lives below the poverty line<sup>20</sup> and marginalization remain deeply entrenched<sup>21</sup>. In 2018<sup>22</sup>, 71.2 percent of Liberians experienced multi- dimensional poverty - 33.2 percent severely poor while 20.4 percent "vulnerable" to slipping back into poverty<sup>23</sup>.

Weak administrative procedures and limited human and institutional capacities<sup>24</sup> have led to delays in citizens' access to justice, especially in cases of human rights violations and sexual and gender-based violence.

### Women economic empowerment and access to resources

Despite the central economic roles of women in households and in the economy in general, women still face some constraints in order to participate effectively in the economic life of the country because of discriminatory norms and practices and inequitable policies, such as:

10 Source: OECD (2019), Gender, Institutions and Development Database, <https://oe.cd/ds/GIDDB2019>.

11 World Bank, 2018

12 UNDAF Liberia Common Country Assessment, 2018

13 World Bank, 2018

14 8.7 percent (2013) down to 0 percent (2015) and -1.6 percent in 2016

15 IMF Staff 2019 Article IV Mission to Liberia (link)

16 Africa Economic Outlook (2017)

17 Truth and Reconciliation Commission (2009), Agenda for Transformation (2012), PAPD 2018

18 Human Development Report, UNDP 2016 and 2018; Inequality-adjusted HDI for 2017 is 32 percent lower

19 4.7million (UN Population Division, 2017)

20 Household Income and Expenditure Survey, 2016

21 Poverty: 71.6 percent in rural areas and 31.5 percent in urban areas

22 Multidimensional Poverty data 2018

23 Human Development Report, UNDP 2016, 2018

24 Liberia Peacebuilding Plan, 2017.

- Limited access to credits, raw materials, training, marketing, etc.
- Absence of enabling environment to contribute effectively to the economy and limited access to productive resources
- Limited access in decision making positions in public service
- Limited participation in more profitable sectors and **limited** opportunities for economic empowerment
- Discriminatory customary practices, stereotypes, norms and biases **that** continue to prevent equal access to and control over land and land use

It is important to note that when facing climate hazards, women are more disproportionately affected than men. For example, women may be forced to spend savings during climate shock events, and this loss of savings can subsequently lead a great number of small businesses (women owned and also where women are customers) to collapse. Small businesses predominantly owned by women were largely affected during the economic downturn in Liberia because they were selling perishable food items and many lost their ovens. <sup>25</sup>

### Social protection

The main goal of the PAPD is to improve protection of the poorest and most vulnerable population and groups from poverty, deprivation, and hunger, and enhanced resilience to risks and shocks through a multi-sector approach to support and finance social protection interventions and improve livelihoods and increase employment readiness of extreme poor, youth, and women through increased opportunities for income generation.

Therefore, the situation in SLR affected communities cannot be ignored. Stakeholder meetings held in MMA from March to April 2019 revealed that with affected women involved in drying and selling fish along the sea coast as well as men and youth involved in fishery and petty (small-scale) trading, men and women are frustrated at being neglected, particularly given that the erosion caused by climate change rapidly left most of them homeless. While they do not feel protected at home, there are social measures to protect them if in danger at sea.

However, social protection needs for women and men may vary. Women and men face different risks and vulnerabilities, some specific to their gender and others exacerbated by gender inequalities and discrimination. The design and implementation of social protection programs in Liberia address gender-related constraints, including barriers to women's economic advancement. <sup>26</sup>

In the absence of specific data in relation to gender and social protection, it is clearly understood that women's financial contribution is more important within household survival strategies. However, because women are concentrated in informal and labor-intensive work where they face risks and vulnerabilities (e.g. health risks, interrupted and insecure employment), they have either less or little-to-no resources to save or contribute to pensions or be eligible to some form of a social safety net to tide over times of crisis. Therefore, social security measures are restricted to the small, male-dominated section of the workforce employed in the formal state and private sectors. Social protection is limited for those in the very informal employment sector where women dominate.

<sup>25</sup> Report on progress on the implementation of the NGP, IKorkoyah and Wreh 2015.

<sup>26</sup> Liberia Demographic Health Survey (LDHS, 2013)

## Gender and Employment

Liberia Demographic Health Survey (2013) provides the following figures 53% of women in contrast to 74% of men were employed at the time of the survey. Geographically, by county, women in Gbarpolu (78%) and Bong (72%), were more likely to be employed than women in other counties (40-60%) (LDHS, 2013). While for men, in Gbarpolu (94%), River Cess (94%) and Grand Cape Mount (93%) were more likely to be employed than their female counterparts in other counties (58-87%). Women (59%) and men (82%) in the rural areas are more likely to be employed than those in the urban areas. Employed women (80%) and men (74%) in the lowest quintile are engaged in agricultural activities (LDHS, 2013). The urban and rural differentials show that urban women were concentrated in sales and marketing (66%), compared to rural women who were mostly employed in the agricultural sector (69%)<sup>24</sup>. Men (22%) in urban areas were employed in sales and marketing. In the rural areas, 69 percent of women and 62 percent of men were engaged in agricultural activities.

By category of employment, women are mostly found in sales and services (49%), followed by agriculture (42%), in contrast to men who were more likely to be employed in agriculture (40%), unskilled manual labor (15%), sales and services (14%) and skilled manual labor (14%). In the professional categories, 4 per cent of women compared to 10 per cent of men had professional, technical or managerial occupations. According to the LDHS (2013), women and men with no education were more likely to be employed (65% and 91%) than their counterparts who had attended school (68-73%), since they could easily access informal employment.

Education is also a hindrance to women's employment in the formal sector, so men are disproportionately clustered in the least productive sectors with 90% employed in the informal sector or in agriculture, compared to 75% of working men. Men are more than three times likely to be employed by the civil service, NGOs, international organizations or public corporations, in mining, in panning, in the manufacturing sector. It is only in agriculture and fisheries that men and women are employed on an equal basis – 1 to 1 ratio.

High participation of women in the informal sector is a consequence of the care economy as the burden of home and family care imposed upon them through the socio-cultural allocation of gender roles. They are more absent in small and medium enterprises due to limited education, lack of capital, credit and land.

While all men and women in the informal sector face similar problems such as absence of social insurance schemes, exploitation, harassment from people in authority (including at border crossings), unsafe work environment, limited finance and business development services, women are more negatively affected due to their over-representation in this sector. For cross-border traders, there is information gap on migration and customs regulations, making women in cross border trade more vulnerable to exploitation, due to limited knowledge about their rights and the laws that protect them.

The Civil Service Reform Strategy (2008-2011) focused on mainstreaming gender and establishing mechanisms for implementing an affirmative action program, drafting and implementing a civil service-wide sexual harassment policy, and the establishment of Gender Focal Points (GFPs) in each Ministry, Agency, and Commission Corporation (MAC). The Decent Work Law passed in 2016 assured the right to minimum remuneration of women domestic workers. It guarantees entitlement of women and men



without distinction, exclusion or preference to receive equal remuneration for work of equal or comparable value <sup>27</sup>.

It is hoped that the introduction of a new National Employment Policy; the review and revision of the Liberian Labor Code, the transformation of the Liberian Emergency Employment Program (LEEP) into the Liberian Employment Action Plan; the validation of the National Workplace Policy on HIV and AIDS the launch a Women's Entrepreneurship Program involving MSMEs for business skills development, and provision of access to microfinance and functional literacy will make a big difference in Gender and Employment in Liberia.

### Health and Reproductive Rights

Liberia faces a few health challenges but more specifically gender norms, roles and relations can influence health outcomes and affect the attainment of mental, physical and social health, and well-being. Fortunately, gender equity is a guiding principle of the NHSWP (2011-21) and improving health outcomes among women and girls is critical to the overall goal. The three objectives of the National Health and Social Welfare Policy and Plan capture the MOHSW's strategy to equitably improve gender equality and the health status of women and girls. To increase access and utilization of services, especially for women and girls at the community level, by expanding access to quality services delivered closer to where people live. Coupled with investments in strengthening human resources, the target is to increase facility-based deliveries by a skilled birth attendant from 22 to 80 percent.

To make services for women and girls more responsive, the cornerstone of 2011-21 NHSWP is the Essential Package of Health Services (EPHS), a gender-sensitive service package with strong linkages to the community and household, as well as gender-specific health messages. The target is for 90 percent of facilities to be fully accredited and providing the EPHS. To provide services that are affordable against a backdrop of ensuring social protection through a combination of prepayment schemes and free services for priority interventions that directly affect the health of women and girls.<sup>28</sup>

Legislation does not restrict the right of women to access contraception and other reproductive health services.<sup>29</sup> Government and INGO health facilities provide free access to sexual and reproductive health services<sup>30</sup> Over 25 percent of adolescents age 15-19 have already had a child.<sup>31</sup> Vaccination rates for infants are higher for girls than boys (42.4% against 36.1%), and infant and child mortality rates in Liberia are slightly higher for boys than girls. The same is true of malnutrition rates.

High maternal mortality and systemic inequities — especially related to health service access and quality — have a major impact on women and girls. The high maternal mortality rate is linked to a high fertility rate, insufficient numbers of skilled birth attendants and low utilization of health facilities for delivery, compounding the risks associated with complications.

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<sup>27</sup> Liberia CEDAW Report (2013).

<sup>28</sup> USAID. Country Development Cooperation Strategy (Liberia) – 2013-17, p. 61

<sup>29</sup> US Department of State (2012) in OECD. Social Institutions and Gender Index (SIGI) 2014. Country Profiles <http://www.genderindex.org/country/liberia> ; OECD. Social Institutions and Gender Index (SIGI)

<sup>30</sup> CEDAW (2009a) p.13 in OECD. Social Institutions and Gender Index (SIGI) 2014. Country Profiles <http://www.genderindex.org/country/liberia> ; OECD. Social Institutions and Gender Index (SIGI)

<sup>31</sup> DHS (2007) p.53 in OECD. Social Institutions and Gender Index (SIGI) 2014. Country Profiles <http://www.genderindex.org/country/liberia> ; OECD. Social Institutions and Gender Index (SIGI)



Other factors which also contribute to maternal and newborn mortality are delays in diagnosing problems, deciding to seek medical care, accessibility and affordability, inadequate supply of drugs and equipment, poor nutritional status of pregnant women, and high fertility rates. Some women who survive maternal health complications develop life-long disabilities such as fistulae and secondary infertility. Teenage mortality is high among girls who develop complications during pregnancy and go through caesarean procedures. The situation is even more precarious in communities where there are no medical facilities nor skilled birth attendants to address complications that may arise. Additionally, there are no facilities available to handle mental conditions, such as depression, related to the postpartum. The national contraceptive prevalence rate for family planning is 20% and less than 14% for adolescent girls aged 15–19 years. The unmet need for family planning has virtually remained the same with no significant decrease: from 36% in 2007 to 34% in 2013 (DHS 2013).

In terms of family planning, there is limited participation by men. Access to and knowledge about Sexual and Reproductive Health (SRH) varies between men and women. According to the LDHS (2013), 98 per cent women and 95 per cent of men have knowledge of at least one method of contraception. Teenagers of both sexes either are not aware of or do not practice birth control methods, even though family planning is free. Some of the reasons given for this include cultural misconceptions about family planning, myths that future conception may not be possible, perceptions amongst youths on promiscuity by using family planning, religious background that prohibit family planning, affordability and lack of responsibility.

If this situation is not improved, women will continue to bear the brunt of continue to be vulnerable to emerging health issues/disasters with the lack of or limited access to social protection programs described above.

The delivery of water and sanitation services in Liberia is a key concern in the affected communities visited during consultations. This process affects women and girls' dignity, safety and physical and time burden. The insufficient number of pumps means more time is spent gathering water, sometimes from far away, which affects the well-being of women and girls and the way of life in communities. The unavailability of safe drinking water and poor sanitation services, such as insufficient public toilets and nonfunctioning public common toilet facilities are of great concern. Communities practice open defecation and pollute the beaches. Water and sanitation-related illnesses challenge their health and add a burden to women's caretaking role. In addition, this influences the economic sectors due to the fact that women and children pay high prices from vendors in MMA.<sup>32</sup>

Liberia's coastal communities also face several psychosocial challenges: in addition to economic vulnerability and stress resulting from the reality of living in communities affected by climate-induced erosion, the uncertainty of measures that are going to be put in place by local authorities is a burden. This is even worse for single female-headed households. More than men, the affected women also revealed that the destruction of their productive assets and their houses by the sea has led them to lodge with friends and relatives in the other communities in proximal areas. The use of improper and unsafe places to sleep is causing serious health problems for their families and themselves – including flu, constant cold and malaria. Furthermore, this displacement is connected to teenage pregnancy as well as drug and substance abuse by young men and women which were also rampant phenomenon discussed.

