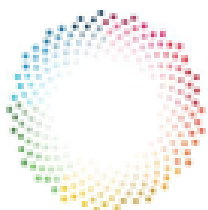
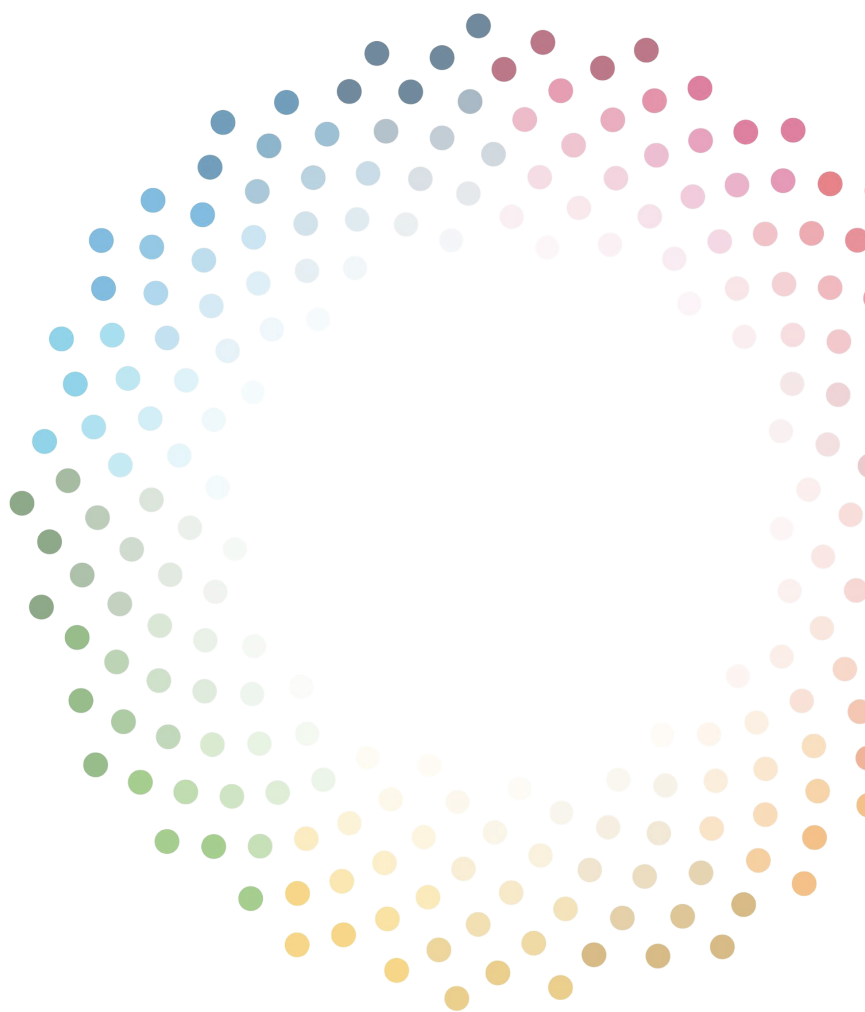




March 2020



# CAPACITY NEEDS ASSESSMENT OF JUSTICE AND SECURITY INSTITUTIONS IN LIBERIA



**Spotlight  
Initiative**



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In a special way we say a big thank you to all the respondents from the institutions that participated in this study for providing their invaluable time to meticulously provide answers to our many questions and concerns. The support, patience and input of our many Colleagues in the UN Agencies are profoundly appreciated. The consultants emphasize that any erroneous reporting is solely the responsibility of the consultants and does not in any way reflect the stance of the European Union and the United Nations. We hope that the recommendations proffered in the report will be fully implemented in order to eliminate violence against women and girls in Liberia.



# Acronyms and Abbreviations

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<b>AFL</b>	Armed Forces of Liberia
<b>BCR</b>	Bureau of Corrections and Rehabilitation
<b>CEDAW</b>	Convention on Elimination of all Discrimination Against Women
<b>CSO</b>	Civil Society Organization
<b>CSS</b>	Community Service Section
<b>DHS</b>	Demographic Health Survey
<b>EU</b>	European Union
<b>FDG</b>	Focus Group Discussion
<b>GD</b>	Group Discussions
<b>GoL</b>	Government of Liberia
<b>GSSNT</b>	Gender and Security Sector National Taskforce
<b>HP</b>	Harmful Practice
<b>HTP</b>	Harmful Traditional Practice
<b>IOM</b>	International Organization on Migration
<b>KII</b>	Key Informant Interview/s
<b>LDEA</b>	Liberia Drugs Enforcement Agency
<b>LIS</b>	Liberia Immigration Services
<b>LNAP</b>	Liberian National Action Plan
<b>LNFS</b>	Liberia National Fire Service
<b>LNP</b>	Liberia National Police
<b>MoFDP</b>	Ministry of Finance Development and Planning
<b>MoGCSP</b>	Ministry of Gender Children and Social Protection
<b>MoND</b>	Ministry of National Defense
<b>NPC</b>	National Palace of Corrections
<b>OHCHR</b>	Office of the High Commissioner for Human Rights
<b>PAPD</b>	Pro Poor Agenda for Prosperity and Development
<b>SGBV</b>	Sexual and Gender Based Violence
<b>SPSS</b>	Statistical Package for Social Sciences
<b>SRHR</b>	Sexual Reproductive Health Rights
<b>UN</b>	United Nations
<b>UNDP</b>	United Nations Development Programme
<b>UNFPA</b>	United Nations Population Fund
<b>UNHCR</b>	United Nations High Commissioner for Refugees
<b>UNICEF</b>	United Nations International Children's Emergency Fund
<b>UNMIL</b>	United Nations Mission in Liberia
<b>VAWG</b>	Violence Against Women and Girls
<b>WACPS</b>	Women and Children's Protection
<b>ECOWAS</b>	Economic Community of West African States

# Key Definitions

**Gender:** Refers to the social attributes and opportunities associated with being male and female, and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable.<sup>1</sup>

**Sex:** refers to the biological and physiological reality of being males or females.

**Gender Equality:** Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.<sup>2</sup>

**Gender Mainstreaming:** is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.<sup>3</sup>

**CEDAW:** The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is the most comprehensive human rights instrument to protect women from discrimination. It is the first international treaty to address the fundamental rights of women in politics, health care, education, economics, employment, law, property marriage and family relations.

**Women's Empowerment:** is a process of gaining power and control over their own lives. It is<sup>4</sup> part of many efforts aimed at bringing opportunities for both men and women.

**Sexual and Gender Based Violence:** Sexual and Gender-Based Violence (SGBV) refers to any act that is perpetrated against a person's will and is based on gender norms and unequal power relationships.<sup>5</sup>

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[1] Gender Mainstreaming: Strategy for promoting Gender Equality. Office of the Special Advisor on Gender Issues and Advancement of Women. rev. August 2001.

[2] Ibid.

[3] ECOSOC, 1972/2.

[4] UN Secretariat, Inter-agency Task Force on the Implementation of the International Conference on Population and Development Programme of Action, Guidelines on Women's Empowerment.

[5] UNHCR Prevention and Response training package - 2016.

# Key Definitions

**Sexual Abuse:** Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.<sup>6</sup> All sexual activity with a child is considered as sexual abuse. "Physical intrusion" is understood to mean "sexual activity". "Sexual abuse" is a broad term, which includes a number of acts described below, including "rape", "sexual assault", "sex with a minor", and "sexual activity with a minor".

**Sexual Exploitation:** Any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.<sup>7</sup>

**Sexual Harassment:** Sexual harassment is not Sexual Exploitation and Abuse (SEA). Sexual harassment refers to prohibited conduct in the work context and involves any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.<sup>8</sup>

**Gender Parity:** "equal numbers of men and women at all levels of the organization. It must include significant participation of both men and women, particularly at senior levels. Gender parity is one of several integrated mechanisms for improving organizational effectiveness." It is the numerical concept concerning relative equality in terms of numbers and proportions of men and women, girls and boys. Gender parity addresses the ratio of female-to-male values (or males-to-females, in certain cases) of a given indicator.<sup>9</sup>

**Gender Bias:** making decisions based on gender that result in favoring one gender over the other which<sup>10</sup> often results in contexts that are favoring men and/or boys over women and/or girls.

**Sex Disaggregated Data:** data that is cross-classified by sex, presenting information separately for men and women, boys and girls. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.<sup>11</sup>

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[6] United Nation Glossary on Sexual Exploitation and Abuse.

[7] Ibid.

[8] Ibid.

[9] UNDP Gender Parity Report 2007.

[10] Ibid.

[11] Gender Equality Glossary: UN Women Training Centre eLearning Campus (Home).

# Key Definitions

**Gender Discrimination:** discrimination against women as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil and other field”.<sup>12</sup>

**Gender Equality:** a process of being fair to men and women, boys and girls, and importantly the equality of outcomes and results. Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination.<sup>13</sup>

**Patriarchy:** Social system in which men hold the greatest power, leadership roles, privilege, moral authority and access to resources and land, including in the family. Most modern societies are patriarchies.<sup>14</sup>

**National Action Plan on Prevention and Management of GBV in Liberia:** The National Gender Policy (2010–2015) and Phase III (2018–2023) of the 2006 National Action Plan (NAP) for the Prevention and Management of GBV in Liberia were developed to facilitate the implementation of existing legislation.

**Beijing Declaration and Platform:** The Beijing Declaration and Platform for Action is an agenda for women’s empowerment. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and at removing all the obstacles to women’s active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making.

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[12] Article 1 of Convention on the Elimination of All Forms of Violence Against Women.

[13] Gender Equality: Glossary of Terms and Concepts, UNICEF Regional Office for South Asia- November 2017.

[14] Ibid.

# EXECUTIVE SUMMARY

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This report presents a detailed assessment of the capacity needs of justice and security institutions in Liberia. It is geared towards eliminating violence against women and girls in the country, and as a capacity building initiative to strengthen justice and security institutions.

The capacity needs assessment reveals that the key institutions<sup>15</sup> responsible for preventing and addressing Sexual and Gender Based have adequate capacity in terms of knowledge and skills, as a result of trainings they have received from UN Agencies and NGOs over the years.<sup>16</sup> However, data reveals that logistical support for these actors is lacking, which prevents a holistic fulfilment of their duties.

Additionally, levels of awareness regarding Sexual and Gender Based Violence (SGBV), Sexual Exploitation and Abuse (SEA), Gender Responsive Budgeting (GRB), and other pertinent concepts related to gender mainstreaming within institutions varied among respondents.

According to the findings, SGBV prevention and response mechanisms remain relatively weak<sup>17</sup> due to limited human and resource capacity, the lack of or weak implementation of existing legislation and policies, coupled with inadequate infrastructure across the country. Based upon these findings, recommendations allowing for a holistic approach to prevent, protect and respond to the perpetration of SGBV, HP and SRHR violations have been provided. This requires all stakeholders in sectors including justice, security, health, education and traditional structures galvanising both human and material resources, to curb the menace of violence against women and girls in Liberia.

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[15] The Liberia National Police, Ministry of Justice, Bureau of Corrections and Rehabilitation and the Judiciary.

[16] UN Women in 2018 and the UN in 2019, supported an all-inclusive training for service providers including LNP, MOJ, BCR and Criminal Court in Montserrado County. In addition, as a part of the UNDP Rule of Law Project, the Swedish Police, Kofi Annan Institute of Conflict Transformation (KIAT), and other NGOs have supported Security and Justice institutions with capacity building initiatives on SGBV Prevention and Response.

[17] Though a lot of work has been done over the years by development partners, further strengthening and capacity building of institutional responses to prevent and address SGBV will allow for holistic redressal.