## Education

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<sup>32</sup> Government of Liberia (2009). Water supply and sanitation policy, p. 6

After years of civil war and the breakout of EVD, Liberia is still in the process of rebuilding its education infrastructure and workforce. The issue of youth education is serious. Based on the Liberia Household Income and Expenditure Survey data collected in 2014, the national literacy rate is estimated to be 66.7 percent, that means, just over two thirds of Liberians can read and write. Residents of urban areas are more likely to be able to read and write than those of rural areas; 76 percent versus 50.1 percent. The gap between men and women is even larger while 80.4 percent of males are reported as literate, only 54.8 percent of females know how to read and write. Therefore, women lack the necessary skills and resources that can provide them with the types of opportunities of their male counterparts.

Liberia Demographic Health Survey (LDHS, 2013) reveals that access to education has increased for both girls and boys (15-19 year) for the population with an increase from 31 percent in 2007 to 41 percent for girls in 2013, and from 36 percent in 2007 to 46 percent for boys in 2013 (LDHS, 2013). However, a gender gap in education persists and shows geographical variations by county, variations in literacy rates by ages and by completion rates, and variations in rural and urban areas. For example, Grand Bassa (66%) and Bong (50%) were cited to have the highest proportion of women/girls who have never attended school. These variations persist even though gender disparities in primary school enrolment have been significantly reduced. The issue of girls dropping out of schools is of concern. Reasons cited for these dropouts include sexual exploitation, rape, teenage pregnancies, forced or early marriages, poverty, boys to girls' preference to education, as well as gender roles stereotyping in educational curriculum and discrimination against the girl child. Discrimination and stigma are noted in the expulsion of pregnant adolescents' girls from school, while the same is not done to the peer boys who have impregnated them. At secondary school level, 10 percent of girls completed secondary school compared to 23 percent of boys. Poverty is also a major factor for girls to drop out of schools.

The Government recognizes the need to close this gap and to promote a drastic and rapid increase in school attendance in rural areas, particularly for girls. This situation was alleviated by providing universal primary education and implementing the National Action Plan 2004-2015: Education for All. The Government has also prioritized girls' education through the National Girls Education Policy to ensure, encourage and support the enrolment and retention of girls in school. The Free and Compulsory Education Law is another important step towards women and girls' equality in education. The Education Reform Act of 2011 aims to enhance access to education from a gender perspective by increasing the number of female teachers and advocating for counseling services for girls, and punitive measures against teachers who sexually abuse and assault students. There are also calls for legislation that will ensure that pregnant girls are not expelled from school.

The situation becomes critical in the coastal communities like new Hotel community, where most adult women and girls are illiterate and lack many of the basic skills to meet up with the challenges of life and empower themselves better. Stakeholder meetings and interviews with communities indicated mothers' worry as to how they can continue to send their children to school since the sea is taking progressively away the public schools' infrastructures and sea level rise and subsequent flooding is a threat to young kids during the raining seasons.

#### Political participation and governance

Despite Liberia producing the first female president in Africa, women continue to face several challenges running as candidates including fear of violence and intimidation, hostility to their speaking in public, and a lack of funds to run for office. Participation of women in politics and governance remain

low - women occupy only 2 out of 30 seats in the Senate and 10 of the 73 seats in the House of Representatives.<sup>33</sup>

In local government, from general town chiefs to county superintendents, women account for fewer than 6% of leadership positions. In the national legislature, women make up around 11.5%. In the Cabinet, or executive branch, women number only 21%. In the Supreme Court, 40% are women with only 5 people on the court. In the decision-making structure in the judiciary, such as circuit court judges, women total just 12.5%.<sup>34</sup>

The Local Government Act enacted in 2018 “affirms the commitment of the Government of Liberia to further the unity of the Republic by providing equal opportunity for all of its citizens to engage in the governance of the state through the devolution of certain administrative, fiscal and political powers and institutions from the national government to local governments”. Several efforts to pass a bill mandating legislative quotas have been undertaken but are yet to be successful. The Equal Participation in Politics Act, 2016 has still not been passed into law. If all these laws are passed combined with the will of political parties to institute affirmative action measures, this can significantly increase the number of women who hold public office. However, the neutrality of language and lack of incentives and enforcement measures fall short of achieving the desired target. The Laws and related dispensations need to be made explicit and enforceable.

In addition, the Local Government Act includes a gender equity measure which reserves 2 seats in every county council for women and women can also contest for the other seats. In addressing the structural inequity and marginalization of women in the public sector, the Government should develop and adopt policies in all public institutions and government agencies to address gender inequities, including codes of conduct and non-discrimination policies. Although, increasing the number of women’s representation is critical, there is also needed to develop a robust gender capacity building program for the different actors at national and local levels.

### Decision-making

Women’s equitable participation and representation in decision-making strengthens commitments to women’s empowerment and gender equality. It also makes for better outcomes related to sustainable development, resilience and adaptation capacity, and overall wellbeing.

The 2013 Liberia Demographic and Health Survey, covering all of Liberia, found that, “most currently married women (58-61 percent) reported that each of three household decisions is made jointly with their husbands. Sixteen percent of women reported that they alone make decisions about their own health care; 19 percent make their own decisions to visit their families and relatives, and 24 percent make their own decisions about major household purchases. More specifically, 30 percent of currently married women who receive cash earnings reported that they alone mainly decide how their earnings are used, while 54 percent say they decided jointly with their husband. Only 15 percent of women reported that their husband mainly decides how their earnings will be used. Younger women are generally more likely than older women to make independent decisions on their earnings. Further, 32

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<sup>33</sup> National Election Commission, 2018

<sup>34</sup> 63UN Women (2017). Liberia Fact Sheet: Women’s Representation in Various Branches and Levels of Government

percent of urban and 26 percent of rural currently married women reported that they mainly decide how to spend their earnings.<sup>35</sup>

Women in coastal communities are empowered by hardship; as they are not waiting for their partners to attend to domestic care and other family related needs, they are part of the decision in the households and have a say in the family decisions, even though most of the interviewed men responded that they are the heads of the families.

#### Labor force/ Employment and livelihoods

Liberian employment law prohibits discrimination based on gender<sup>36</sup>. In addition, the “Decent Work Bill” passed into law on June 25, 2016. The bill explicitly excludes discrimination against women in working conditions and wages.<sup>37</sup> Further, pregnant women have the right to three months paid maternity leave,<sup>38</sup> and employers are responsible for paying 100 percent of maternity benefits.<sup>39</sup> But these regulations only apply to women working in the formal sector, and according to the 2008 report issued to the Committee on the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), 90 percent of women are employed in the informal sector.<sup>40</sup> The World Bank considers 67 percent of women in Liberia to be employed.<sup>41</sup>

As of 2014, 47 percent of the total labor force was female<sup>42</sup> although not all those who work are included in the labor force including, for example, unpaid workers, family workers, and students. The labor force size also tends to change seasonally.

#### Access to resources, land tenure and property rights

According to data from the MGCSP, there are about 367 Women Entrepreneurs who are employers in the trade, commerce and industry sector who are struggling to have access to the capital or assets necessary to begin to expand their businesses. This is in addition to 5,650 women who are listed as employers in small businesses and 1,500 women involved in agricultural entrepreneurship, according to the 2009 Liberia CEDAW report.

Women are the key actors of Informal Cross Border Trade (ICBT), making up approximately 70 percent of the informal cross border traders. Women operating in cross border trade are operating under unbearable conditions because exposed to fraudulent custom charges, extortion, discrimination, and at times sexual harassment and other forms of gender-based violence when crossing the borders. To improve the conditions of women in informal cross border trade (WICBT), the MGCSP has, through a

<sup>35</sup> Liberia Institute of Statistics and Geo-Information Services (LISGIS), Ministry of Health and Social Welfare [Liberia], National AIDS Control Program [Liberia], and ICF International. 2014. Liberia Demographic and Health Survey 2013. Monrovia, Liberia: Liberia Institute of Statistics and Geo-Information Services (LISGIS) and ICF International.

<sup>36</sup> Committee on the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) (2008), Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women Combined initial, second, third, fourth, fifth and sixth periodic reports of States parties Liberia, CEDAW/C/LBR/6, New York, CEDAW (<http://www2.ohchr.org/english/bodies/cedaw/cedaws44.htm> - accessed 17 November 2013), p.56 in OECD. Social Institutions and Gender Index (SIGI) (2014 data), p. 7 <http://www.genderindex.org/sites/default/files/datasheets/LR.pdf>

<sup>37</sup> CEDAW (2009c) Summary record of the 902nd meeting. CEDAW/C/SR.902. New York, CEDAW (<http://www2.ohchr.org/english/bodies/cedaw/cedaws44.htm> - accessed 17 November 2013), p.4 in OECD. Social Institutions and Gender Index (SIGI) (2014 data), p. 7 <http://www.genderindex.org/sites/default/files/datasheets/LR.pdf>

<sup>38</sup> CEDAW (2009c) p. 4 in OECD, 2014, p. 7.

<sup>39</sup> World Bank (2013) in OECD, 2014, p. 7.

<sup>40</sup> World Bank (2013) in OECD, 2014, p. 7.

<sup>41</sup> World Bank (n.d.) ‘Data: labor participation rate in OECD, 2014, p. 7.

<sup>42</sup> World Bank Data accessed 26 September 2016. Source UNESCO <http://data.worldbank.org/indicator/SL.TLF.TOTL.FE.ZS?locations=LR&view=chart>

joint effort with UN Women Liberia and Liberian women traders, formed the Association of Women in Cross Border Trade.

In MMA women when not in fisheries are mostly involved in petty trade which doesn't offer access to quick change in live conditions if not exposed to other opportunities for improvement in their livelihoods. One of the ways to support them is to offer alternatives with vocational skills for them and to the girls to alleviate poverty and support their resilience.

Title 29 of Liberia's Property Law and Article 23 of the Constitution grant equal ownership rights to land and non-land assets to both men and women, discriminatory practices persist.<sup>43</sup> The Land Rights Policy approved by the Land Commission on May 21, 2013 also states that, "the Constitution gives all Liberians 'the right to own property alone as well as in association with others,' which means land ownership is permitted for all Liberians regardless of their identity, whether based on custom, ethnicity, tribe, language, gender, or otherwise. This is a fundamental constitutional principle that has informed every part of the Land Commission's policy recommendation."<sup>44</sup> Further, the government established a Land Commission in 2009 to address conflict over land sales, secure men and women's land tenure, and modernize the country's land law.<sup>45</sup>

While Liberia has a dual land tenure system, based on written law derived from statutes and case law, and on customary law, customary tenure systems generally prevail.<sup>46</sup> Under customary law, women can only access land through their husbands; they cannot themselves inherit land so any disputes considered under customary law may be biased in favor of men.

It is hoped that women's formal access to and control over farmland will increase via the passage in 2018 of the Land Rights Act which ensures women's access to land in order to increase farming and other livelihoods. It is a critical step forward towards improving land security and ensuring the productive use of land assets to reduce poverty and vulnerability, especially owing to its recognition of customary communities as owners of their land which presents a unique opportunity for disadvantaged Liberians in rural areas to be decision makers in the management of their land resources and to benefit from its proceeds. Accelerating the process of accession to the provisions of the Act and ensuring the full functionality of the Land Authority will therefore be a major focus under economic governance.<sup>47</sup>

The Government gives equal opportunity of owning property to everyone regardless of sex and ownership of a house is considered a measure of women's empowerment according to the 2013 Demographic and Health Survey. The DHS indicates that the percentage of women who do not own a house is highest in Montserrado (81 percent) out of all the country's counties. By county, the percentage of men who do not own a house is also highest in Montserrado (89 percent).<sup>48</sup>

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<sup>43</sup> CEDAW (2009a), 'Responses to the list of issues and questions about the consideration of the combined initial, second, third, fourth, fifth and sixth periodic reports Liberia', CEDAW/C/LBR/Q/6/Add.1. New York, CEDAW

(<http://www2.ohchr.org/english/bodies/cedaw/cedaws44.htm> - accessed 17 November 2013); in OECD. Social Institutions and Gender Index (SIGI) (2014 data) <http://www.genderindex.org/sites/default/files/datasheets/LR.pdf>

<sup>44</sup> Government of Liberia. Land Commission. Land Rights Policy. Approved May 21, 2013

<sup>45</sup> OECD. Social Institutions and Gender Index (SIGI) (2014 data) <http://www.genderindex.org/sites/default/files/datasheets/LR.pdf>

<sup>46</sup> Hughes, Ailey Kaiser (February 2013) Focus on Land in Africa Brief: Liberia. World Resources Institute and Lands Rural Development Institute in OECD. Social Institutions and Gender Index (SIGI) (2014 data) <http://www.genderindex.org/sites/default/files/datasheets/LR.pdf>

<sup>47</sup> Republic of Liberia, '2018-2023 Pro-Poor Agenda for Prosperity and Development' (PAPD) - A five-year National Development Plan towards accelerated, inclusive, and sustainable development, September 2018, p.104. / See also Article 15: Equality before the Law and Article 16: Marriage and Family Life of the present report for more details on Women's Land Rights

<sup>48</sup> Liberia Institute of Statistics and Geo-Information Services (LISGIS) - Ministry of Health and Social Welfare (MOHSW). Liberia Demographic and Health Survey 2013. <http://microdata.worldbank.org/index.php/catalog/2165>

Women and men have equal right to access financial services, including credit and bank loans. However, in practice, women often have difficulty accessing credit due to low literacy rates, and/or because they cannot meet the requirements needed to take out a loan. Microcredit programmes are provided by NGOs and the government and women are the main beneficiaries. However, most women have found a different means of pulling finance together through savings clubs called, “Susu.” Susu clubs are a traditional form of banking and resource mobilization system widely used in Liberia and mostly by low-income earners, including many who have MSMEs. In these savings clubs, a group of people agree to pay a certain amount at the end of each period (daily, weekly or monthly) based on needs. The total amount collected is given to an individual to expand his or her business or to take care of other basic needs. In all the visited communities, women mostly involved in drying and selling fish, as well as those involved in petty trade, find daily “Susu” clubs to be an effective way to save towards better opportunities (either expanding businesses or investment).

### Gender-Based Violence

Rates of sexual and gender-based violence (SGBV), harmful practices (HPs), female genital mutilation (FGM), child marriage and teenage pregnancy are all high, while access to sexual and reproductive health rights (SRHR) is low.

Women and girls are the main victims of harmful traditional practices affecting their health, often to the point of permanent physical, psychological and emotional damages, and sometimes even death. Some of these include boy to girl preference, nutritional taboos, early marriages, Female Genital Mutilation (FGM) and Gender-Based Violence (GBV). Health facilities remain insufficiently equipped to deal with GBV, and inaccessible to most survivors. Traumatized women and children who are survivors of different forms of GBV are confronted with the challenge of inadequate access to appropriate counselling and psycho-social support. The prevalence of GBV including the harmful traditional practice such as polygamy has serious repercussions on women and girls and is also often a cause and consequence of HIV among women and girls.

The Liberia EU/UN Spotlight Initiative<sup>49</sup> provides a good situational analysis of the SGBV and Harmful traditional practices in Liberia with regards to the Legislative and Policy Framework, the capacity of related Institutions, Prevention and Social Norms, the current response and the inaccuracy and insufficient data about the nature and the extent of GBV. These are summarized in the in the following sections. While Liberia has ratified key international and regional instruments<sup>50</sup> that seek to address VAWG, implementation is weak or non-existent and significant legislative and regulatory gaps remain. For example, the Children’s Law of is not enforced nor operational; the amendment of the Domestic Violence Law failed to ban FGM despite intense debate; and even though the then President issued Executive Order No. 92 prohibiting FGM in January 2018, the practice remains widespread. While the Penal Code criminalizes rape, there is no mention of marital rape. In addition, the sexual and reproductive rights of minority groups such as sex workers and those who identify as LGBTIQ are not legally recognized.

There is also an urgent need to address the structural gaps in laws and policies through legislative reforms, amendments and repeal of obsolete laws. There is also a need for expeditious enactment of

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<sup>49</sup> Liberia EU/UN Spotlight Initiative, Programme against SGBV and Harmful practices, 2018

<sup>50</sup> International legal instruments including CEDAW (1979), 1325 NAP (2009), Convention of the Rights of a child (1990); International Convention on the rights of Persons with Disabilities (2006); The Protocol on the Statute of the African Court of Justice and Human Rights, the Kampala Convention.



pending bills, such as the Domestic Violence Bill, to ensure effective protection of women's human rights.<sup>51</sup> Some of the major ongoing legal and policy interventions include the anticipated amendment and enactment of the Domestic Violence Bill; implementation of the Law Reform Policy; revision of the Public Health Law and National Family Planning Strategy and the Reproductive, Maternal, Newborn, Child and Adolescent Health<sup>52</sup> Policy; and planned revision of the 2011 National Youth Policy. In addition to the gaps in legislation and regulatory frameworks there is little or no political will and commitment, the lack of public confidence in statutory institutions such as the judiciary and the police leads to underreporting of cases. For example, of the 1,511 cases of rape reported (to all sources, not only police) in 2014/15, only 2% resulted in conviction of the perpetrators.<sup>53</sup> The lack of trust in government structures creates strong social pressure to resolve cases outside formal justice systems, especially when the perpetrator is a family member of the victim or is a wealthy, powerful and influential member of the community.

Current institutional capacities and mechanisms largely remain weak and incapable of efficiently implementing multisectoral programming approaches to plan, implement and monitor interventions to prevent and respond to SGBV, HPs and SRHR-related issues at both national and subnational levels. The most significant obstacle is the absence of adequate institutional budgetary allocation to meet the gender-specific needs of women and men, boys and girls. As a result, there is considerable public mistrust in the delivery of appropriate services to effectively address the structural causes of the high incidence of SGBV and related problems, fostering a culture of impunity.

The Ministry of Gender, Children and Social Protection (MoGCSP) has not received enough funding to prevent and respond to SGBV and HPs and promote realization of SRHR. Other relevant line ministries have also not prioritized any strategic interventions in their sector plans nor allocated budget to complement efforts by MGCSP.

There are several sociocultural factors that pose a challenge to the eradication of GBV in Liberia. In addition to patriarchal norms that maintain the low social status of women and girls, the legacy of the Liberian civil wars – which were characterized by extremely high levels of sexual and other forms of violence against women, with rape being used as a weapon of war – remains. As a result, the nature and level of violence has, to an extent, been 'normalized' in the now post-conflict circumstances,<sup>54</sup> with a cultural and societal acceptance of violence against women and children, especially girls.<sup>55</sup> Data from the most recent Demographic and Health Survey (DHS) in 2013<sup>56</sup> show, for instance, that 43% of women and 24% of men agree that husbands are justified in beating their wives if they burn the food, neglect the children, go out without telling them or refuse sex.

Child marriage, early initiation of sexual activity and teenage pregnancy are common in Liberia: according to the DHS 2013, 24% of women age 25–49 had sexual intercourse by the age of 15 and 78% by age 18, while 37% of women have had their first child by age 18. Statistics reveal that most girls were coerced into their first sexual experience. Rates of teenage pregnancy are also much higher in rural communities than in urban areas. Because there is a strong correlation between child marriage and

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<sup>51</sup> Domestic Violence Bill including the FGM Clause; Amendment of the Alien & Nationality Law;

<sup>52</sup> <https://www.dropbox.com/s/i9zpriiujpj5w2u/Liberia%20RMNCAH%20INVESTMENT%20CASE%202016%20-%202020.pdf?dl=0>

<sup>53</sup> MoGCSP Gender-Based Violence Annual Statistical Report of 2015.

<sup>54</sup> Bernath, 2014, Evaluation of the Norwegian Refugee Council's GBV Programme 2009-2014

<sup>55</sup> Evaluation of the Norwegian Refugee Council's GBV Programme 2009-2014.

<sup>56</sup> Demographic and Health Survey (2013). Available at: <https://dhsprogram.com/pubs/pdf/SR214/SR214.pdf>.



SGBV occurrence, these young women are at greater risk of impacts including reduced access to SRHR, maternal mortality and morbidity, and health issues such as fistula and uterine prolapse due to early pregnancy.

The most recent UNICEF data from 2008–2011 suggest that 44% of women and girls aged 15–49 are members of a society called Sande.<sup>57</sup> The Sande society is led by traditional leaders called Zoes. The Sande society is the trusted custodian of ‘culture’ in much of Liberia and has been present in the region for centuries. This society is traditionally believed to inculcate values and teach skills conducive to communal harmony and to prepare children for the rigors of adulthood. It also has a spiritual dimension, though it is not considered to be a religious institution as such, and most Sande and Poro (the male equivalent of Sande) members are also adherents of Christianity or Islam.<sup>58</sup> In order to join the Sande society, which represents a rite of passage towards adulthood, women and girls need to undergo several initiation rituals, the most significant of which is FGM. Most girls who join the Sande society are taken out of normal school and sent to ‘bush schools’, compromising fulfilment of their right to education.

Regional and national consultations revealed that FGM is not the only HP in Liberia infringing on the rights of women and girls. Other HPs mentioned include forced confession by women to admit crimes they did not commit or else face severe consequences; accusing women of being witches and punishing women for any perceived wrong by undressing them in public.

Moreover, groups that are traditionally left behind<sup>59</sup> are discriminated against, oppressed, stigmatized and abused; and live in constant fear of being attacked and beaten because of their condition, disability and/or sexual orientation. In addition, people with disability, including women and girls, are more at risk of violence in general, including SGBV. The attempts of CSOs and women’s groups to advocate for capacity development and institutional change have yet to bear fruit and result in action, especially prevention. Members of the LGBTIQ community have limited access to basic rights, services, social freedom, social justice, social economic empowerment and access to health services; and suffer from denial of their fundamental rights to expression, equality and association. have undergone FGM in Liberia.<sup>60</sup>

Most cases of VAWG are reported by health facilities, NGOs and Liberia National Police (LNP)/Woman and Child Protection Section (WACPS). Of all cases reported by the GBV Unit of MGCSP in 2017, medical treatment was provided to 56.9% of survivors. The most frequent services provided to victims include treatment for sexually transmitted infections, post-exposure prophylaxis, tetanus toxoid vaccination, emergency contraceptives and psychosocial counselling. There is no specialized assistance nor services that are provided to women and girls with disability, refugees or displaced.

### Gender and climate change vulnerability

Availability of data concerning the differential impact of climate change on women and men in Liberia is limited. A Gender and Environment Index (GEI) case study of Liberia<sup>61</sup> observes in 2015 that Liberia has made great progress in recognizing women’s role in environmental decision making, as evidenced

<sup>57</sup> Mgbako (2011), *Penetrating the Silence in Sierra Leone: A Blueprint for the Eradication of Female Genital Mutilation*.

<sup>58</sup> December 2015 report on traditional practices in Liberia, published by United Nations Mission in Liberia (UNMIL).

<sup>59</sup> Lesbian, Gay, Bisexual, Trans and Intersex Persons, women and girls and men and boys living with disabilities,

<sup>60</sup> Recalculation of DHS figure of 66% by UNICEF Division of Data, Research and Policy.

<sup>61</sup> IUCN (2015). *Women in environmental decision-making in Liberia: An environment and gender index (EGI) country case study*  
[http://www.conservation.org/publications/Documents/CI\\_Women-in-Environmental-Decision-Making-in-Liberia.pdf](http://www.conservation.org/publications/Documents/CI_Women-in-Environmental-Decision-Making-in-Liberia.pdf)

by numbers of women in national level leadership positions and in civil society. However, discriminatory social norms and practices continue to constrain women's participation and representation. There is need for greater gender responsiveness in policy, and in the translation of policy into action, e.g. improved access to training, education and livelihood options for women as well as engaging men in the pursuit of gender equality. These sorts of actions support women's greater decision-making and strengthen their resilience on climate change issues.