# 1. Introduction

This report is intended to identify structural, administrative and operational gaps within various justice and security institutions, which have the responsibility of preventing, protecting and responding to Sexual and Gender Based Violence (SGBV), and other Harmful Practices (HP), and promoting access to Sexual and Reproductive Health Rights (SRHR) services in Liberia.

This is achieved through analyzing institutional weaknesses and the resultant effects of the same upon credible investigations and prosecution of SGBV. The impact of such institutional limitations upon the safety and security of women and girls in five counties in Liberia, is thus elucidated.

A significant outcome of this report is to contribute to a holistic understanding of the strengths and weaknesses of justice and security institutions. Such an analysis also provides solutions to reduce gaps in institutional service delivery, ultimately allowing for access to available and affordable rights-based services for survivors. The intended outcome involves creating mechanisms that enhance the institutions' capabilities to prevent and address violence against women, girls, marginalized groups, and individuals with disabilities.

The first and second section of this report will describe the adopted methodology, including the means of data collection and analysis, as well as challenges encountered. Thereafter, the theoretical framework and concepts relevant to the subject of this report will be elucidated. The third part of the report presents the findings and analysis. Based on these findings, the final section of the report presents conclusions, and ends with key recommendations.

## 1.1 Contextual Analysis of SGBV in Liberia

SGBV is a highly pertinent issue in Liberia, and has thus become an integral part of gender relations in the country.<sup>18</sup> Several SGBV studies conducted in Liberia, including a 2019 study conducted by UN Women pertaining to the availability of existing initial services on SGBV cases, introduce patriarchy and culture as important factors that exacerbate the perpetration of violence against women and girls. The prevalence of misogyny in Liberia is deeply rooted in harmful and learned masculine behaviours, fostering detrimental consequences for the safety and well-being of women and girls. This gendered oppression takes different forms, and at its peak, provides a platform for the abuse of women and girls.<sup>19</sup> Violence against women is a result of harmful beliefs about gender and unequal power relations between sexes. Such a prevailing culture of misogyny, also implies that justice for survivors of SGBV is often delayed, or denied.

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[18] Combating Sexual and Gender Based Violence in Liberia 2012 - A Joint Programme of the Government of Liberia and the United Nations.

[19] The challenge of unlearning- A study of gender norms and masculinities in Liberia.

In terms of institutional responses to SGBV, survivors often encounter inordinate delays in redressal, an issue which is further exacerbated by a culture of impunity. The institutions that are tasked with the responsibility of curbing instances of SGBV in Liberia are fraught with many challenges which include, but are not limited to a lack of logistical support, weak legislation, low investigation skills on the part of the concerned officials, and an overburdened judicial system at the national and subnational levels.

## 1.2 Liberia's Socio-Political Context

Liberia's Human Development Index (HDI) value is 0.481 (2021-2022), which puts the country in the 'low human development' category, ranked 178th out of 189 countries and territories.<sup>20</sup> However, the country continues to move along a sustainable recovery path from the aftermath of the civil war.<sup>21</sup> It has invested significant efforts towards the strengthening of its governance and judiciary systems, including rule of law, economic and human development. It is also making important strides towards promoting human rights, reducing inequality and ending discrimination.

Despite the fact that Liberia is part of the regional and international human rights community with a firm commitment to resolve human rights issues in the country, gender inequality is still commonplace across both national and subnational levels. Women constitute a higher proportion of the population as compared to men, but development indices continue to be unfavourable for women. The participation of women in the economy is limited, as only 53% of women are engaged in gainful employment compared to 74% of men. The level of women's participation in politics remains significantly low as well.

## 1.3 Policy and Legal Framework

The Republic of Liberia has signed and ratified numerous International Conventions, Protocols, and Instruments which support equal rights for women, demonstrating its commitment to these agreements by incorporating them into domestic law.<sup>22</sup> Liberia thus, has a responsibility to guarantee the complete adoption and execution of these instruments within its own borders.

Resultantly, there are ongoing efforts to ensure the implementation of these protocols and instruments through the Supreme law of Liberia, which is the 1986 Constitution, as well as other laws and policies.<sup>23</sup> Several other laws and policies provide the necessary impetus for ending Violence against Women and Girls (VAWG) in Liberia. However, despite such numerous laws and policies SGBV, SRHR and HP is still widespread in many parts of the country, as low institutional capacity and the lack of political will collude to prevent stringent implementation.

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[20] See more at: <https://hdr.undp.org/data-center/human-development-index#/indicies/HDI>

[21] UN Liberia Common Country Assessment 2018.

[22] These include the Beijing Platform of Action 1995, Convention on the Elimination of all Forms of Discrimination Against Women and Girls (CEDAW) 1981, Maputo Protocol on the Rights of Women in Africa, The Universal Declaration of Human Rights 1948, and United Nations Security Council Resolution (UNSCR) 1325 (2000) on Women Peace and Security.

[23] These include, but are not limited to, the Children's Law 2011 (promoting child rights), the Domestic Violence Act 2019 (protecting against SGBV), the National Gender Policy 2018, the Rape Law 2016, the Decent Work Act of 2015, and Pro-Poor Agenda for Prosperity and Development (PAPD) 2018 – 2023.





President Ellen Johnson-Sirleaf (left) with members of the all-female Indian Formed Police Unit serving with the UN Mission in Liberia. Photo: Emmanuel Tobey/UNMIL.

## 1.4 Objectives

The overall objective of this assignment is thus to perform a capacity needs assessment of justice and security institutions regarding the prevention, protection, and response to SGBV, HP, and violations of SRHR committed by third parties. The specific objectives are as follows:

1. To determine the presence of institutional gender-sensitive policies, and evaluate the knowledge, skills and attitudes of justice and security institutions on SGBV prevention, protection and response.
2. To assess the availability of human and material resources, within justice and security institutions which enable them to prevent, protect and respond to SGBV.
3. To provide recommendations on strengthening the capacity of institutions to adequately prevent, and address SGBV, HTP and all forms of violence against women and girls.



## 2. Methodology and Data Collection

This study utilized a combination of qualitative and quantitative research methods. Structured questionnaires, Focus Group Discussions (FGD), Group Discussions (GD), and Key Informant Interviews (KII) were conducted with personnel from nine security and justice institutions.<sup>24</sup> Additionally, semi-structured interviews were carried out with heads of institutions, as well as technical, administrative, and operational staff.<sup>25</sup> Field visits were also undertaken to various institutions, in order to have a first-hand appreciation of the various working environments. Primary data was collected from all key stakeholders and interviewees at zones, depots, sub stations and detachments.

In terms of secondary research, an extensive desk review of relevant documents was undertaken, including domestic, national, regional and international publications, articles and reports on enhancement of technical capacity and resources to prevent and respond to SGBV and HPs at national, subnational and community levels. Project documents from a wide range of actors across Liberia (GoL), UN Agencies, donors, international and national NGOs addressing SGBV were invaluable to this study. Worthy of special note is the EU/UN Spotlight initiative for Liberia, which has provided in-depth knowledge on this subject and acted as a precursor for this capacity needs assessment of security and justice institutions.<sup>26</sup>

### 2.1 Data Collection

Structured questionnaires were administered to 596 respondents (404 males and 192 females) across all ranks from nine justice and security institutions. Among the respondents who completed the questionnaires, 60% originated from Montserrado County, while the remaining 40% represented the other four hotspot counties out of the total five.<sup>27 28</sup>

The assessment also incorporated the perspectives of 184 persons (124 males and 60 females) through group discussions with the heads of the various sections including Human Resource Management Unit, Gender Units, Finance and Operations Departments of the various justice and security institutions included in the study.

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[24] A detailed list of the list of justice and security sector institutions are annexed below. While 9 institutions were initially studied, two others were also included to ensure a more holistic understanding of the issues prevailing in institutions.

[25] All questionnaires, FGD and KII templates are annexed.

[26] All reviewed documents are annexed in this report.

[27] Nimba, Grand Gedeh, Lofa, and Grand Cape Mount Counties.

[28] Questionnaires annexed.

Additionally, face to face interviews were conducted with 183 individuals (124 males and 59 females) from nine institutions. One-on-one interviews were also conducted with the Acting Director of the SGBV Division (male), the Head of the Policy Development and Planning Department of the Ministry of Gender, Children and Social Protection (MoGCSP) (male) and the Monitoring Evaluation and Reporting officer of the Gender Responsive Budgeting (GRB) Unit of the Ministry of Finance, Planning and Economic Development.

FGDs were further held with 102 personnel (66 males and 36 females) of joint security teams comprising the Liberia Immigration Service (LIS), Liberia National Police (LNP), Liberia National Fire Service (LNFS), and Liberia Drug Enforcement Agency (LDEA) at Sinje, Tieni, and Bo waterside. FGDs were also held with personnel of Zone 6 Base on Clara Town, the Human Resource and Operations Units of the Ministry of Justice (MOJ) and the Police Training Academy staff, bringing the total number of respondents to 1065 (718 males and 347 females) across all the justice and security institutions in the five counties sampled. The collection of qualitative and quantitative data was designed to encompass biases in reporting and ensure that the presented results were credible and reliable.

<b>Respondents</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Questionnaires	404	192	596
Key Informant Interviews (KIIs)	124	59	183
Group Discussions (GDs)	124	60	184
Focus Group Discussions (FGDs)	66	36	102
<b>Total</b>	<b>718</b>	<b>347</b>	<b>1065</b>

**Table 1: Respondents and Data Collection Methods**

## 2.2 Sampling Frame and Sample Size

Stratified random sampling was employed in this study due to the impracticality of conducting interviews with all personnel from justice and security sector institutions across the five counties. Such an approach would have been costly and time-consuming. The adopted sampling methodology will no doubt highlight differences in capacities between the various institutions consulted.

The population of all justice and security sector institutions that took part in the study was divided into smaller sub-groups or 'stratas' based on their shared attributes or characteristics; these included variations in hierarchy within the organizations and levels of understanding, when it comes to gender and SGBV. In order to avoid any potential bias, respondents were not classified into these categories prior to data collection. The total number of respondents across all the nine institutions examined was 1065 personnel, which is representative of 31% of total workforce of all justice and security institutions in the five hotspot counties sampled.

## 2.3 Research Tools

Electronic questionnaires designed using Magpi software allowed the use of smart mobile phones to capture data. Magpi enabled the consultants to create mobile forms and deploy them to digital devices in areas where sampling was done. The outcome was efficient data collection, which was analyzed for this report. As a step to improving on the quality of data collected, several meetings were held with staff of gender units in institutions when available. Top management was also consulted in all of the institutions that comprised the study to elicit their views on the areas of concerns that the study was to focus on. The Statistical Package for Social Sciences (SPSS) was used to analyze the data collected and transposed into Excel spread sheet for further analysis.



UNMIL supports LNP on their National Self Assessment Retreat. Photo: Albert González Farran.

## 2.4 Limitations

- The short duration of time available for conducting the capacity needs assessment of justice and security sector institutions did not allow for visits to all 5 counties.
- Additionally, the limited amount of time available for the study also impacted the establishment of communication and trust with the respondents of the study, particularly for those who filled out questionnaires.
- With certain security institutions, such as the Ministry of National Defense, Ministry of Justice (MOJ), Armed Forces of Liberia (AFL), and the Judiciary, challenges were faced, in terms of access and participation. These institutions expressed concerns that the study was intrusive in nature.
- Citing security concerns, information was not provided uniformly and accurately by all institutions.
- The availability and reliability of certain nation-wide data also posed a challenge.
- Lastly, while every effort was made to ensure gender-sensitivity throughout the study, and account for gendered variances in responses, some gaps may remain throughout the same.

# 3. Results and Analysis

The findings below represent a quantitative analysis only of respondents who participated in answering the structured questionnaires; a detailed qualitative analysis of the results of the in-depth interviews and FGDs are annexed.