A recent study on "Gender and Social impact of Climate change"<sup>62</sup> in the sectors of Forestry, Agriculture and fisheries has demonstrated that climate change affects women and men differently with women being affected mostly. The study has shown that even though both men and women rely on natural resources for their survival in those sectors, there is an existing wide disparity of the impact of climate change and variation in the adaptive capacities of men and women. Women rely heavily on natural resources for their livelihood, the subsistence of their families, communities, education of their children, health even for their self-empowerment.

Coastal erosion is causing the destruction of infrastructure, loss of property, displacement of people, decrease of income, rise of insecurity and of gender-based violence – all of which increase the vulnerability of women in Liberia and exacerbate the challenges they are already facing.

Nevertheless, as small-scale entrepreneurs, informal petty traders, caretakers in families, breadwinners in households, educators in communities, women play important roles by constantly building resilient households and communities.

In the same manner as the former Agenda for Transformation<sup>63</sup> of 2017, the new five-year national development plan called the Pro Poor Agenda for Prosperity and Development (PAPD) charts a path towards accelerated, inclusive, and sustainable development for the Republic of Liberia. Under its Pillar I, "Power to the people" it also intends to improve the socio-economic and political status and capacity of women in Liberia, with the strategic objectives of improving women's capacity to respond to gender-based violence and harmful traditional practices; increase women's participation in the community decision-making process; and strengthen women's participation in income generation and employment opportunities in agriculture, fisheries, Micro, Small and Medium Enterprises (MSMEs), and the formal sector. The PAPD pillar "Economy and Jobs" (whose goal is to advance the macroeconomic environment enabling private sector-led economic growth, greater competitiveness, and diversification of the economy) pays a special attention to environmental issues and the management of natural resources. However, to make these goals a reality, the Government needs to highlight the different gender issues faced by women and men in vulnerable communities to enable transformative strategic interventions.

In the meantime, women and men have taken some empirical and pre-emptive actions to reduce the vulnerability and build the resilience of their households and communities against sea level rise. Most of the visited coastal communities that have been in an area for a long time have typically established coping strategies for variable climate and extreme weather. This proposal, in identifying and incorporating gender responsive interventions, seeks to also contribute to social transformation and social justice by reducing economic inequities and existing discriminatory attitudes and practices.

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<sup>62</sup> Gender and Social impact of Climate change , Liberia NAP, UNDP/EPA 2018

<sup>63</sup> Republic of Liberia. Agenda for Transformation: Steps Towards Liberia RISING 2030, 2017

<http://allafrica.com/download/resource/main/main/00080846:1b0f1d46c3e2c30c51658f7f64dcb7b9.pdf>

### Other kinds of vulnerabilities

During the field visits and consultations for this proposal, children were identified as a vulnerable group. There is a rampant evidence of child labor, children street sellers, beggars and many school dropouts. Girls face more challenges especially within the family: they are at a higher risk of transactional sex, sexual and gender-based violence and forced early marriages. This explains the phenomenon of teenage pregnancies as assessed above.

Persons with Disabilities (PWDs) face discrimination in education and lack of user-friendly facilities and services; as well as in the job market as a result of social biases and stereotypes associated with disability. Women and children with disabilities suffer double discrimination – first as women and children, second as persons with disabilities and therefore they need special attention. The National Action Plan for Inclusion of Persons with Disabilities in Liberia (2018 – 2022) stresses the need to promote friendly environment and inclusive education for PWDs including promoting their full participation in national development of the country is critical for ensuring growth with equity. It is an expression or elaboration of the UN Convention on the Rights of Persons with Disabilities in practical terms as reflected in the call for PWDs to have i) public accessibility, ii) inclusive education; c) access to employment and livelihood, d) health care, e) independent living and self-determination, and finally f) access to justice and social protection. The National Adaptation Plan (NAP) in Liberia recognizes the special needs of women with disabilities who are further discriminated against because they are women calls for special attention to be given to them.

People Living with HIV and AIDS are also another vulnerable group. Stigma of HIV in communities exists as there is still insufficient understanding of issues related to HIV and AIDS and family members often abandon when those living with HIV/AIDS need their support most. Women particularly bear the brunt of the burden of the disease and require a multi-level support although presently the country has limited “safety nets” to assist and support them. There is a very small number of adolescent-friendly reproductive health services which are sparsely located in just few areas in Monrovia. This acute shortage imposes a high risk of Sexually Transmitted Infections (STIs) and HIV on girls. They are easily also exposed to the risk of unwanted pregnancies which compound the challenges. Fear of negative effects, stigma and discrimination prevent many women from sharing their personal experiences, which has serious implications in accessing treatment and controlling HIV infections.

### III - Legal and Administrative Framework to address Gender inequality in Liberia

The Constitution guarantees all persons, regardless of sex, the enjoyment of fundamental rights and freedom. Although there is no official definition of discrimination and discriminatory practices, Liberia is committed to the promotion of the rights of women through various national laws and policies.

Significant progress has been made in passing major legislations in ensuring gender equality and women’s empowerment. These include the Domestic Relations Law; the Inheritance Act of 1998 (which specifies Equal Rights in marriage and inheritance under Customary and Statutory Laws); the Rape Law of 2005 (which outlaws gang rape and stipulates life-term sentence for aggressive forms of rape); and the Anti-Human Trafficking Act of 2005, prohibiting trafficking in persons, although it is not explicit on

trafficking of women and children for sexual purposes. All these policies and legislations affirm the Government's commitment to address gender inequality and to ensure that women are fully engaged in activities that are of benefit to them and to the nation.

### *Gender and women empowerment policies*

The National Gender Policy (NGP) of 2017 is drafted in line with the Constitution of Liberia which is the supreme law of the land and takes precedence in establishing a framework for the Government to promote unity, liberty, stability, equality, justice and human rights with opportunities for social, economic and political advancement of the whole society, irrespective of gender.

The policy underpins some challenges for the implementation of these laws: one of its strategic actions for 2018-2022 is to "Develop new or review existing laws to eliminate gender insensitive provisions and to harmonize customary and civil laws in conformity with international human rights standards."<sup>64</sup> In line with the NGP, the current 5 years general development plan – the 2018-2023 Pro-poor Agenda for Prosperity and Development - provides to harmonize the 2 systems of law in its short term and mid-term interventions.<sup>65</sup> Customary Law applies mainly to issues of marriage and inheritance and is generally blamed for certain harmful practices, including early marriage and Female Genital Mutilation (FGM). Although the statutory laws prohibit discriminatory practices, they make no specific provisions for protection against discrimination in the private or domestic spheres.

Even where some laws may exist (such as the Penal Code for Rape that has a provision for extensive prison term) women are still challenged with limited access to justice, particularly in the counties and rural areas. Inadequate poor court infrastructure in counties and rural areas, which is further hindered by the destruction of courts during the conflict, inadequate staffing both in law enforcement and adjudication, inadequate capacity of the existing justice system to process caseloads, as well as limited knowledge of rights and negative attitudes of law enforcers. The demand side of justice also needs to be capacitated to understand the law, know their rights, and be positioned to claim and exercise those rights. There is a pressing need for a comprehensive law review and a plan for reform and drafting of new laws. Such efforts could include, among others, the enactment of equality laws to address some existing gaps, review of existing laws and the removal of any discriminatory and contradictory laws in the protection of women's fundamental freedom and rights as enshrined in the Constitution.

Liberia is also a party to various international instruments on the promotion of gender equality and women's empowerment. At the global level, treaties, declarations commitments applicable to Liberia include:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) 1979;
- Optional Protocol on CEDAW;
- Convention on the Rights of Child (CRC) (1990);

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<sup>64</sup> Revised National Gender Policy (2018-2022), Ministry of Gender, Children and Social Protection, 2017, Liberia.

<sup>65</sup> Republic of Liberia, '2018-2023 Pro-Poor Agenda for Prosperity and Development'(PAPD) - A five-year National Development Plan towards accelerated, inclusive, and sustainable development, September 2018, pp.108-110.

- Optional Protocol to the Convention of the Rights of the Child (CRC);
- Convention on the Rights of Persons with Disabilities (2006);
- International Covenant on Civil and Political Rights (1966);
- International Covenant on Economic Social and Cultural Rights (1966);
- UN Security Council Resolution 1325;
- UN Security Council Resolution 1820;
- UN Security Council Resolution 1612 (Children and Armed Conflict);
- Beijing Declaration and Platform for Action (1995);
- International Conference on Population and Development (1994);
- United Nations Declaration on Violence Against Women (1993);
- Millennium Declaration and MDGs (2000);
- Universal Declaration on Human Rights (1948);
- Vienna Declaration and the Plan of Action (1993);
- Sustainable Development Goals 2030.

At the regional level, Liberia is a party to the following instruments (See Annex 2 for detailed description of the commitments and provisions):

- The African Charter on Human and People's Rights on the Rights of Women in Africa
- AU Women's Decade
- African Charter on the Rights and Welfare of the Child
- New Partnership for African Development (NEPAD)
- Solemn Declaration on Gender Equality in Africa (2004)
- The Economic Community of West African States (ECOWAS) Gender Policy
- The Mano River Declaration,
- Maputo Declaration and the Beijing +10 Commitment.

The MoGCSP is the national machinery for promoting gender equality, women's advancement and children's welfare in Liberia. The Ministry also supports the policy and legal landscape to:

- Advise the Government on all matters affecting the development and welfare of women and children;
- Coordinate the Government's gender mainstreaming efforts to ensure that both women's and men's perspectives are central to policy formulation, legislation, resource allocation, planning and outcomes of policies and programs, focusing on gender equality, empowerment of women and development of children; and
- Monitor and report back the impact of national policies and programs on women and children as well as recommend appropriate measures to be taken in mobilizing and integrating women as equal partners with men in the economic, social, political, and cultural development of the country.

The NGP will pay attention to domestication of national, regional, and global development frameworks. The NGP will also ensure that the gender considerations promoted in the international gender equality

and women's empowerment instruments are mainstreamed into all sectoral programs. For example, the overarching principle of leave no one behind of the SDGs will be followed through in the same way as the requirements of CEDAW.

On its page 35, the revised policy highlights climate change and degradation of the environment and the grave social and gender implications of ecosystem breakdown should there be a lack of rapidly and adequate action. The gender policy views women as major players.

### **Liberia Climate Change and gender Action Plan (ccGAP)**

In 2012, Liberia put in place a climate change Gender Action Plan (GAP) that is due for revision. Its aim is to ensure that gender equality, is mainstreamed into climate change policies, programmes, and interventions agriculture, coasts, forestry, health, water and sanitation and energy sectors that they are gaps to be filled. It stresses the importance of the fact that it is of utmost importance to deeply understand and analyze men and women's needs, priorities and challenges regarding climate change, and subsequently, draw interventions that are really tailored to both groups.

Consultations with men and women have shown that around 70% of the population living in the identified six hotspots along the coastline of MMA, without any further actions, sea level rise will affect a significant number them and will have a significant impact on their lives and livelihoods especially those identified as the poorest and the most vulnerable groups.

The National Environmental Policy and Response Strategy on Climate change acknowledges the vital role that women play in conservation and the sustainable management of the environment. and aims to ensure their participation in decision making on the implementation of the environmental policy and its activities. It further states that gender mainstreaming shall form an integral part of the basic training, social development, environmental and natural resource management.<sup>66</sup>

### ***The National Policy for Disaster Management***

The Government of Liberia has recognized the importance of having measures for the prevention of disasters, or the mitigation of their effects, for preparedness and capacity building to effectively respond to any threatening disaster, and roles and responsibilities of ministries and agencies. To that effect, an Act establishing the National Disaster Management Agency and a The National Policy for Disaster Management was developed.<sup>67</sup> The policy establishes an institutional and operational framework that will drive successful implementation. Because DRR is multidisciplinary and multi-dimensional, all our development and humanitarian partners are called upon to work with Government in building national and community resilience to disasters within the context of sustainable development. The National Disaster Management Agency (NDMA) is currently developing a National

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<sup>66</sup> The National Environmental Policy and Response Strategy on Climate change, EPA, 2018

<sup>67</sup> The National Disaster Management Agency, 2012

Disaster Management Strategy for Disaster Risk Management in Liberia as well as a Guide for Emergency Response and Preparedness. Gender equality is a strong planning principle.

This policy recognizes the important role played by women in development and the burden they carry and suffer during disasters. Consequently, all activities implemented by the government and all its partners before, during and after disasters, will proactively and consciously include participation of women and other vulnerable groups namely women, children, People Living With HIV/AIDS, the elderly, disabled and other vulnerable people at national, county, district and community/chiefdom levels. . The policy further stresses that all DRR plans including contingency/preparedness plans shall have a gender strategy for emergency response informed by differentiated needs.

The proposed actions are:

- Strengthen Women's Security in Crisis:
- Expand Women's Participation, representation and Leadership and Build their skills and confidence individually and within networks.
- Promote Gender Equality in DRR by Incorporate gender analysis in the assessment of disaster risks, impacts and needs.
- Ensure Gender-Responsive Recovery by providing equal economic opportunities for women including access to assets, such as land and credit, social protection and sustainable livelihoods, transportation, shelter and health care during and after disasters.
- Develop Capacities and skills of men and women for Social Change before, during and after disasters reduce vulnerability to natural hazards, achieve equitable post-disaster reconstruction, build social cohesion and ban norms that are against.

#### IV – Lessons learned from climate resilience and gender programmes in Liberia

Liberia is still in the process of investing significant human and financial resources to both mitigation and adaptation priorities and continues to improve in programmatic design and practice for climate change. In parallel, the New Revised Gender and PWD policies to tackle gender inequality and social exclusion are led by the Ministry of Gender, Children and Social Protection (MoGCSP), which are relevant to addressing the needs and priorities of marginalized communities in the country. These policies and its related programmes still need to integrate climate change adaptation programmes for the country's most vulnerable.

At the same time, financing is still to be mobilized to address the climate change adaptation needs of vulnerable households, and the existing one are more oriented in financing infrastructures development and research. There is also an urgent need for better coordination of stakeholders and integration of efforts addressing multiple facets of resilience and many social factors. The MMCRP seeks to alleviate gender inequality, as well as focus on building climate resilience, women's economic empowerment, improvement of gender norms and relationship at the family and community levels. In order to achieve a transformative impact, the interventions of this project must carefully incorporate these elements and lessons learned that consultations with officials of key entities, and stakeholders' consultations have brought forward:



- Capacity building of community members (men, women, youth) living in in the MMA hotspots is critical to minimize risks.
- Motivation and awareness raising activities should continue for project ownership and success. Communities should understand that capacity building and abstaining from developing aggravating factors, such as sand mining should be the prime objective of adaptation and disaster management strategies, rather than relief and response.
- Capacity building of the institutions working on climate change adaptation should continue
- The generation of knowledge, knowhow, resources (material and money through savings, emergency funds and emergency plans and emergency response units) at the community level, and maintenance of community assets are essential to address immediate emergency needs.
- Indeed preparedness, the capacity to respond in emergencies by communities themselves should be promoted because as early response from external actors during disasters is most of the time, inadequate or slow, and their strategies are not sustainable.
- Partnerships and coordination between Government Ministries, as well as between Government agencies, Non-Governmental Organizations, local authorities and community leaders should be reinforced.
- Ensuring the participation of women, girls, youth, religious leaders, opinion leaders, minorities, and persons with disabilities in planning and implementation of climate resilience is critical.
- Adaptive economic opportunities for year-round employment and earning opportunities for community men and women, especially for the youth, are critical for their awareness and livelihood adaptability.
- Livelihood support to vulnerable women, especially widows, single mothers, women heads of households and their family's needs is necessary to be followed up to ensure retention of assets and their productive use
- The social issues discussed during stakeholders' consultations also form development challenges, this project it is critical to support initiatives that will improve the social well-being.
- From a gender perspective, the following recommendations could be made:
- Ensure women's voices as well as men's voices are heard at all stages of adaptation and disaster management (from preparedness to recovery) planning.
- Increase access to training for economic activities, which are flood/drought/salinity resilient (as appropriate in the area).
- Maximize the diversification of livelihoods options to increase economic security.
- Promote equal access for women and men to the benefits and opportunities of the project.
- Increase training in financial skills to plan for crisis and maximize marketing of goods before crisis.
- Ensure women's safety in shelters, latrines and public spaces.
- Ensure access to women's specific and gender sensitive accessible medical care.
- Champion men in the communities and households to reduce women's burden of unpaid work and assist in some domestic chores
- Ensure new livelihoods for women do not involve a huge increase in time unless other household members take on other time burdens for responsibilities women currently hold.

It has been proved that providing livelihood resilience support to poor women

- brings positive impact on their status within the household and in the community at large,
- helped to develop their confidence to move around the community and network with other women,
- yields greater levels of respect for women in the community, and
- selection brings pride for women within their family and improves intra-household relationships as well as community harmony.

Therefore, in such a complex setting, the main challenge in this project design is to holistically address the different needs challenges and aspirations of women and men and capture them in the action plan.

## V - Recommendations

### 5.1 – Gender mainstreaming

In preparation of this project, UNDP conducted stakeholder consultations with a wide range of men and women in April 2019. These consultations were held in 22 coastal communities in MMA and the focus group discussions are included as part of the feasibility study. One of the key aspects of the feasibility study was to better understand the current gender relationships at the household and community levels. the gendered vulnerabilities to coastal hazards. This has clearly demonstrated that addressing gender inequality at the household and community levels is essential for building resilience. A compilation of the results of the 6 focus group discussion (FGD) findings is form part of an additional annex to this proposal.

The different roles, priorities, aspirations and needs of men and women, and the ways in which both perspectives are valuable must be recognize and effectively utilized these gender-in designing the project interventions. It is also important to recognize the invaluable role that women can pay in resource management and tap on their strengths and capabilities, to shift the perception from “victims” to agents of change. By so doing, gender dimensions will be integrated for gender responsiveness in implementation and to obtain gender transformative results.

The gender analysis, through document review, stakeholder engagement, and consultation showed the need for:

- Engagement for the different stakeholders to consider gender Equality and women empowerment as a factor for success,
- Assessment of gender relations, roles and responsibilities, resource use and management, decision making and power relations in targeted communities in order to have relevant gender-related project activities, capable to respond to the growing threats of coastal erosion and extreme climate events,
- Gender mainstreaming the Monrovia Metropolitan Climate Resilient Project (MMCRP) and constantly adopting an inclusive, participatory and right-based approach in its implementation;
- Integration of sex and age disaggregated data and indicators to establish a baseline by which areas of focus are made relevant and progress measured;
- Consideration of both gender and women specific interventions to incorporate into the coasted

Gender Action Plan.

## 5.2 - Project design

The project intends to propose some components and actions to create a paradigm shift that transforms vulnerable communities in the MMA suffering from SLR, to agents of change in climate change adaptation, with greater access to improved services, resources and productive assets.

Men and women are targeted but including women as specific beneficiaries of the interventions, will address challenges of unequal gender relations, gender disparities, inequalities and women empowerment. It will contribute to change of norms and behavior change through gender responsive training. The project also presents many advantages: ensuring equitable access to resources, services and technologies for climate-smart livelihoods, improve coordination and institutional capacity building at the intersection of gender-transformative climate change adaptation. Overall, the strategy and action areas are based on an empowerment approach for women and consistent with the GoL's Gender Strategy and Action plan, aiming to transform gender relations in the target communities.

Furthermore, livelihood interventions supported by the project are not only climate resilient, chosen based on their resistance to increasingly SLR and vulnerability to extreme weather, but also able to provide significant economic gains, as well as the opportunity to better integrate women into existing value chains in the light of changing environmental conditions.

From the gender analysis these are the key approaches that should be accounted for:

**1 - Creating an enabling environment for women's advancement:** The consultations have identified norms and social constraints which may contribute to more gendered vulnerability in a changing climate. Bringing men and women together in this project at all stages may contribute to shift community attitudes, perceptions and behavior towards women's status and roles, eventually creates an enabling environment for women to thrive better. This will be done through sensitization, partnering with men's collective work, and letting women and girls raise their voice against discrimination and violence.

**2 - Increasing women's voice and agency:** The project will attempt to improve women's participation and provide more opportunities to their social empowerment. This will be achieved by helping women participate in the identification of needs and gaps in coping with climatic conditions as well as identification of coping mechanisms and solutions for better management of climate impact. By strengthening women's voices and increasing their agency the project can bring extensive resilience dividends - not only for the women themselves, but also for their families and contributing towards the communities' overall wellbeing. It is expected that gender-responsive training and interventions and women and adolescent girls' active engagement will ensure the effectiveness of the programme.

**3 - Proactively addressing challenges:** If the project intends to positively shift power relations, social norms, and stereotypes it is clear that it will raise resistance from the community. There may be social conflict and perhaps SGBV, especially when women are the primary beneficiaries of the project. In the design of interventions, scrutiny must be observed to select opportunities that would be considered socially suitable for, appropriate, and preferred by women. Strong transformative change could then be achieved if it is accompanied by community sensitization activities in addressing norms and

accompanied by advocacy around acceptance of what could be considered as “appropriate” alternative livelihoods and skills for women.

**4 - Increasing women’s skills and capacities:** This project is designed to improve women’s climate resilience and intends to use a comprehensive adaptation strategy that engages women directly in decision-making, in the management of resources, and in capacity building for the successful pursuit of climate-resilient livelihoods. The project includes components on sustainable alternative livelihoods support and market linkages as well as management of coastal defense options. This will be accomplished by developing women’s awareness, technical skills, and resource management capacities regarding various facets of adaptation. This will in turn contribute to the improved health and wellbeing of women and their families, resulting in lower occurrence of diseases and improved food security. Additionally, women will be trained in the management of coastal defence solutions, choice of economic options, contingency planning for livelihoods and disaster management as far as climate resilience is concerned.

**5 - Increasing women’s economic opportunities:** Promoting women’s capacity and resilience in the context of a changing climate includes diversifying their economic opportunities. This can be accomplished in the vulnerable communities through provision of necessary assets and infrastructure, capital, skills and linkage to markets. By so doing, women will be able to manage critical resources, gain access to assets and increase their savings in the short and long terms.

**6 - Beneficiary Selection:** In the hotspots of MMA, the project targets the most vulnerable beneficiaries, particularly women and, where appropriate, adolescent girls. These are the groups who are particularly affected by the loss of productivity or livelihoods due to sea level rise and other observed and projected climate impacts. Among these hotspots, the beneficiary selection was refined through consultations with targeted communities and local government institutions, and households that face intersectional marginalization were identified. These include the poorest households with the least capital and assets to pursue adaptive livelihoods, female-headed households, households headed by adolescent girls married early and are solely responsible for household income, households with disabilities or chronic illness, and households with other marginalized groups. Orientation meetings in the project areas on its objectives, importance and role of women and marginalized groups in community-based climate change adaptation will ensure clarity and transparency. In this process a tiered grievance mechanism will be established and available to target communities, to signal issues with beneficiary selection if they arise.

**6 - Establishment of gender-responsive grievance mechanism:** The purpose of a grievance mechanism is to minimize possible conflict and to address it, if it occurs. For the implementation of this project, a robust, gender-sensitive grievance mechanism will be put in place which will allow women beneficiaries to report any incidences of social conflict, discrimination or possible increase of GBV arising from their involvement in project activities. The grievance mechanisms facilitate demand-driven accountability of social protection programmes and call for the civil society organizations to play a clear and distinctive role for the communities’ benefit. The GRM is described in detail in Annex 6 of this project - Environmental and Social Management Framework.

Additionally, there are pre-existing mechanisms regarding GBV in the MMA, including a Gender Unit in local police stations and a referral path mechanism to UN Women, UNFPA, and UNICEF. Additionally,

the Spotlight initiative, sponsored by UN and EU, is focused on addressing GBV. There focus includes institutional work and providing support to survivors.