## 3.1 Sex Disaggregated Distribution of Respondents

A total of 596 respondents (404 males and 192 females) participated in answering questionnaires from nine justice and security institutions. The respondents were disaggregated by sex, county and institution as indicated in figure 1, 2 and 3 below. Further interviews focused on group discussions and round tables with another 469 personnel (314 males and 155 females). Thus, more male personnel participated in this study as compared to female personnel, and this also displays the skewed nature of personnel deployment in the counties. Montserrado County had a higher number of staff compared to the other four sampled counties.

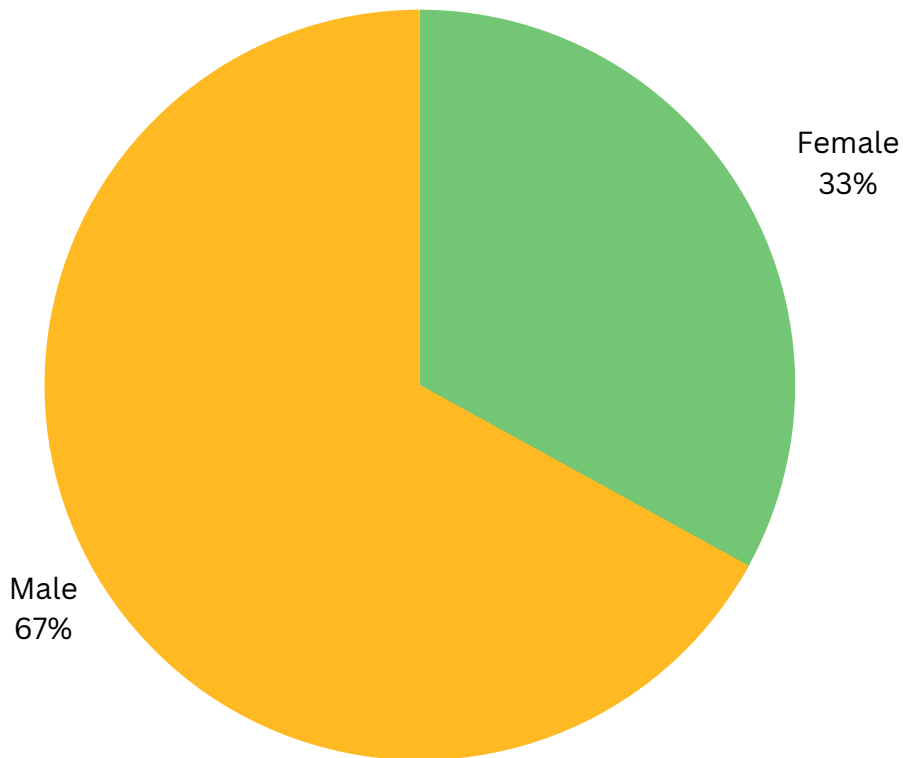


Fig 1: No. of Respondents by Sex

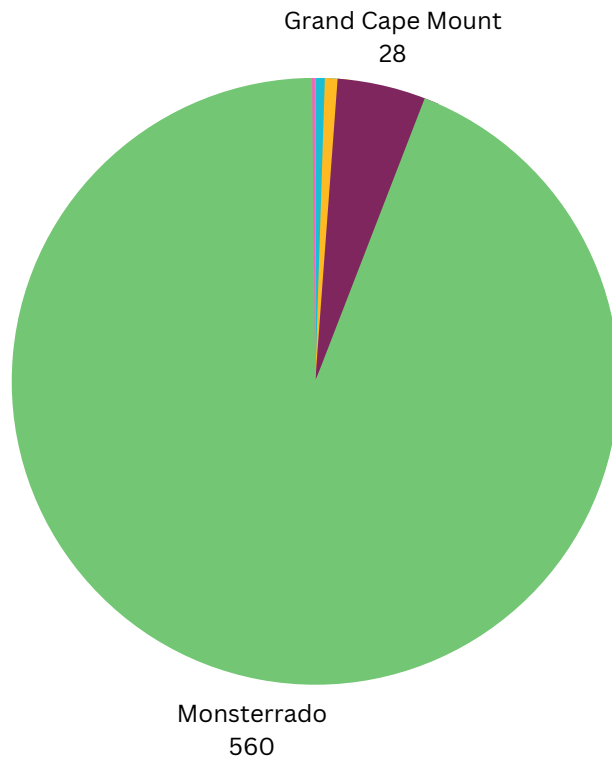


Fig 2: No. of Respondents by County (Questionnaire)

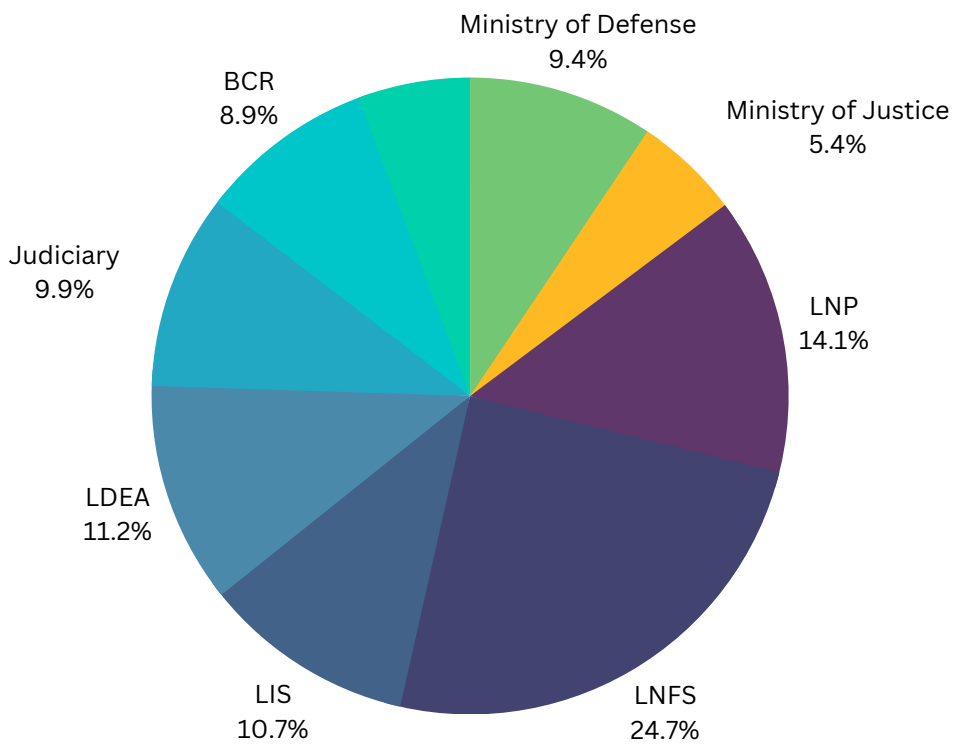


Fig 3: No. of Respondents by Institution (Questionnaire)

**Analysis:** The assessment revealed a serious disparity in recruitment and deployment of female personnel in all justice and security institutions. The institutions sampled in Liberia exhibit significant capacity gaps in terms of their ability to protect, prevent, and respond to all forms of violence against women and girls. Most of the institutions had serious challenges in terms of deployment of personnel to inaccessible areas, including regions in the five target hotspot counties with a high prevalence of SGBV/HPs, and less access to SRHR. <sup>29</sup>

Most of the personnel in the justice and security institutions are deployed in Monrovia, and much fewer in the counties that require prevention and response services. <sup>30</sup> Furthermore, all of the institutions assessed do not have the requisite logistical support in terms of transportation <sup>31</sup> and communication equipment to provide rapid response to SGBV survivors. The situation now appears worse than that reported in previous assessments conducted by UN Women <sup>32</sup> in 2019. This downward trend may be attributed to the current economic challenges facing the GoL, specifically also due to dwindling resources underpinned by UNMIL departure in 2018.

## 3.2 Basic Knowledge on Gender

Table 2 below depicts the general knowledge and skills on the concept of gender in all of the institutions assessed. The results indicate that the overall knowledge regarding concepts related to gender is very low. 191 respondents representing 36% of females and 64% males had very low knowledge and skills, whilst 20 respondents including 25% females and 75% males appeared to have significant knowledge. 125 of the respondents (30% females and 70% males) had moderate knowledge. The results obtained from the focus group discussions (FGDs), interviews, and group discussions conducted with all the institutions supported and confirmed these findings.

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[29] Nimba, Grand Gedeh, Lofa, Grand Cape Mount and Montserrado Counties.

[30] At the time of the study, there were no judges in Grand Bassa and Gbapolu counties.

[31] The only vehicle donated to SGBV Crimes Unit is no longer functioning according to the head of the outreach unit (Interview).

[32] UN Women Assessment of the Existing Initial Services available for Sexual and Gender-Based Violence Cases.



Knowledge and skills on gender	Female	Male	Total	Female %	Male %	Total %
Very Low	69	122	191	36	64	100
Low	69	107	176	39	61	100
Moderate	37	88	125	30	70	100
High	12	72	84	14	86	100
Very High	5	15	20	25	75	100
Total	192	404	596	32	68	100

**Table 2: Knowledge and Skills on Gender**

Analysis: The significant gap between the respondents with knowledge on Gender and those without, indicate serious gender disparities which could be associated with recruitment processes across all the institutions. This urgently calls for a review of recruitment procedures and provision of adequate gender training and other capacity building programs. The findings of this study are not at variance with the Gender audit conducted by the Ministry of Justice (MoJ) in 2019 which reported similar gender disparities and the lack of a gender policy or an engendered recruitment policy in this important Justice institution.<sup>33</sup>

### 3.3 Knowledge and Skills on SGBV

The results indicate that the overall knowledge regarding gender-related concepts is very low. A greater proportion of male respondents seemed to have better knowledge of gender-related concepts as compared to their female counterparts. More than 50% of all the respondents had some knowledge on what Gender Based Violence was, with the male respondents being much more knowledgeable compared to the females. This represents 69% of males, compared to 31% females (Table 3). This trend was reinforced by outcomes of the FGD and group discussions, coupled with the key informant interviews with personnel of all nine institutions.

[33] Ministry of Justice Gender Audit Report 2019 supported by UN Women.



Out of a total of 596 respondents, 58 females (36%), and 101 males (64%) had very low levels of awareness regarding SGBV. Levels of awareness regarding SGBV were higher among men, in general, with 100 men reporting high, or very high levels of awareness regarding SGBV.

<b>Sexual and Gender Based Violence</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Female %</b>	<b>Male %</b>	<b>Total %</b>
Very Low	58	101	159	36	64	100
Low	43	105	148	29	71	100
Moderate	45	98	143	31	69	100
High	24	51	75	32	68	100
Very High	22	49	71	31	69	100
<b>Total</b>	<b>192</b>	<b>404</b>	<b>596</b>	<b>32</b>	<b>68</b>	<b>100</b>

**Table 3: Knowledge and Skills on Sexual and Gender Based Violence**

Analysis: This outcome is not surprising at all bearing in mind the acceptance of SGBV as a norm rather than an exception by most men in Liberia. The gender disparities within the various institutions explain why a lot more men are aware of SGBV compared to their female colleagues. The prevalence of SGBV could be attributed to the moral and institutional breakdown during the country's devastating 14-year civil war, as alluded to by many research reports.<sup>34</sup> There may be urgent need for targeted and sustained trainings on SGBV prevention and response across all the institutions, to transform local norms that condone harmful beliefs and practices related to SGBV and for perpetrators to recognise it as a violation of human rights.

[34] Engaging Faith Leaders to Prevent and Respond to Violence Against Women and Girls in Liberia 2015- 2017.