### 5.3 - Project implementation

For the project implementation, the collaborative relationship between UNDP, EPA, NDMA, Ministry of Gender and well-screened local NGOs selected through a rigorous process is necessary. This will create, under the supervision of gender professionals, valuable experience, country ownership at national and community levels and the cross-sectoral technical perspectives required to ensure the success of this approach.

### 5.4 - Effective project management

For the operationalization of these recommendations, there is need to include a Gender Advisor in the Project Support Unit to provide advice, quality assurance oversight, capacity building and monitor the right implementation of gender related activities. Other elements to take into consideration are:

- At least 20% of project management unit staff will be women involved in effective management and implementation.
- The Project Steering Committee and other management bodies will comprise at least 30% women. Gender Officers will be international P3 or P4.
- Initial gender-specific workshops will be conducted to introduce Gender Action Plan to stakeholders at national and community / local level.
- The project management unit will monitor the impact of the project on women and adolescents' girls, reporting results through collection and analysis of sex and age disaggregated data as baseline and this on a regular basis.
- Gender sensitive trainings will be conducted for all management and implementation staff.

### 5.5 - Monitoring and evaluation

Through onset analysis, data have been collated to establish a baseline. These data shall be monitored against throughout implementation and evaluation. The analysis identified the differences between men and women within at-risk populations. Also, as during the feasibility study, during project implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated to the project. This will be incorporated in the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. In order to monitor and evaluate progress of the project, the quantitative and qualitative indicators could be used and measured as such:

#### *Quantitative outcomes:*

- Number of men and women employed from the jobs created by the project.
- Number of men and women benefiting from training opportunities and awareness raising sessions.
- Number of men and women benefiting from knowledge management and information dissemination.
- Number of men female-headed households and other vulnerable groups as beneficiaries.
- Number of men and women benefiting from improved or alternative livelihoods.

- Number of business development services component targeting coastal women entrepreneur groups.
- Number of opportunities to generate additional income to all affected communities.
- Number of incentives given to women to respond to address their family's basic needs, such as better health and nutrition, linking to response to climate induced disasters (sea erosion) and sea level rise.
- Number of training and educational activities related to climate change, adaptative strategies, fish conservation, entrepreneurship skills.

N.B.: These figures will be disaggregated by sex and age.

*Qualitative outcomes:*

- Satisfaction for inclusive management of the coastal defence options.
- Existence of capacities at national, local and community level for ICZM.
- Existence of efficient coordination mechanisms for ICZM both at national, local and community levels.
- Perception on increase of income for men and women in the communities.
- Perception of improved wellbeing and health in the families and communities.
- Level of appreciation of improved self-esteem, empowerment and security of women in the communities as a result of training opportunities for women in decision-making and leadership.
- Increase of women involvement and participation of women in public and project decision-making as a result of initiation of women economic empowerment.
- Level of awareness-raising and improved perception of gender equality.
- Degree of change of social norms in favor of women and girls' empowerment.

## VI – Proposed Gender Action Plan

The purpose of a Gender Action Plan, tailored to the Liberia Monrovia Metropolitan Area (MMA) context, is to operationalize the constraints and opportunities for women and men that were identified during the gender analysis at national and at MMA community level, towards fully integrating them into the project design, providing the framework for a gender-responsive and socially inclusive project.

This section is an overview of some proposed interventions that seek to address the gender-differentiated vulnerabilities and resilience in the coastal communities in the Monrovia Metropolitan Area (MMA) to ensure a gender-responsive project.

For each of the activities of the project an amount to support gender specific interventions has been allocated, as a subset of the overall project budget. **In all UNDP and GCF projects, at least 15 % of the total amount of the budget should be dedicated to gender equality and women empowerment.**

These are the approaches that are recommended to make the project a gender-responsive:

### Overall

- Awareness raising of all stakeholders on sea level rise issues for the success of the MMCRP and institutional support,
- Encouraging gender-responsive opportunities for improved livelihoods,
- Increase of women's participation in decision-making in all the ICZM institutions
- Consideration of differentiated needs of women and other marginalized groups in building climate resilience,
- Filling the gap of the absence of sex and age disaggregated data,
- Organization of dialogue with all stakeholders on aspects of climate resilience adaptation, social inclusion and gender equality,
- Devoting gender technical expertise for guidance in implementation and monitoring of gender results to hold individuals and institutions accountable for gender equality related outcomes: this means inclusion of 01 or 02 Gender positions in the PMU team.

### *1 - For institutional strengthening and awareness raising of all stakeholders on ICZM:*

- Improve institutional capacity, coordination, accountability and oversight (capacity of project executing and implementing agencies in addressing gender issues in climate change programming).
- Developing the capacity of all stakeholders (institutions and communities) on inclusive, participatory and sustainable development and integrated coastal zone management.
- Raise awareness of women and youth in the existence and use of early warning weather systems.
- Finding ways of empowering communities for the sustainable management of integrated coastal zone.
- Build on the projects, structures and initiatives being rolled out by the GoL and other development partners, in order to maximize the use of resources, and for greatest efficiency and effectiveness.
- Assess how gender is currently being mainstreamed in differing Ministries and sectors, to most effectively develop needs assessments, enable planning, and be effective in monitoring and evaluation.



## **2 - Awareness raising on gender equality and women empowerment issues**

The following form the gender mainstreaming components of the project under this awareness-raising approach:

- **Organise** gender trainings for all relevant stakeholders.
- Improve active participation, equitable representation, and voice (being heard) of women, youth, people living with disabilities, as well as men in all areas of decision-making related to building more resilient coastal communities (including technical, economic, social, accessibility etc.).
- Engage men and boys in community discussions to develop “gender champions” who can support efforts to address gender-based violence in the household and communities (including workplaces, schools, etc.) and who can act as peer mentors for others in the community.
- Support women’s access to literacy, services, information, finances, and enjoyment of benefits from the eco-stove production included in the project equally as men (with men, boys understanding value of sharing tasks such as childcare, etc.).

## **3 – Working towards a change of norms and of negative perceptions on gender**

Discussing climate change related issues with communities is a good opportunity to:

- Hold dialogues with community heads, religious leaders and female activists to identify the norms and harmful traditional attitudes/practices and barriers that restrict women’s participation with the purpose to establish an environment conducive to participation (committees involving men and women, girls and boys).
- Raise awareness on responsible parenthood and shared responsibilities in households’ activities, which encourage family members to help reduce the mothers and girls’ unpaid burden of work, and childcare.
- Promote positive social norms (community awareness and orientation on role of women and girls in general and in climate adaptation in particular) through training sessions and separate community theatre-based activities.
- Engage the communities in activities promoting safety, security for women and fight against SGBV.

## **4 - For Targeting and selection of beneficiaries**

- Women head of households are the primary beneficiaries.
- Targeting other groups suffering other intersectional marginalization will be a priority.
- Ensuring women have proposed livelihoods options that relieve the burdens and reduce the time of unpaid care work is a priority.

## **5 - Targeted initiatives and trainings for women’s economic empowerment.**

This can be achieved via the following:

- Analysis of the gendered division of labor (gender-differentiated responsibilities and needs).
- Ensuring that working conditions are gender responsive at the homestead and community levels.
- Ensuring equal pay for equal work, and access to the administrative, technical and managerial positions in the project.
- Promoting advocacy and awareness regarding gender-based violence. **This may be done via partnering with the local Gender Unit(s) at the police station(s) and through raising awareness**

about the referral path to UN Women, UNFPA, and UNICEF. Additionally, the project can partner with the Spotlight Initiative Project, sponsored by UN and EU, which is focused on addressing GBV through institutional work and providing support to survivors.

- Providing gender ombudsmen for complaints related to sexual harassment and other forms of GBV.
- Improving and providing access to livelihoods and improvement of basic social facilities.
- Developing/adapting financial and other community/business organizations (cooperatives, fisher associations, conservation and rehabilitation committees, etc.) that provide women as well as men with access to productive resources, services, and information (including credit) to maintain that they need to contribute to cleaning, rehabilitating, and conserving the wetlands and mangroves.
- Developing livelihood options that build on the different interests and needs as well as address the different challenges facing women, men and youth in the coastal communities (either same livelihoods they are doing now including fisheries or skilling up for new economic opportunities).
- Ensuring any location for resettlement also includes a hospital or health facility as well as community school and playground for children. These are important to women, men, boys, and girls and to the community.
- Providing women trainers and women-exclusive training sessions, including flexible times, and provision of household training for women-headed households as required.
- Integrating of men and community elders in community trainings that addresses women's participation, rights and norms around equal access to arising opportunities.

#### **6 - For continuous learning:**

- Take a continuous learning approach that incorporated the perspectives and experiences of women and refined interventions with the collection of sex-disaggregated data.
- Research on the underlying gender-based social dynamics and preferences related to technology adoption (for both water and livelihoods) to avoid project failure and to ensure that women can benefit from resources/assets made available to them.
- Monitoring of changing power dynamics and attitudes at the intra-household and community levels and monitoring possible increase in conflict as a result of project interventions.

#### **7 - Encouraging gender-responsive opportunities for improved livelihoods**

- Improving and providing access to livelihoods and improvement of basic social facilities
- Developing/adapting financial and other community/business organizations (cooperatives, fisher associations, conservation and rehabilitation committees, etc.) that provide women as well as men with access to productive resources, services, and information (including credit) that they need to contribute to cleaning, rehabilitating, and conserving the wetlands and mangroves.
- Developing livelihood options that build on the different interests and needs as well as address the different challenges facing women, men and youth in the coastal communities (either same livelihoods they are doing now including fisheries or skilling up for new economic opportunities).

- Ensuring any location for resettlement also include a hospital or health facility as well as community school and playground for children. These are important to women, men, boys, and girls and to the community.

**8 - For ownership of assets:**

- Encourage women to have better control over their productive assets (finance, productive skills, and technology) through women led groups.
- Facilitate training in rights, fair working conditions and negotiation.
- Conduct monitoring of productive assets and revenues, to ensure that revenues are kept in the hands of women and targeted beneficiaries.

**9 - For market integration:**

As women are key players in fisheries, agriculture, and informal sector activities (petty trade), this proposal seeks to address the impacts of climate change on women's livelihoods as well as those of men as well as identify enhanced livelihood opportunities

- Link with financial institutions to inform women on access to finance, financial management training, and market prices for women.
- Provide conservation trainings on alternatives to mangrove fuel wood, given mangrove is fuel wood for drying fish
- Give preference for employment in fishery activities.
- Partner with relevant institutions/ NGOs to propose TOT training opportunities for women in skills they might not otherwise consider.

**10 - For gender-responsive grievance mechanism:**

- Support the development of gender sensitive (and marginalized group sensitive) grievance mechanism, which allows women easy and unrestricted access, including provision of female GRM focal points in communities.
- Ensure that the Grievance mechanism is accessible to everyone and ensure that the mechanism is full responsive to gender in Liberia. Those operating mechanisms must be gender aware and gender sensitive.
- Ensure that there are defined SOPs for addressing concerns of women and the relevant persons will be trained on these SOPs. The grievance mechanism must be project specific and therefore focused on employment in construction, for example. It must be operational from the beginning of the project.
- Integrate the sex-disaggregated data and gender-sensitive information collected during this proposed project into regular updates of this gender sensitive (and marginalized group sensitive) grievance mechanism to ensure it is as gender-responsive and as accessible as possible.
- Results from the survey included in 1.2.1 of the GAP (to assess all stakeholder's satisfaction with the project) may highlight unsatisfied stakeholders. These unsatisfied persons may submit concerns via the grievance mechanisms, and this should be made explicitly clear such that this feedback is used to appropriately adjust project design and implementation.

The Gender Action Plan (GAP) below is aligned to the activities of the LogFrame of the project application. It suggests actions to arrive at a gender-responsive, inclusive (Leaving No One Behind) and sustainable implementation of the MMCRP project indicators are proposed to measure and track progress on gender responsiveness at relevant activity level. These should be incorporated into the detailed M&E plan which will be developed at the start of implementation. These indicators will contribute to the regular collection of age and sex-disaggregated data and will help to measure gender progress throughout the project's implementation. A table showing the timeline for the activities and milestones in this GAP is provided below. The total budget for GAP activities is US\$1,763,210, which is ~7% of the total project budget.

Objective	Sub activities	Indicator	Responsible Institutions	Proposed Budget
<b>Output 1. Protection of coastal communities and structure at West Point against erosion caused by sea-level rise and increasingly frequent high-intensity storms</b>				
<b>Activity 1.1: Prepare construction plan and finalise technical design specifications for coastal defence structure at West Point.</b>	1.1.2 Conduct 1 stakeholder consultations to present the final designs to all relevant stakeholders, including communities, NGOs, development organizations and government.	<p>Baseline: 0 Target: 1 Indicator: Number of stakeholder consultations conducted that include women leaders participation in validating the final technical designs and construction plan for the installation and management of coastal defence solution or engineering options for West Point considering youth, people living with disabilities, etc.</p> <p>Baseline: 0 Target: at least 50% Indicator: Percentage of women (including by age group), youth, elderly and</p>	UNDP, EPA and the MME, MPW, NMDA, and the MoGCSP Monrovia City Council.	Cost included under Activity 1.1  \$ 5,000

		<p>people living with disability participating mobilized in / being represented in community consultations/studies on coastal defences in terms of opportunity to speak, voice heard on coastal defence for West point</p> <p>Baseline: 0 Target: 1 Indicator: Number of meetings with women and men in the communities to understand the potentially different gender-based needs and challenges around coastal defense</p> <p>Baseline: 0 Target: 1 data collection survey Indicator: Data collected on sex and age-disaggregated information about women-run businesses and women's groups in MMA</p>		
<p><b>Activity 1.2: Construct coastal defence structure to protect West Point against climate change-induced coastal erosion.</b></p>	<p>1.2.1. Include in the TORs of the construction company the requirements to be in conformity with a socially-sensitive design incorporating the needs of all inhabitants an also conduct a satisfaction survey after Y2.</p>	<p>Baseline: No Target: Yes Indicator: A gender and social responsive final design of the coastal defence structures considering gender</p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP Monrovia City Council</p> <p>The contracted construction company</p>	<p>Cost included under Activity 1.2</p> <p><b>\$ 7,000</b></p>

		<p>needs and constraints for social inclusion</p> <p>Baseline: 0 Target: 1 <b>survey</b> Indicator: A perception survey report on satisfaction of the installation of coastal defence solutions and enjoyment of benefits, disaggregated by sex <b>and</b> age group.</p>		No cost for the survey (done by the company)
	<p>Ensure equitable opportunities for men, women, youth – selected by the communities - to participate in, and benefit from, income-earning opportunities during the construction of the coastal defence infrastructure.</p>	<p>Baseline: 0% Target: <b>at least</b> 40% Indicator(s): Women to constitute at least 40% of waged labor on project-related activities. <sup>68</sup><sup>69</sup></p> <p>Baseline: 0% Target: <b>at least</b> 40% Indicator(s): <b>Youth<sup>70</sup> constitute at least 40% of waged labour on project-related activities.</b></p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP. Leaders of the 4 areas of the project Work force in targeted communities</p>	No cost

<sup>68</sup> Project-related activities that women may engage in apart engineering, are supervision, security, unskilled labor, catering to feed the workers, etc.

<sup>69</sup> Equal pay for equal work will be required at all times.

<sup>70</sup> Aged 18-24.

		<p>Baseline: 0%</p> <p>Target: at least 30%</p> <p>Indicator(s)</p> <p>At least 30% of waged labour on project-related activities are from female-headed households.</p>		
	<p>Provide training to casual workers employed under Activity 1.2. on safety and security during the construction and operational phases in West Point<sup>71</sup>. (Yr. 3, Yr. 4)</p>	<p>Baseline: 0%</p> <p>Target: at least 40%</p> <p>Indicator: Percentage of women nominated by the communities and trained for casual work</p> <p>Baseline: 0 %</p> <p>Target: 100%</p> <p>Indicator:</p> <p>Percentage of women trainees involved in safety, security, surveillance, maintenance and protection activities</p>	<p>MME, MPW, EPA</p> <p>The contracted construction company.</p> <p>Monrovia City Council</p> <p>Technical team of relevant institutions</p>	<p>Cost included under Activity 1.2</p> <p><b>\$ 14,600</b></p>
	<p>Provide support for community gender-responsive initiatives that support childcare and domestic duties for women wage labourers to</p>	<p>Baseline: 0 %</p> <p>Target: 100%</p> <p>Indicator: Percentage of women engaged in wage labour supported</p>		<p>Cost included under Activity 1.2</p> <p><b>\$ 25,000</b></p>

<sup>71</sup> Safety and security training will be included in the employment contracts. Safety monitoring will be part of contractor's work SOPs and safety equipment should be women-specific and women-friendly.



	participate in construction of revetment for duration of the construction.	(in their additional domestic duties, for example) during their project-related labour.		
<b>Output 2: Institutional capacity building and policy support for the implementation of Integrated Coastal Zone Management (ICZM) across Liberia.</b>				
<b>Activity 2.1. Develop an Integrated Coastal Zone Management Plan for Liberia</b>	Activity 2.1.1 Develop ICZM Plan for Monrovia Metropolitan Area and establish an ICZM committee and CSWG to mainstream ICZM across relevant government ministries	Baseline: 3 <sup>72</sup> Target: 5  Indicator: Number of additional policy/programs in relevant sectors with evidence of integrating gender in climate vulnerability assessment and promoting gender equality in climate finance	UNDP, EPA and the MME, NMDA,  Monrovia City Council  MoGCSP. Technical sub-units in concerned Ministries	Cost already included in <b>Activity 2.1</b>  <b>\$ 379,100</b>
	2.1.2. Contract a national Gender and Social impact service provider to support the trainer-of-trainers, collect sex and age disaggregated data, coordinate with relevant ministries gender issues in developing the ICZMP	Baseline: 0 Target: 1 Indicator: Evidence brought by the gender and social provider, that the future coastal zone management plan and investment process is gender responsive and socially inclusive	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP.	Cost already included under <b>Activity 2.1</b> (Cost for one expert: <b>\$150,000 /2</b> )  <b>\$ 75,000</b>

<sup>72</sup> Reference is made of the Liberia Gender and Climate Change Strategy, the MoGCSP National Gender Strategy, the EPA National Policy and Response Strategy Gender etc.

	2.1.3 The national Gender and Social impact provider will develop ToT training material, train and mentor staff in MACs and disseminate policies and actions on 'Gender Sensitive Climate Change Action'	<p>Baseline: 0 Target: 1 ToT training material compiled Indicator(s): Evidence of inclusion in the curricula of modules on "Gender and household methodologies" for sustainable Integrated Coastal Zone Management and climate resilience</p> <p>Baseline: 0 Target: at least 30% of MAC staff<sup>73</sup> Indicator: percentage of women staff by sex and age in institutions, including the MoGCSP, that were capacitated and had received information to effectively monitor, implement, coordinate and enforce climate resilient ICZM within their mandate (evidence brought by the national Gender and Social impact service provider)</p>	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP.	Cost already included in Activity 2.1  \$ 4,500
<b>Activity 2.2. Capacitate the Cross-Sectoral Working group to mainstream</b>	2.2.3 Facilitate the collaboration between the gender and social impact provider and the MoGCSP to develop a TOT training curriculum to include	<p>Baseline: 0 Target: 1</p>		Cost already included in Activity 2.2

<sup>73</sup> This target will be increased if there are more women in the MAC.

<p><b>ICZM into relevant government sectors through a Training-of-Trainers approach.</b></p>	<p>social and gender dimensions in addition to technical, administrative and operational elements for training of trainers.</p>	<p>Indicator: Availability of a multi-disciplinary training curricula for members of CSWG to use across sectors key institutions</p> <p>Baseline: 0 Target: 1 Indicator: Availability of sex and age disaggregated data on trainees in institutions that were capacitated and had received information on how to mainstream ICZM in their daily work</p>	<p>UNDP, EPA, MPW and the MME, NMDA, MSD and the MoGCSP</p> <p>Technical units of relevant entities</p>	<p>\$ <b>116,360</b></p>
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<p><b>2.3. Strengthen the asset base and technical capacity of the ICZMU for the collection of spatial and biophysical coastal information to support the implementation of the ICZMP</b></p>	<p>2.3.2 Request the contracted specialist firm in the Tors, to <b>organise</b> 2 information sessions on the process of buoy-based data collection and knowledge generation for EWS in the 4 areas</p>	<p>Baseline: 0 Target: 2 <b>information sessions</b></p> <p>Indicator: Attendance lists with sex and age disaggregated data of technicians that were capacitated and had received information on ICZM and <u>using</u> existing early warning system and weather</p> <p>Baseline: 0 Target: at least 30% Indicator: Percentage of <b>women technicians recorded via attendance lists above.</b></p>	<p>EPA, NDMA, LMS and ICZMU Technical staff EPA UNDP NGOs</p>	<p>Cost already included</p>
<p><b>Activity 2.4. Strengthen the existing Environmental Knowledge Management System (EKMS) to act as a platform for awareness-raising and sharing of climate-risk informed ICZM approach</b></p>	<p>2.4.3. Include in the TORs of the contracted national service provider to develop, print and disseminate gender sensitive and socially inclusive knowledge products on ICZM and the EKMS targeting the 10 implementing ministries for ICZM as well as municipalities</p>	<p>Baseline: 0 % Target: 100 %</p> <p>Indicator: The design and pictures in all posters, flyers and brochures do not foster exclusion, discrimination, gender-bias and stereotypes</p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP.</p>	<p>Cost already included in <b>Activity 2.4</b></p> <p><b>\$ 35,000</b></p>

<b>Activity 2.5. Conduct an awareness-raising campaign for coastal communities in focus areas on climate change impacts and adaptation practices.</b>	2.5.1 Contract a national media firm with expertise in communications, climate change and gender to design awareness-raising campaigns on climate change impacts and adaptation practices (to be included in the TORs)	Baseline: 40% <sup>74</sup> Target: 80% of targeted populations  Indicator: Percentage of population disaggregated by sex and age in coastal communities with awareness in climate change impacts and adaptation practices  Baseline: 40% Target: at least 80% of female-headed households in the areas Indicator: Percentage of female-headed households where at least one member of the household has awareness on climate change impacts and adaptation practices	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP.	Cost already included in <b>Activity 2.5</b>  <b>\$ 125,000</b>
	2.5.2 Host quarterly radio programmes on climate change impacts, vulnerability and gender-responsive adaptation practices in coastal areas.	Baseline: 10 % Target: 04 per year Indicator: Total number of broadcasts that include women's experiences, their LEK and adaptation. <sup>75</sup>	UNDP, EPA Contracted consultant NGOs Local radios	Cost already included in <b>Activity 2.5</b>  <b>\$ 9,600</b>

<sup>74</sup> Some awareness raising activities are already on-going

<sup>75</sup> Other climate change induced issues such as water salinity, sand mining, sanitation, SGBV, safety and security, etc. could be discussed in the radio talk shows

	<p>2.5.3 Establish, train and employ community-based knowledge sharing groups in each of the 4 communities targeted under the project for 5 years (beginning in year 2)</p>	<p>Baseline: 0 Target 1: <b>at least</b> 50% of trainers are women Target 2: <b>at least</b> 50 % of employees are women</p> <p>Indicator 1: Percentage of trainers in project-supported activities are women. Indicator 2: 8 women employed for the 4 communities.</p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP Contracted consultant NGOs.</p>	<p>Cost already included in <b>Activity 2.5</b></p> <p><b>\$ 100,800</b></p>
	<p>2.5.5 Host 3 community meetings per year in each of the 4 areas to raise awareness and share information on social and gender dimensions of climate change as well as sustainable and innovative adaption strategies to support ongoing awareness-raising activities, one of which will be on social protection, the rights of women and girls as well as SGBV in addition to climate change vulnerability and adaptive strategies.</p>	<p>Baseline: 0 Target: at <b>least</b> 90 % of populations in the areas Indicator: Percentage of women and men with figures disaggregated by age and sex having participated in sharing their experiences in sustainable and innovative adaption strategies and are aware of the impact of negative gender norms and SGBV</p>	<p>UNDP, EPA and the MME, NMDA and the MoGCSP Contracted consultant NGOs. CSC members.</p>	<p>Cost already included in <b>Activity 2.5</b></p> <p><b>\$ 210,000</b></p>
Output 3. Protecting mangroves and strengthening gender- and climate-sensitive livelihoods to build local resilience in Monrovia				