### 3.4 Knowledge on the Policy on Sexual Exploitation

Analysis: A greater proportion of both sexes across all the institutions had relatively high knowledge on policies related to sexual exploitation. The levels of awareness regarding policies on sexual exploitation and abuse was greater than 70% across institutions. Male respondents recorded a higher level of awareness than their female counterparts (table 4).

Sexual and Gender Based Violence	Female	Male	Total	Female %	Male %	Total %
Very Low	58	101	159	36	64	100
Low	43	105	148	29	71	100
Moderate	45	98	143	31	69	100
High	24	51	75	32	68	100
Very High	22	49	71	31	69	100
Total	192	404	596	32	68	100

**Table 4: Knowledge on the Policy on Sexual Exploitation**

Analysis: The high awareness levels and knowledge regarding policies is as a result of several trainings conducted by UN agencies and NGOs on the highly prevalent issue of SEA. Despite an increasing understanding of the issue, and policies regarding the same, SEA remains a significant challenge in Liberia. For instance, in Post conflict Liberia, UNICEF reported the following- “Sexual violence occurs across all socio-economic and cultural backgrounds; women may be socialized to accept, tolerate or rationalize it. A weak justice system, the lingering violence of the war and an unwillingness to report instances compound the situation. No one is safe from assault”. There is still lack of accountability<sup>35</sup> in cases of violence against women due to government inaction in some instances, including rape, domestic violence, and female genital mutilation/cutting (FGM/C).<sup>36</sup>

[35] At a glance: Liberia 2008.

[36] Liberia 2019 Human Rights Report.

### 3.5 Knowledge on Gender Equality

The study reveals that 120 respondents (32% females and 68% males) had very low knowledge and skills on gender equality provisions, as compared to 53 respondents (30% females and 70% males) that had some knowledge (Table 5). This empirical finding was buttressed by the FGDs and group discussions where all respondents across all institutions corroborated this finding.

Response	Female	Male	Total	Female %	Male %
Very Low	38	82	120	32	68
Low	46	75	121	38	62
Moderate	64	108	172	37	63
High	28	102	130	22	78
Very High	16	37	53	30	70
Total	192	404	596	32	68

**Table 5: Knowledge on Gender Equality**

Analysis: Attaining Gender Equality in Liberia as dictated by Sustainable Development Goal 5, still poses an enormous challenge. Systemic inequalities are still vividly visible in Liberia.<sup>37</sup> The reason for the pervasive gender inequalities varies, but men’s perception of women as the ‘weaker’ sex, and the ingrained societal misogyny, continue to prevent the achievement of gender equality. The process is further challenged by a lack of trust in institutions that should promote gender equity. Hence, the current study lends credence to the fact that not many justice and security personnel who participated in the study knew about gender equality.

[37] UNDP 2019 Global Human Development Report.

### 3.6 Knowledge on Gender Justice

Table 6 below shows that more respondents in all the institutions had relatively moderate and high knowledge on gender justice (greater than 70%). The percentage of females that had such knowledge was relatively lower, as compared to their male counterparts. Qualitative information obtained through key informant interviews, focused group discussions and group discussions with an additional 469 personnel from all the nine institutions averred that more male respondents had higher levels of knowledge on gender justice as compared to female respondents.

Response	Female	Male	Total	Female %	Male %
Very Low	68	97	165	41	59
Low	47	87	134	35	65
Moderate	49	124	173	28	72
High	18	65	83	22	78
Very High	10	31	41	24	76
<b>Total</b>	<b>192</b>	<b>404</b>	<b>596</b>	<b>32</b>	<b>67</b>

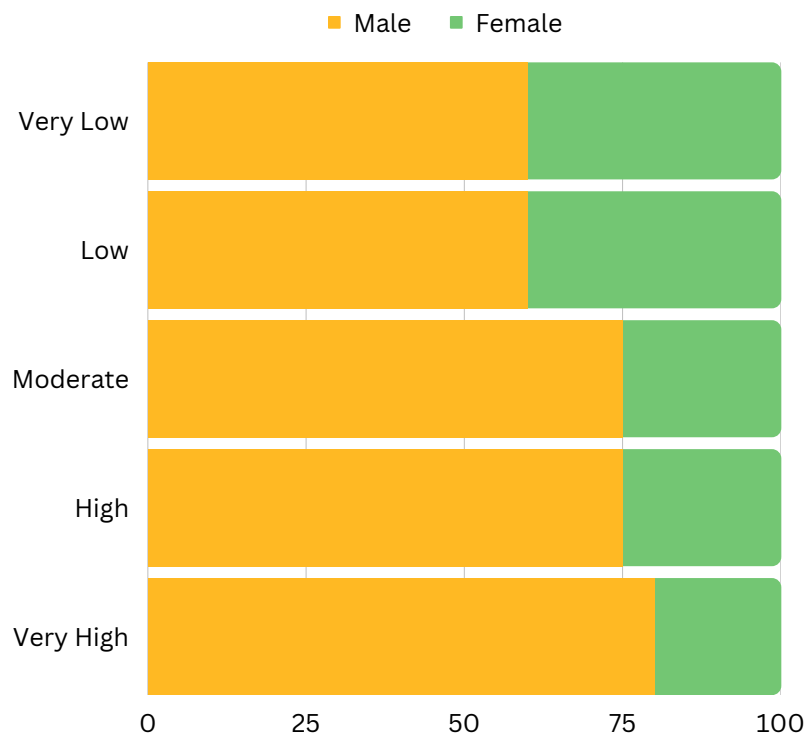
**Table 6: Knowledge on Gender Equality**

Analysis: Recruitments in the justice and security sector institutions exhibit a bias towards men, leading to a lower representation of women. It is common to find a higher level of awareness and understanding of gender justice among employees, as many of them have directly witnessed Liberia's post-conflict transformation and the integration of gender justice in post-conflict stabilization efforts. Consequently, it is not surprising that a smaller proportion of women possess knowledge about gender justice. Additionally, persistent weaknesses in the judicial system is widely acclaimed as undermining gender justice and due process,<sup>38</sup> together with delayed pretrial detentions and the rarity of fair and speedy trials— a view which all the respondents in the study ascribed to.

[38] World Report 2014: Liberia <https://www.hrw.org/world-report/2014/country-chapters/liberia>.

### 3.7 Women and Access to Justice

Qualitative data obtained by interviews conducted in FGDs, KIs and group discussions involving 469 personnel as well as questionnaire feedback from 596 respondents, showed that 140 respondents (40% males and 60% females) stated that they had very low knowledge on women and access to justice, whilst 106 respondents (25% females and 75% males) indicated having high knowledge of this concept (Fig 4).



**Fig 4: Women and Access to Justice**

Analysis: According to Seun (2017)<sup>39</sup>, there are many traditional and contemporary barriers which limit women’s access to justice in Liberia. The stigma associated with reporting cases of SGBV, as well as the high costs associated with pursuing legal remedies against perpetrators within the judicial system act as additional barriers to the redressal of SGBV. Thus, inadvertently, women did not seek redressal within the judicial system. Further, all respondents in this study revealed that they are aware of the issues within the judiciary, and judicial institutions when it comes to investigation and prosecution of SGBV cases. Respondents also considered corruption within the judiciary as a key factor for women’s fettered access to justice.

[39] Bamidele, Seun. 2017. "War, Sex and Justice: Barriers to Gender Justice in Post-Conflict Liberia." *International Journal of Criminal Justice Sciences* 12 (1): 69-82.

### 3.8 Knowledge on Gender Responsive Budgeting

Empirical data revealed that 288 respondents (42% females and 58% males) indicated having very low knowledge on Gender Responsive Budgeting (GRB). Only 29 respondents (28% females and 72% males) indicated having high knowledge (Table 7). Similarly, in the FGDs and group discussions conducted, where 376 respondents (representing 80%) out of the total 469 participants across all the institutions revealed that they had limited understanding of GBV.

Response	Female	Male	Total	Female %	Male %
Very Low	93	135	228	41	59
Low	60	116	176	34	66
Moderate	15	77	92	16	64
High	16	55	71	23	77
Very High	8	21	29	28	72
Total	192	404	596	32	68

**Table 7: Knowledge on Gender Responsive Budgeting**

**Analysis:** The Government of Liberia, through its Ministry of Finance, approved a Gender Policy in March 2019<sup>40</sup>, with gender responsive budgeting as one of its key provisions. This, mandated each relevant institution to not only design a gender responsive budgeting framework, but also to provide adequate knowledge and skills on the policy. The findings of this study confirm this has not been achieved by many of the justice and security sector institutions.

[40] Liberia National Gender Policy 2019.

### 3.9 Knowledge on Gender Lens

In terms of knowledge regarding the concept of the gender lens, 201 respondents (38% females and 62% males) had very low awareness, compared to 20 respondents (35% females and 65% males) who claimed to have some knowledge on the same. The information obtained from KIIs, FGDs and group discussions with participants across all the institutions also revealed that the knowledge base on gender lens is quite infinitesimal (n=469).

Gender Lens	Female	Male	Total	Female %	Male %	Total %
Very Low	80	130	210	38	62	100
Low	61	123	184	33	67	100
Moderate	32	95	127	25	75	100
High	12	43	55	22	78	100
Very High	7	13	20	35	65	100
Total	192	404	596	32	68	100

**Table 8: Knowledge on Gender Lens**

**Analysis:** The National Gender Policy (2018- 2022), calls for all institutions in Liberia to apply a gender lens in identifying gender gaps and providing remedial solutions towards achieving gender justice within the country. The knowledge and skills in the area of Gender Lens appeared to be very low, as revealed in this study. This may be on account of the fact that the various security and justice institutions have not been proactive in disseminating awareness regarding the key provisions of the national gender policy to their personnel. Therefore, this warrants an overarching training strategy across all the institutions on basic gender-related concepts, including that of utilization of a gender lens.

### 3.10 Knowledge on Human Rights

469 respondents provided qualitative information through group discussions, KIIs, and FGDs, that enriched information obtained quantitatively which reveals that 139 respondents (40% females and 60% males) had very low knowledge on human and women’s rights. Only 62 respondents (19% females and 81% males) appeared to be knowledgeable on this issue (table 9).

Knowledge on Human Rights	Female	Male	Total	Female %	Male %	Total %
Very Low	55	84	139	40	60	100
Low	52	85	137	38	62	100
Moderate	54	101	155	35	65	100
High	19	84	103	18	82	100
Very High	12	50	62	19	81	100
Total	192	404	596	32	68	100

**Table 9: Knowledge on Human Rights**

Analysis: The low knowledge exhibited by personnel, especially males, on human rights is an indication of the deeply rooted patriarchy and traditional societal norms and values which have been widely accepted within Liberian society. This invariably sets the platform for discrimination against women and girls. The Independent National Commission for Human Rights (INCHR), which has the mandate to promote and protect human rights, investigate and conduct hearings on human rights violations, propose changes to laws, policies and administrative practices is still fraught with several challenges, rendering it ineffective to effectively promote the rights of women in Liberia.<sup>41</sup> It is therefore prudent that institutions are knowledgeable on concepts of human rights, especially those of women and girls, as enshrined in the Liberian Constitution, and the national legislative and policy frameworks.

[41] Country Reports on Human Rights Practices for 2019 United States Department of State Bureau of Democracy, Human Rights and Labour.



### 3.11 Knowledge of CEDAW

220 (40% females and 60% males) had very low knowledge on CEDAW, as compared to 84 respondents (21% females and 79% males) claiming to be quite knowledgeable on this subject (Table 10). Information obtained from the other 469 respondents through the FGD, KII and group discussions did not differ from that provided by the quantitative analysis.

Knowledge on CEDAW	Female	Male	Total	Female %	Male %	Total %
Very Low	87	133	220	40	60	100
Low	51	89	140	36	64	100
Moderate	31	92	123	25	75	100
High	18	66	84	21	79	100
Very High	5	24	29	17	83	100
Total	192	404	596	32	68	100

**Table 10: Knowledge of CEDAW**

**Analysis:** Liberia is signatory to the CEDAW, and consequently, is mandated to translate the provisions of the Convention into national laws and policies. It is also a key requirement for Justice and Security institutions (particularly those addressing gender-related issues) to provide the required knowledge and skills on the convention to their personnel. Further, information obtained from the qualitative interviews conducted with participants, clearly attests to the fact that information regarding the CEDAW is not cascading to lower levels, and that some management teams consider this convention to be a mere academic concept. Although noteworthy advances have been made by the GoL with regard to addressing gender related issues, several challenges remain towards guaranteeing improvement of the rights of Liberian women, especially at institutional levels.<sup>42</sup>

[42] NGO Shadow Report to 7th & 8th Periodic Report of Liberia on Convention on the Elimination of all forms of Discrimination against Women (CEDAW) 2015- Women NGO Secretariat of Liberia (WONGOSOL).

### 3.12 Knowledge on the Liberia Action Plan for Women, Peace, and Security

228 respondents (37% females and 63% males) had very low knowledge on the Liberia National Action Plan on Women Peace and Security, as compared to 70 respondents (24% females and 76% males) who claimed that they had fairly good knowledge on the subject. Information obtained from the group discussions, KIIs, and FGDs did not significantly vary with the findings of the quantitative data. 329 (70%) of the participants revealed they were not aware of the provisions of the Liberia National Action Plan on Women, Peace and Security.

Response	Female	Male	Total	Female %	Male %	Total %
Very Low	84	144	228	37	63	100
Low	65	120	185	35	65	100
Moderate	19	75	94	20	80	100
High	17	53	70	24	76	100
Very High	7	12	19	37	63	100
Total	192	404	596	32	67	100

**Table 11: Knowledge on the Liberia Action Plan for Women, Peace and Security**

Analysis: The Liberia National Action Plan (LNAP) formalizes the Government of Liberia’s commitment to women’s empowerment and protection, in line with international principles contained in the United Nations Security Council Resolution 1325 on Women Peace and Security (UNSCR 1325)<sup>43</sup>. The plan was recently revised in 2019, mandating all national institutions to increase the participation and representation of women in management structures, and to incorporate gender perspectives in peace and security efforts. The current study, reveals that this has not been the case for does not show that this is happening in all security and justice institutions although this might not be the case in some other institutions.

[43] Gender and Security Sector Reform in Liberia 2018.

### 3.13 Knowledge on Security Sector Reform

The assessment revealed in Table 12 that 181 respondents representing 41% females and 59% males had very low knowledge and skills on SSR and 82 respondents including 16% females and 84% males indicated they had significant knowledge on SSR.

Response	Female	Male	Total	Female %	Male %
Very Low	74	107	181	41	59
Low	62	121	183	34	66
Moderate	34	83	117	29	71
High	13	69	82	16	84
Very High	9	24	33	27	73
Total	192	404	596	32	67

**Table 12: Knowledge on Security Sector Reform**

**Analysis:** Security Sector Reform (SSR) refers to the process of transforming those institutions that safeguard a country and its citizens from security threats – to ensure the safety of both the state and its people, within a framework of accountability and democratic governance.<sup>44</sup> All justice and security institutions are therefore required to have knowledge and skills on the concept of SSR. However, the very low knowledge base of respondents may not be unconnected to the fact that SSR is a novel concept that has gained prominence only during the post war era in Liberia.

[44] SSR in a Nutshell: Manual for Introductory Training on Security Sector Reform. DCAF and ISSAT, 2012.

### 3.14 Knowledge on the Beijing Declaration and Platform

Knowledge of the respondents is low on the Beijing Declaration as depicted in Table 13. 286 respondents (38% females and 62% males) stated they had very scanty knowledge, as compared to 43 respondents (16% females and 84% males) that were affirmative, they had a sound knowledge base on the Declaration. This quantitative trend was reaffirmed by qualitative information gathered from the participants across all nine institutions. Over 329 participants, out of a total of 469, representing 70% claimed they had no knowledge regarding the Beijing Declaration and Platform.

Response	Female	Male	Total	Female %	Male %
Very Low	109	177	286	38	62
Low	47	107	154	31	69
Moderate	27	69	96	28	72
High	7	36	43	16	84
Very High	2	15	17	12	88
Total	192	404	596	32	68

**Table 13: Knowledge on the Beijing Declaration and Platform**

**Analysis:** In the ‘Fourth World Conference on Women: Action for Equality, Development and Peace in Beijing 1995’, it was agreed that it was obligatory for all states to prepare a Declaration and Platform for Action, aimed at achieving greater equality and opportunities for women. Liberia has made some progress in implementing actions to promote gender equality. However, discussions and empirical evidence suggests that most of the institutions are still constrained by lack of resources to implement most of the provisions especially at the intra-institutional level.

### 3.15 Knowledge on the National Policy on Prevention and Response to SGBV

211 respondents (38% females and 62% males) claimed they had very little knowledge of the National Policy on Prevention and Response to GBV whilst 77 respondents (27% females and 73% males) revealed they were aware of the policy (Table 14). Similar information was obtained from 469 key informant interviews, and group discussions.

Response	Female	Male	Total	Female %	Male %
Very Low	80	131	211	38	62
Low	48	104	152	31	68
Moderate	38	86	124	31	69
High	21	56	77	27	73
Very High	5	27	32	16	84
Total	192	404	596	32	68

**Table 14: Knowledge on the National Policy on Prevention and Response to SGBV**

**Analysis:** In order to ensure adequate protection, prevention and response mechanisms to address violence against women and girls, men and boys in Liberia, the MoGCSP has revised a National Standard Operating Procedures on prevention and response to GBV. This policy is on the verge of being validated and rolled out over a five-year period (2019-2022). It is supposed to be institutionalized by all government institutions, including justice and security institutions. The findings of this study reveal very low knowledge on the SOP among almost all the respondents, which is indicative of the fact that this policy is yet to be popularized when validated and implemented by the various justice and security institutions.

### 3.16 Knowledge on the State's Obligations to Protect Rights

198 respondents (39% females and 61% males) claimed they had very little knowledge of the state's obligations to protect citizen's rights, whilst 92 respondents (23% females and 77% males) revealed they were aware of this concept. Similar information was obtained from the key informant interviews, and group discussions conducted.

Response	Female	Male	Total	Female %	Male %
Very Low	78	120	198	39	61
Low	44	87	131	34	66
Moderate	43	99	142	30	70
High	21	71	92	23	77
Very High	6	27	33	18	82
Total	192	404	596	32	68

**Table 15: Knowledge on the State's Obligations to Protect Rights**

**Analysis:** The 1986 constitution of the Republic of Liberia mandates all state institutions to protect the citizens and all residents within the jurisdiction.<sup>45</sup> This is the supreme law of the country and it would be expected that individuals are aware of such important provisions, especially those in justice and security institutions, that are supposed to be implementing them. The low knowledge base could be attributed to educational levels within some of the institutions as well as lack of interest on the part of many of the personnel to read and understand such constitutional provisions. This knowledge gap is likely to negatively impact protection, prevention and response to SGBV cases.

[45] Constitution of the Republic of Liberia 1986.

### 3.17 Knowledge on Workplace Sexual Exploitation and Abuse

The study depicts that the knowledge and skills on sexual harassment and SEA is very low (Table 16). 158 including 37% female and 63% male respondents recorded very low knowledge of SEA and 106 presenting 16% females and 84% males affirmed they had significant knowledge. 131 respondents (33% females and 84% males) had moderate knowledge on SEA. The level of understanding of SEA was further buttressed by findings from several interviews and focused group discussions conducted and the general outcome was that in all the institutions an average number of all the employees knew about SEA in public and private life.

Response	Female	Male	Total	Female %	Male %
Very Low	58	100	158	37	63
Low	64	94	158	41	59
Moderate	43	88	131	33	67
High	17	89	106	16	84
Very High	10	33	43	23	77
Total	192	404	596	32	68

**Table 16: Knowledge on Workplace Sexual Exploitation and Abuse**

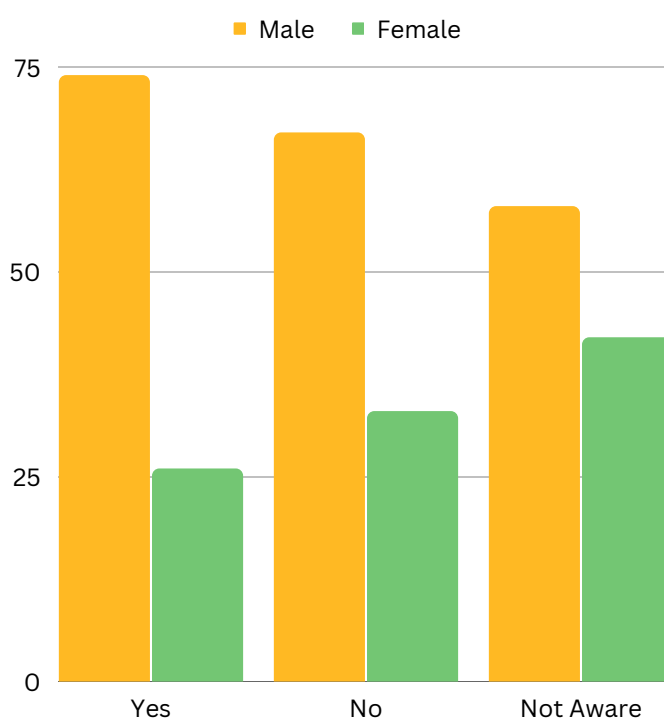
**Analysis:** For state institutions to be effective and efficient, measures have to be put in place that protect everyone from sexual harassment and sexual exploitation and abuse in the workplace, at home and even in the communities. The Decent Work Act 2015<sup>46</sup> prohibits sexual harassment in the workplace, but it is still a significant problem at work and in educational institutions.<sup>47</sup> This situation is not at variance with the findings of this study where a significant proportion of the personnel interviewed had substantial knowledge on SEA and its deleterious effects.

[46] Sets out the fundamental rights at work, labor institutions and administration, and contains provisions on recruitment and termination of work, minimum conditions of employment, OSH, workers' compensation, industrial relations and employment agencies. Repeals the Labor Law, Title 18 and the Labor Practices Law, Title 18A, except as provided.

[47] Interview with the Acting Director of SGBV Division of Ministry of Gender Children and Social Protection.

### 3.18 Presence of a Strategic Plan in Institutions

74% of the males in all the institutions and 26% females were affirmative that their institutions had strategic plans. 67% males and 33% females could not ascertain whether their institutions had such plans, whilst 58% males and 42% females revealed that they did not know of the existence of a strategic plan in the institutions that they worked for. The FGD, KII and GD confirmed that most of the security and justice institutions had strategic plans to be implemented over specific timelines, depending on the availability of both financial and material resources.