<b>Activity 3.1: Establish a community education and innovation centre to function as a community knowledge generation and learning hub, repository on climate change adaptation practices and to host community activities under Output 3.</b>	3.1.1. Locate, renovate and equip existing structure situated on community or municipal-owned land in West Point to act as education and innovation centres to upskill communities on climate-resilient livelihoods and good adaptation practices.	Baseline: 0 Target: 1 Indicator: 1 operational Education and Innovation Centre that are gender-friendly and accessible by PWD <sup>76</sup>	UNDP, EPA and the MME, NMDA, and the MoGCSP CSC members	Cost already included in Activity 3.1  \$ 200,000
	3.1.1 Equip the buildings with robust furniture and facilities, considering access for people with disabilities (PWD) and the needs of vulnerable people and women.	Baseline: 0 Target: 1 Indicator: 01 infrastructures Gender and PWD friendly equipment procured and are available	Contracted companies and suppliers, UNDP, and MoGCSP	Cost already included in Activity 3.1  \$ 100,000
	3.1.2. Establish and commission the ten-person Community Stewardship Committee (CSC) with representatives from each of the four areas.	Baseline: 0 Target: 5 Indicator: Number of nominated women (out of 10 people on the CSC) and effectively seating in the 4 elected bodies and receiving stipends	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP Community leaders	Cost already included in Activity 3.1  \$ 30,000
<b>Activity 3.2. Establish community-led co-management agreements to ease</b>	3.2.3 Organise awareness-raising campaign designed and rolled out on sustainable Community-based Natural	Baseline: 0 Target: 1 eco-stove startup Indicator:	The contracted company	Cost already included in Activity 3.2  \$ 82,000

<sup>76</sup> The Centre will include gender-sensitive facilities such as separate toilets for men and women, spaces for children to sleep to facilitate attendance of women. It will include youth-sensitive facilities such as a small kitchen for child's food preparation. It will also include facilities – such as ramps and guides – for wheelchair-bound and partially-sighted people.



<b>anthropogenic pressure on mangroves in the MMA.</b>	Resource Management (CBNRM) and the co-management agreements.	The knowledge products are gender sensitive in their design and depict the use of mangroves by different social groups and sectors	UNDP, EPA the MoGCSP NGOs and CBOs.	
<b>Activity 3.3. Conduct annual assessments to evaluate the project-induced changes in mangrove degradation, community perceptions and awareness of climate change impacts, adaptation options and mangrove ecosystems throughout the project implementation period.</b>	3.3.2. Contract a national service provider with expertise in the development of alternative, climate-resilient livelihoods <b>to assess and establish</b> a baseline of existing livelihood strategies as well as investigating and developing livelihoods for the benefit of women and other vulnerable people in the four target communities.	Baseline: <b>0</b> Target: <b>1</b>  Indicator: A comprehensive survey report that describes existing livelihood adaptative strategies used by men and women and other vulnerable in the 4 areas in the use of mangroves for livelihood. <b>This survey will include considerations beyond eco-stoves and cold storage. Any useful findings from the survey will be integrated into training. This will fall under the role of the Community Stewardship Committee and feed into the Education and Innovation Centre after the project.</b>	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP, Consultant.	Cost already included in <b>Activity 3.3</b>  <b>\$ 80,000</b>
<b>Activity 3.4. Establish small-scale manufacturing</b>	3.4.1. Contract a national firm or service provider to provide equipment (such as moulds) and initial material	Baseline: 100 <sup>77</sup> Target: at least 740 <sup>78</sup> eco-stoves Indicator:	UNDP, EPA and the and the MoGCSP Firm / Service provider	Cost already included in <b>Activity 3.4</b>

<sup>77</sup> EPA has been supporting local initiatives on this.

<sup>78</sup> The project will provide resources for 640 eco-friendly cookstoves to be manufactured, split evenly over Year 2 and Year 4.

<p>facilities and develop training material to capacitate community members to manufacture and sell eco-stoves to support alternative climate-resilient livelihoods.</p>	<p>inputs as well as training on the construction of energy efficient stoves through a training-of-trainers approach.</p>	<p>Number of eco-stoves manufactured by community members trained at the education and innovation centre.</p> <p>Baseline: 2% Target: 60% - <sup>79</sup> Indicator: Percentage increase in the number of households using eco-stoves in urban MMA</p>		<p>US\$ 70,000</p>
	<p>3.4.2 Request the national firm to organised 01 training per year at the Education and Innovation Centre for women to engage in entrepreneurial development in financing, marketing and selling eco-friendly products to support the uptake of energy efficient products and climate-resilient diversified livelihoods.</p>	<p>Baseline: 0 Target: 1 training per year Indicator(s): Number of trainings per year at the Education and Innovation Centre.</p> <p>Baseline: 0 Target: 125 (50% of total) Indicator(s): Increase in the number of women trained with improved income, access to markets after producing eco-stoves and to finance /credit facility that is socially accessible.</p> <p>Baseline: 0 Target: 40% Indicator:</p>	<p>UNDP, EPA and the MoGCSP CSC members NGOs Micro-finance institutions.</p>	<p>Cost already included in Activity 3.4 \$14,750</p>

<sup>79</sup> Reference to Liberia NDC the number is eco-stoves to be distributed in urban areas is 280,583 by 2030.

		<p>Proportion of people involved in training at the Education and Innovation Centre who are youth (ages 18-24).</p> <p>Baseline: 0 Target: at least 30% Indicator: Proportion of people involved in training at the Education and Innovation Centre who are from female-headed households.</p> <p>Baseline: 0 Target: 1 starter kit and set of equipment provided to each woman trained Indicator(s): Number of starter kits and equipment provided by the selected national firm/service provider.</p>		
<p><b>Activity 3.5. Purchase and install low-maintenance eco-friendly cold storage facilities near fish processing sites to reduce pressure on</b></p>	<p>3.5.1 Include in the TORs of the national consultant with expertise on gender and livelihoods to conduct an assessment on the differentiated use and impact of the cold stores by fishmongers in West Point.</p>	<p>Baseline: 0 Target: 42% women, 28% men of the total 70% of fishmongers Indicator: Percentage of men and women fishmongers in the communities that were able to engage in innovative ways of fish</p>	<p>UNDP, EPA, NAFFA and the MoGCSP Consultant</p>	<p>Cost already included \$ 9,500</p>

mangroves and increase market efficiency.		processing because of the cold storage facility.		
	3.5.2 Include in the TORs of the firm in charge of developing the cold storage to <b>organise</b> trainings for the members of the Community Stewardship <b>Committee</b> (CSC) in West Point to operate and manage the solar powered cold facilities, cold chain and fish conservation after the construction of eco-friendly cold storage facilities	Baseline: 0 % Target: 70% of the fishmongers <b>(42% women and 28% men)</b> Indicator: Number of women fishmongers in the community that uses the affordable cold store facility, for conservation and that have increased their income.	UNDP, EPA, NAFFA and the MoGCSP The contracted firm	<b>Cost already included \$ 70,000</b>

Timeline indicating activities, targets and milestones for the proposed activities in the GAP. This timeline is aligned with the implementation timetable of the project.

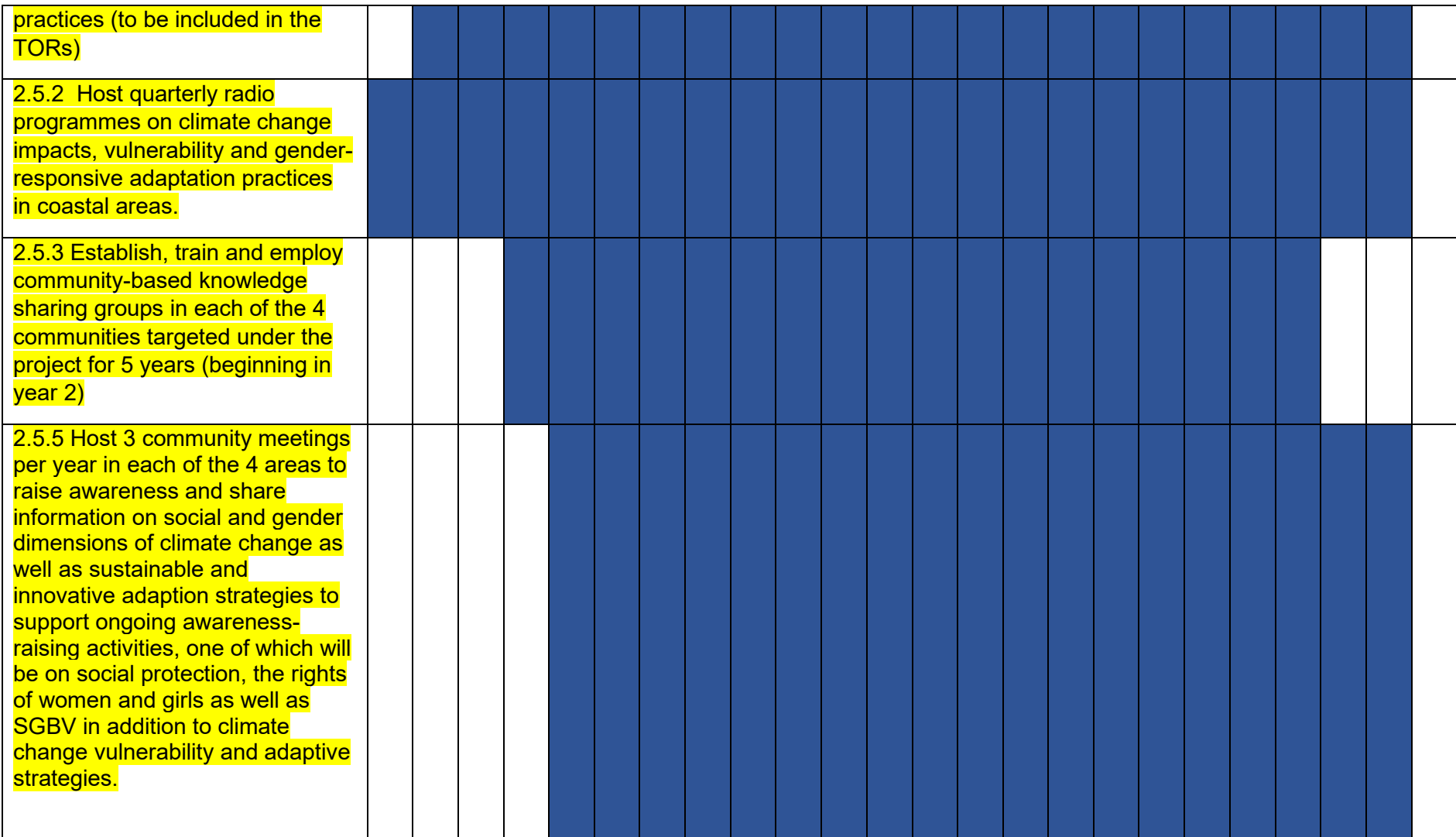
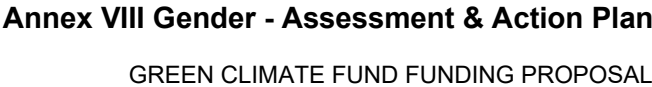
Sub-activity	Year 1				Year 2				Year 3				Year 4				Year 5				Year 6			
	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
1.1.2 Conduct 1 stakeholder consultations to present the final																								

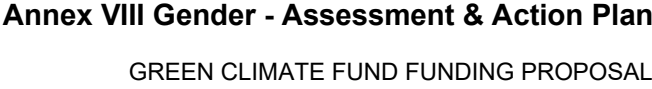


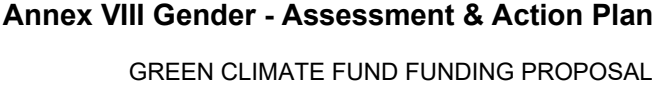
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