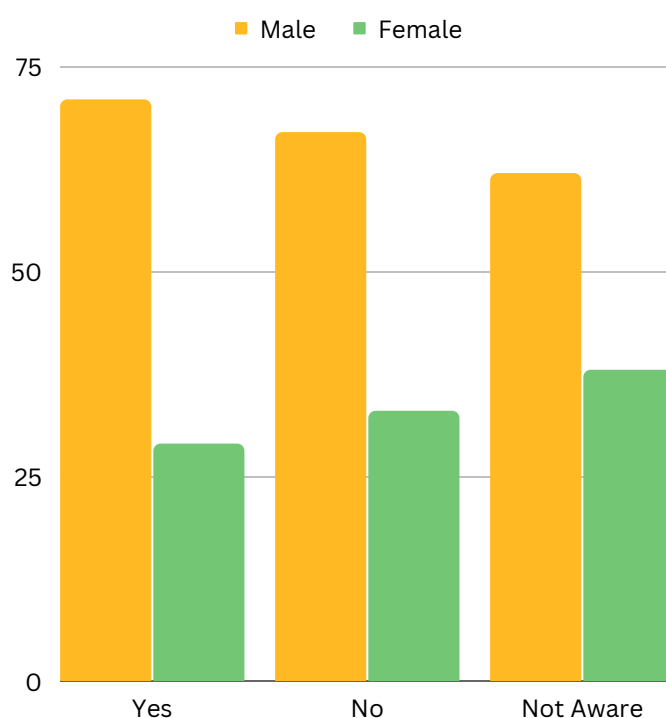
**Fig 5: Awareness on Institutional Strategic Plans**

**Analysis:** Strategic planning is important to an organization because it provides a sense of direction and outlines measurable goals and strategic objectives which are thoroughly researched, realistic and quantifiable with benchmarks for evaluating results. It is encouraging that this study reveals that most of the personnel interviewed were aware that their institutions had strategic plans, even though most of these plans had not been implemented due to limited resources. A case in point is that of the Liberia National Fire Service, which had a strategic plan that was developed with assistance from UNDP, to be implemented between 2015 through 2020; however, this plan has not materialized or been implemented due to the fact that resources have not been provided by GoL for the same.



### 3.19 Availability of an Institutional Human Resource Management Office

323 of the respondents (representing 29% females and 71% males) said that their institutions had Human Resource Management offices in place. 117 respondents (33% females and 67% males) said that no Human Resource Management Office was in place, whilst 156 respondents, comprising 38% females and 62% males said they did not know whether a Human Resource Office existed in their institutions. Information provided by a further 469 respondents across all nine institutions affirmed that Human Resource Offices do exist in their institutions.

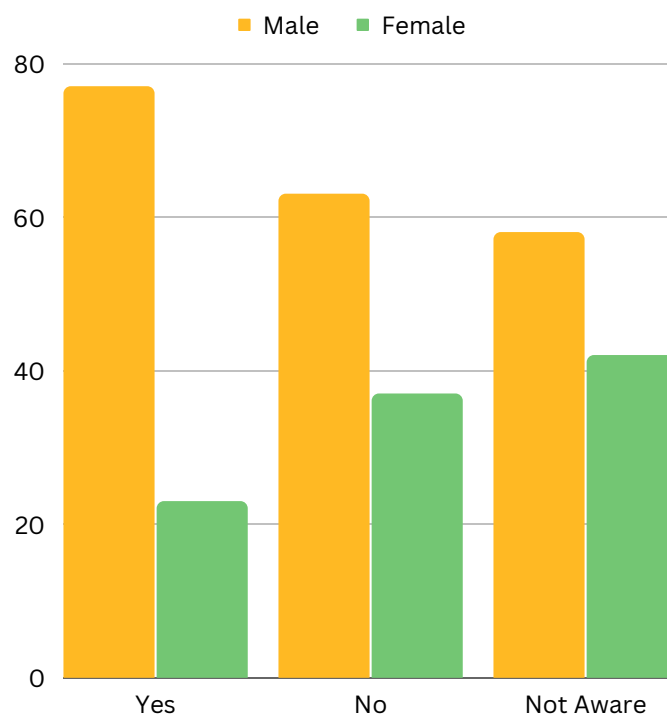


**Fig 6: Awareness on an Institutional Human Resource Management Office**

**Analysis:** All reputable institutions need Human Resource Management Offices to handle a wide range of activities including recruitment, promotion, capacity building and welfare of their personnel. The current study reveals that each of the offices that participated had Human Resource Management Offices (HRMOs) regardless of the levels of their effectiveness and efficiency.

### 3.20 Knowledge on an Institutional Gender Policy

264 respondents (23% females and 77% males) indicated that their institutions had gender policies, while 145 respondents (37% males and 63% females) said that no gender policy existed. 187 respondents, including 42% females and 58% males said that they had no knowledge regarding gender policies, and presented a lack of awareness about their existence within their respective institutions (Fig. 7).



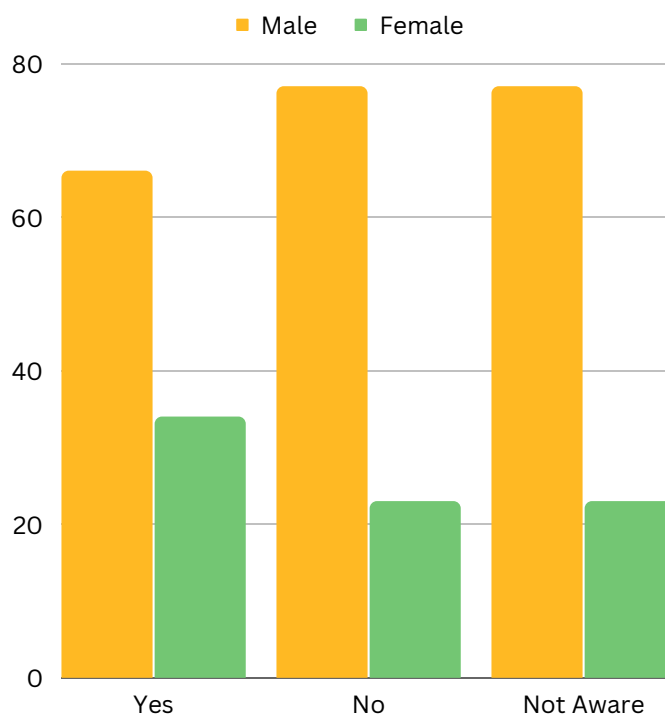
**Fig 7: Awareness on an Institutional Gender Policy**

**Analysis:** Gender policies are an essential tool for ensuring that gender equality, gender mainstreaming and women’s empowerment are taken into consideration when designing and implementing programmes and operations within institutions. The current assessment revealed that some of the institutions had gender policies whilst others did not. All justice and security institutions are required to adopt the existing provisions of the Revised National Gender Policy<sup>48</sup> in developing theirs. A significant finding from this study was that the Bureau of Corrections and Rehabilitation (BCR), Liberia Immigration Service (LIS) and the Liberia National Police (LNP) have Gender Policies which they are struggling to implement due to a lack of resources.

[48] Revised Liberia National Gender Policy 2018.

### 3.21 Knowledge on Policy Implementation

34% females and 66% males indicated that policies were being implemented within their institutions, while 77% males and 23% females said that policy implementation was lacking. 23% females and 77% males said that they had no knowledge regarding the implementation of policies, and presented a lack of awareness about their existence within their respective institutions (Fig. 8).

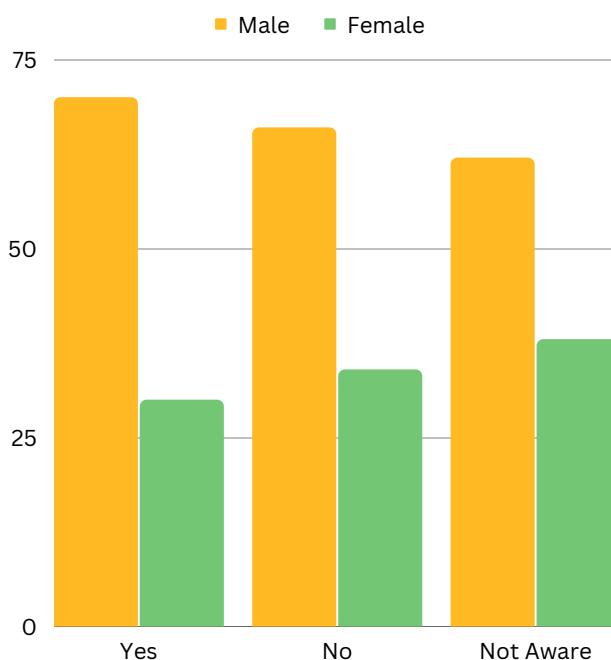


**Fig 8: Awareness on Institutional Policy Implementation**

**Analysis:** Policies are utilized throughout governments and organizations to facilitate and regulate actions, guide decision-making processes and provide direction throughout implementation of programmes. While policies alone cannot solve all the gender and SGBV issues in Liberia, they can provide the platform for the development of clear and comprehensive plans, rules and practices that can mitigate, protect, prevent and respond to SGBV. While several policies exist on paper in Liberia, the implementation of the same is severely lacking. This study similarly reveals that that several good policies are in place to address SGBV in the country, but they are not being implemented by institutions due to the inadequacy of required resources.

## 3.22 Attendance of Gender Trainings

401 respondents (30% females and 70% males) had attended some gender training in the past. Out of all respondents, 34% females and 66% males informed they had not attended any gender training, whilst 38% females and 62% males stated categorically that they did not know about any form of gender training. 352 of the 469 respondents, representing more than 75% from the FGD, KII and GD claimed to have attended at least one gender training in the recent past.



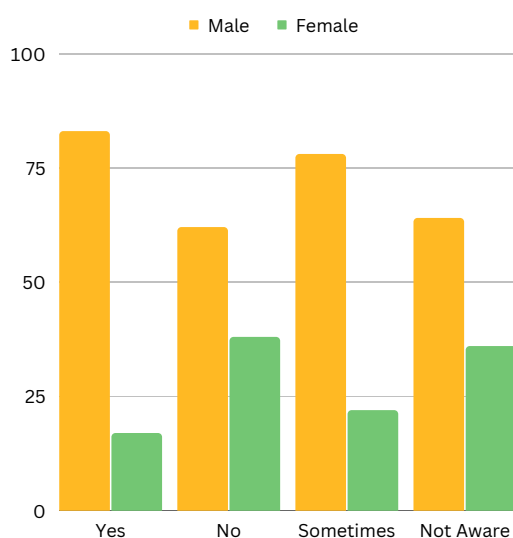
**Fig 9: Attendance of Gender Trainings**

**Analysis:** It is not surprising that most of the respondents from all nine security and justice institutions claimed they had attended some gender training in the past. Post conflict Liberia witnessed the deployment of UNMIL and a lot of interventions to stabilize the country, including restructuring of governance institutions. UNMIL, before its departure in 2018, conducted a series of trainings in partnership with the Kofi Annan Institute for Conflict Transformation (KAICT) which were aimed at strengthening the security sector and sustaining peace.<sup>49</sup> These trainings covered issues relating to human rights, gender-responsive security sector reform, Liberia security sector architecture, the role of non-state security actors and reforms in Criminal Justice, Defense, Judiciary and Corrections. KAICT is today supported by UNDP Rule of Law and UN Women to continue providing the same trainings to justice and security institutions across the country.

[49] See more at United Nations Mission in Liberia - <https://unmil.unmissions.org/security-institutions-liberia-trained-sector-reform>.

### 3.23 Availability of Resources to Achieve Gender Outcomes

105 respondents, representing 17% females and 83% males affirmed that resources were available to achieve gender outcomes; 205 (38% females and 62% males) responded in the negative, and stated that resource availability was a challenge. 105 respondents said that resources are sometimes available from NGOs and UN partners. Responses from the FGD, KII and GD confirmed that the GoL does provide resources to the justice and security institutions; however these were both insufficient and untimely, which prevented the accomplishment of the mandated tasks of the justice and security sector institutions.



**Fig 10: Availability of Resources to Achieve Gender Outcomes**

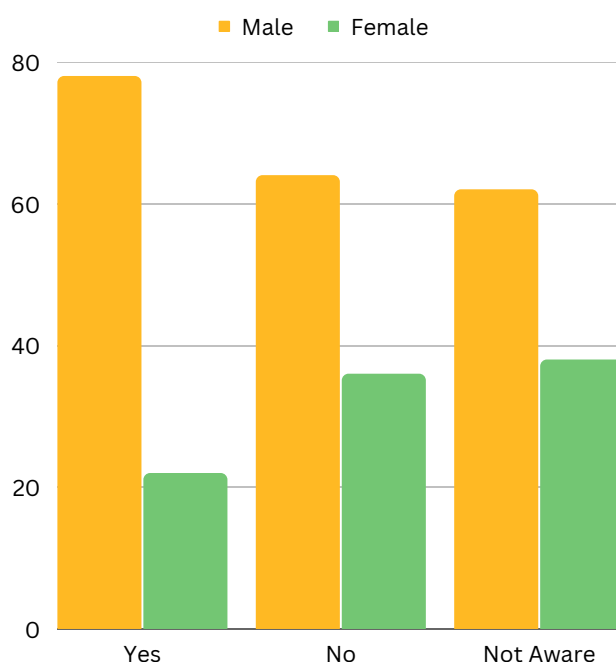
**Analysis:** The availability of financial, material and human resources is important to curb the peril of VAWG in Liberia. The interviews conducted reinforced the empirical data provided by questionnaires and revealed that most institutions do not have the required financial and material resources, as the country largely depends on donor funding to roll out its programmes on SGBV. In 2018, the entire budget of the Republic of Liberia was in the range of USD 570 Million, and according to the Centre for Policy Action and Research (CePAR),<sup>50</sup> the budget for 2019–2020 had reduced to \$526M. There are therefore, several competing Government priorities to be met within a receding budget. Of this budget, only 6.4% will be allocated to the legislature to defray recurring expenses attached to the salaries and operations of justice and security sector personnel.<sup>51</sup> For instance, the SGBV Crimes Unit, as of 2018 had one dilapidated vehicle that was donated by UNMIL in 2016, and lacks motorcycles which made it challenging for them to conduct victim tracing and outreach activities, according to the training and outreach coordination.

[50] Front Page Africa - <https://frontpageafricaonline.com/business/economy/liberia-legislature-reportedly-planning-to-recast-fy2019-2020-budget-as-govt-foresees-shortfall/>.

[51] Daily Observer Liberia - <https://www.liberianobserver.com/news/salary-cuts-others-top-2019-2020-fiscal-budget/>.

### 3.24 Possession of Systems to Prevent SGBV and VAWG

189 respondents (22% females and 78% males) maintained that their organizations have mechanisms in place to prevent SGBV. 162 respondents (including 36% females and 64% males) revealed that there were no such preventive mechanisms in the institutions that they were employed in. Further, 245 respondents, (38% females and 62% males) claimed to be unaware about mechanisms to prevent SGBV at their workplaces. At least 60% (281; n=469) of informants from the FGD, KII and GD affirmed that their institutions had mechanisms in place to prevent SGBV at the workplace.

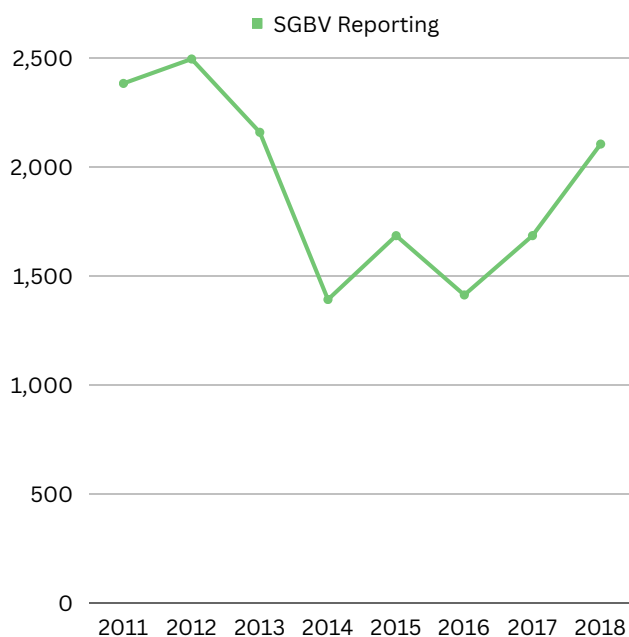


**Fig 9: Possession of Systems to Prevent SGBV and VAWG**

**Analysis:** Employees working in organizations that operate in the field of gender, safety and prevention of sexual and gender based violence face a number of threats to their physical and psychological safety. Thus, the protections that the institutions offer to their employees, both in terms of policies as well as practices that prevent SGBV and VAWG (including intra-institutionally) are important for the proper functioning of the institutions. Thus, the findings of this study, which determine that most of the respondents are aware of the existence of such mechanisms that prevent SGBV and VAWG, is heartening.

## 3.25 Reporting Trends of SGBV Cases over Eight Years

The trends in the reporting of SGBV cases by various institutions to the Ministry of Gender, Children and Social Protection from 2011 to 2018 display significant results. The highest number of cases were reported in 2012 (2,495) followed by 2011 (2,383), and then 2013 and 2018 with 2,159 and 2,105 cases respectively. There was a sharp decrease in SGBV reporting between 2014-2017 (1,392, 1,685, 1,413, and 1,685).<sup>52</sup>



**Fig 12: Trends in SGBV Reporting (Source: MoGCSP)**

**Analysis:** The Ministry of Gender, Children and Social Protection has a SGBV Unit, to monitor and report on SGBV cases nationwide. It serves as the secretariat for the SGBV inter-agency taskforce; it coordinates all activities regarding women and children with UN agencies, traditional leaders, other government institutions and NGOs. The fact that there is consistent reporting on SGBV cases to the Ministry on an annual basis by law enforcement agencies is reassuring. This means that data and statistics that inform programming interventions to address SGBV and VAWG are available. The drop in reporting during the period 2014-2017 could be attributed to the Ebola outbreak, and post-Ebola recovery period when state resources were diverted to address this threat to public health. Furthermore, most of the MoGCSP staff retreated from the field (specifically from the Leeward Counties), which negatively impacted service delivery and reporting.<sup>53</sup>

[52] GBV National Statistical Report from the Ministry of Gender Children and Social Protection from 2011- 2018.

[53] MoGCSP, National GBV Statistical Report 2014.

### 3.26 SGBV Cases in Prison Facilities

Monrovia Central Prisons (MCP) had the highest number of trial and convicted SGBV cases (259 and 59 respectively). Four other regions namely Gbarnga, Buchanan, NCP and Kakata had reasonably high numbers of trial and convicted SGBV offenders. National Palace of Corrections (NPC) trails behind MCP with 54 offenders currently serving jail terms. Strikingly all five locations for this study had significantly higher numbers of trial prisoners (Montserrado-259; Voinjama-16; NPC-17; Robertsport-4). The number of trials of SGBV inmates in all prisons across the country was far higher (420) than those that had been convicted (194) and serving prison terms. During the time of this study, there were no offenders serving time for SGBV cases in Harper Prisons (Mary Land County).

County	Prison Facilities	Trial	Convicted	Total
Monsterrado	MCP	259	59	318
Bomi	Turbmanburg	11	4	15
Grand Cape Mount	Robertsport	4	8	12
Gbarpolu	Bopolu	3	4	7
Lofa	Voinjama	16	7	23
Nimba	Sanniquille	50	0	50
Sinoe	Greenville	4	3	7
Rivercess	Cestos	4	4	8
River Gee	Fishtown	1	6	7
Grand Kru	Barclayville	0	1	1
Bong	Gbarnga	29	18	47
Grand Bassa	Buchanan	5	10	15
Grand Gedeh	NPC	17	54	71
Margibi	Kakata	17	16	33
	Grand Total	420	194	614

Table 17: Number of cases in Prison Facilities (Source: SGBV Statistics as on 2nd February, 2020 from the BCR database).





UNMIL Corrections and Gender Units supported the Liberia Bureau of Corrections and Rehabilitation to hold an awareness forum on the Sexual and Gender-based Violence at the Monrovia Central Prison.

**Analysis:** MCP is hosted in the capital Monrovia. The city is cosmopolitan, and the majority of the institutions are concentrated in this location. It is not, therefore, uncommon for crimes to be much higher in this location including SGBV compared to other counties, with comparatively low populations. The above statistics give credence to the statement made inter alia that the court system is overwhelmed with SGBV cases that cannot be concluded in a timely manner. This accounts for overcrowding in most of the correctional facilities which subsequently poses serious threats to the lives of the inmates and officers.

### 3.27 Categories of SGBV Offences in Prison Facilities

There were more statutory and gang rape cases, as compared to all other forms of assault and violence against women. The incidence was significantly higher in Monrovia Central Prisons and NPC compared to all other prisons across the country.

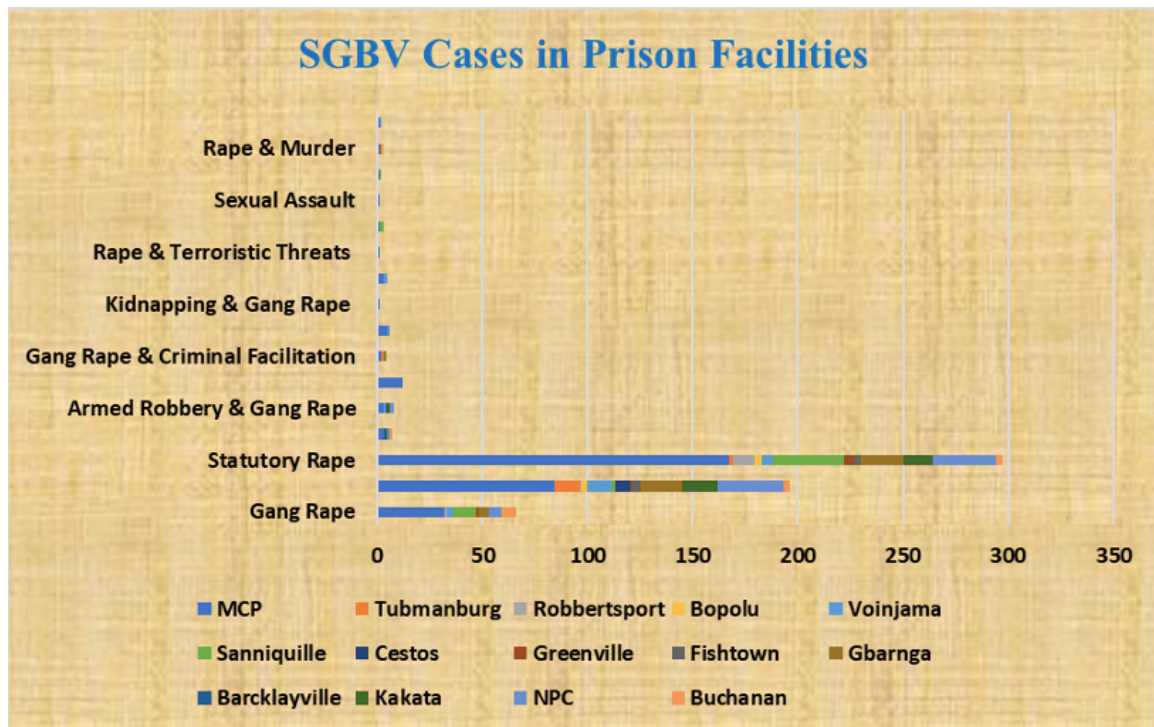


Fig 13: Categories of SGBV Cases in Prison Facilities (Source: SGBV Statistics as at 2nd February 2020 from the BCR Database).

Analysis: SGBV, in the form of statutory rapes, and gang rapes is more prevalent in many of the counties in Liberia. The significantly higher number of statutory and gang rape cases in MCP shows that these crimes are likely to be perpetrated in densely populated communities where social and economic constraints are offer a platform for offences to be committed with relative impunity. In many instances the problem is compounded by youth indulging in abuse of drugs and other obnoxious substances.<sup>54</sup>

[54] As confirmed by an investigator from WACPS.

# 4. Recommendations and Conclusion

Prevention, protection, and response to SGBV, HTP and other forms of violence against women and girls in Liberia has numerous challenges, which need to be addressed via a holistic approach. All of the justice and security institutions need to not only develop policies that are gender responsive, but to also ensure that these policies are fully implemented.

These institutions need to be provided with budgetary and logistical support to enable them to curb the threat of SGBV and VAWG. This report therefore proffers institutional and general recommendations as a holistic approach that will promote the protection, prevention and response to SGBV, HTP and other forms of violence against women and girls in the five counties studied in Liberia. These recommendations may also be rolled out into other counties that are facing similar challenges regarding the redressal of SGBV and VAWG.

## 4.1 Institutional Recommendations

### 4.1.1 The Liberia National Police

The Liberia National Police (LNP) has the constitutional responsibility of protecting the lives and property of not only citizens, but all residents of the Republic of Liberia. The LNP is facing serious challenges, including logistical issues, and insufficient personnel, according to the Essential Service Package for women and Girls Subject to Violence,<sup>55</sup> thus making it impossible for them to execute their mandate effectively and efficiently. The situation of police deployment across the nation reveals a situation similar to those in the counties selected for this study.

Recommendations:

- The recommendations provided in the Liberia National Police Manual (AI) on Gender Sensitive Community-Oriented Policing should be fully implemented by CSS and WAPCS.<sup>56</sup>
- The ten principles on Community Oriented Policing should be fully implemented by CSS.<sup>57</sup>

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[55] Ensure justice and policing services are available to every victim/survivor regardless of her place of residence, nationality, ethnicity, caste, class, migrant or refugee status, indigenous status, age, religion, language and level of literacy, sexual orientation, marital status, disabilities or any other characteristics that need to be considered.

[56] Liberia National Police Manual on Gender Sensitive Community Policing Manual of 2019.

[57] Ibid Page 8- 14.

- The GoL should provide all necessary resources for the LNP, WACPS, and CSS to provide awareness on the prevention, protection and response to SGBV, HTP and VAWG.
- Develop and implement a gender sensitive HRM policy that accords female officers with equal opportunities to carry out mandated responsibilities holistically.
- The LNP should deploy sufficient number of officers at all locations throughout the 15 counties of the country to provide security services, including SGBV prevention.
- The Liberia National Police Training Academy should adopt SGBV redressal and Gender Mainstreaming as a mandatory and core module during recruitment and training for all personnel.

## 4.1.2 The Liberia National Fire Service

The Liberia National Fire Service (LNFS) was created by an Act of Legislature in October 1963 to safeguard lives and properties from the scourge of destructive fire, across the length and breadth of Liberia, and to promote efficient fire prevention services and keep accurate records of fire occurrences. In order to effectively carry out all of the mandated duties of this institution, it is recommended that a gender-sensitive lens be employed, intra-institutionally as well.

### Recommendations:

- The institution may develop an achievable gender sensitive strategic plan that could be easily resourced.
- GoL to provide sufficient number of fire trucks to enable LNFS respond to fire outbreaks speedily.
- The institution may develop a standalone gender sensitive training policy for all recruits, and integrate the same into their HRM policy.
- The institution may develop and implement a gender and human rights policy, which is also integrated into their HRM policy.





Survivor-centred justice for GBV in complex situations (Source: International Development Law Institution)

### 4.1.3 The Ministry of Justice

The Ministry of Justice of Liberia is the organ responsible for public safety and legal services which promotes the rule of law, and upholds the interest of the Government and people of the Republic of Liberia.<sup>58</sup> To increase the efficiency and effectiveness of the functioning of this institution, gender-sensitive policies and practices may be adopted both intra-institutionally, as well as during the performance of the duties of this institution.

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[58] MOJ Strategic Plan 2009- 2012.

- The institution may implement all the recommendations of the Gender Audit conducted in 2019.
- The institution may facilitate the development of an engendered HRM.
- The GoL may provide logistical and financial resources in a timely manner to the MoJ for the effective performance of their duties.
- The institution may deploy judges and other legal staff throughout the country, especially in counties that have a very high prevalence of SGBV.
- The MoJ may mandate targeted training and experiential learning for gender-sensitivity of recruited personnel. This will allow for strengthening the capacity of all security and justice institutions on prevention and response mechanisms on SGBV.

#### 4.1.4 The Ministry of Gender, Children, and Social Protection

The Ministry of Gender Children and Social Protection (MoGCSP) is mandated to coordinate between various institutions to ensure gender equality, promote the social protection and development of children and vulnerable persons. The fulfilment of the rights, empowerment and full participation of these groups must also be incorporated as a part of the national development agenda by the MoGCSP.

##### Recommendations:

- GoL, through its partners, should provide support to the SGBV division of the MoGCSP to continue addressing and preventing SGBV, and increase reporting of cases.
- The institution may also re-establish and lead the GBV taskforce, to maintain effective and efficient reporting, and act as a monitoring and coordination mechanism on SGBV.
- The institution may develop a robust and comprehensive strategy for data collection, management and analysis in order provide effective reporting on the prevention, and response to SGBV.
- The institution may develop strong public awareness messaging on SGBV prevention, and response throughout all the 15 counties, including through the use of social media to cater to the needs of the youth population.

- The institution may promote, monitor, co-ordinate and evaluate the processes of gender mainstreaming in all policies and programmes of national institutions.
- The institution may provide effective oversight of all CSOs that have programmes on SGBV prevention and response, and have an inventory of all their activities with a view to establishing synergy with the national efforts.

### 4.1.5 The Bureau of Corrections and Rehabilitation

The Bureau of Corrections and Rehabilitation (BCR) is responsible for providing safe and humane custody for both detainees and sentenced inmates at correctional facilities across the country and to ensure that inmates are available at the courts for trial hearings. Thus, ensuring gender mainstreaming within and across the body of work of the institution is of crucial importance.

#### Recommendations:

- GoL to Provide transportation to convey inmates to and from court.
- MoJ to work with the judiciary to provide speedy trials for all cases including SGBV cases to dispense justice and reduce overcrowding in prison facilities.
- The Institution's Training Unit should provide training of SGBV prevention, protection and response to all officers deployed across the country.
- All prisons facilities should provide rehabilitation skills for inmates while serving their sentences, to enable them acquire knowledge and skills that will make their integration into society feasible, as well as economically viable following their release.

### 4.1.6 The SGBV Crimes Unit

The SGBV-CU under the Ministry of Justice is responsible of prosecuting sexual offences by holding perpetrators of sexual violence accountable through the due process of the law. Considering that the work of this institution may be a cause for secondary trauma for its personnel, it is of primary importance that gender sensitive policies and practices are adopted.

## Recommendations:

- The Unit should provide accurate and rapid investigative and prosecutorial response to cases of SGBV and sexual violence against women and girls in order to dispense justice for survivors and perpetrators.
- The Unit should provide adequate support to survivors and embark on sustained national advocacy to reduce the incidence of violence against women and girls.
- SGBV CU should strengthen the capacity of psychosocial counsellors, Victim Support Officers, Case Liaison Officer, legal officers, investigators and all staff on prevention, response and protection related to SGBV.
- The Unit must coordinate all cases with WACPS and other responsible agencies.

## 4.1.7 Liberia Immigration Service

The Liberia Immigration Service (LIS) safeguards and protect the borders and boundaries of Liberia against the illegal entry of aliens. Gender-sensitivity of personnel in this institution is crucial, due to its sensitive nature of work.

## Recommendations:

- The institution may deploy adequate number of officers to all border crossing points in order to provide protection to all aliens, including women and children who seek to migrate/seek refuge in the country.
- The institution may liaise with GoL to provide logistical and financial support to enable the service carry out its mandate effectively.
- The institution's training team should provide capacity building programmes through targeted trainings which are geared towards strengthening the capacity of the officers on prevention, protection and response to SGBV and other violent offences.

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[59] The Liberian Senate in November 2022 passed into law the Amended Controlled Drug and Substances Act of 2014. The Senate categorized drug crime into two categories, hence making it non-bailable and bailable depending on the gravity of the crime.



## 4.1.8 The Judiciary of the Republic of Liberia

The Judiciary in Liberia dispenses justice and provide trial to all cases including rape and other violent offences in Liberia. Thus, the implementation of gender-sensitive policies and practices within the institution would allow for effective redressal of these cases.

### Recommendations:

- The judiciary should deploy judges in all 15 counties in the county to provide speedy trial to all forms of violence against women and girls.
- The judiciary may establish an embedded operational gender unit, for effective redressal of SGBV cases.
- The institution may appoint female judges in the trial of cases of violence against women in order to instil confidence in the survivors and deter perpetrators.
- The judiciary may develop and implement a gender and equal opportunities policy.
- The vacant positions in all counties should be filled, particularly in the three counties that have the highest prevalence of SGBV cases.

## 4.1.9 Criminal Court E

The Criminal Court E (CCE) is the only court in Liberia that has the jurisdiction to oversee the trial of SGBV cases including rape and other forms of violence against women and girls, men and boys. Thus, gender-sensitivity must be maintained in order to ensure the adequate redressal of cases of SGBV and WAVG.

### Recommendations:

- The concerned authorities must establish a Criminal Court E in all outlying counties outside Montserrado County, especially in the remaining three hotspot counties.
- The concerned authorities may consider increasing the number of judges at the court in Monrovia.
- The Judiciary/GoL may provide logistical support for the court in Montserrado and Nimba Counties, as well as for the establishment of similar courts in other counties.

- The judiciary must provide capacity building programs for the judges, court clerks and all staff of the court through training on SGBV and prosecution of cases.
- The GoL may facilitate exposure trips for Judges to other countries in order to have a first-hand understanding of their working conditions, and how they impact the prosecution of SGBV cases.

#### 4.1.10 Armed Forces of the Republic of Liberia

The Armed Forces of Liberia (AFL) protects and defends the state of Liberia from any form of external aggression. Gender-sensitivity within this institution, as well as knowledge and skills regarding SGBV may allow for the prevention of SEA, as well as for a more humane conduct towards survivors.

##### Recommendations:

- Establish a functional gender unit in order for the military to mainstream gender into their operations, plans and programmes.
- Develop and implement a gender policy.
- Include gender into all trainings of the AFL and make it mandatory for promotions to higher positions.
- Investigate all cases of SEA and punish perpetrators accordingly.

#### 4.1.11 Ministry of National Defense

The Ministry of National Defense (MOD) is the Government Ministry which provides oversight for the Armed Forces of Liberia. Therefore, in order to effectively discharge its duties to address SGBV and WAVG, it is advisable to adopt gender-sensitive policies and practices.

##### Recommendations:

- The Ministry should ensure mainstreaming gender throughout all its plans and programmes, and ensure that women are provided with equal opportunities.
- The Ministry may choose to develop and implement a gender sensitive HRM policy with a clear goal and vision to ensure gender mainstreaming and equality that empowers women.

## 4.2 General Recommendations

Due to the challenges identified in this study, as well as previous assessments conducted, the following recommendations are proffered:

- ☑ The Government of Liberia to review budgetary processes associated with the allocation of resources to the nine security and justice sector institutions, including the Ministries of Health, Gender and Justice, and encourage affirmative actions for mainstreaming gender in development processes, if the fight against SGBV is to be meaningful in the country.
- ☑ All security and justice sector institutions to embark on joint capacity building exercises with shared resources and investigative forensic trainings, with priority accorded to personnel serving in the counties and border posts. It may also be prudent for institutional heads of security and justice institutions that have benefited from trainings regarding SGBV prevention/other forms of violence against women trainings to be kept in service by GoL for longer periods to facilitate skills transfer.
- ☑ The MoGCSP, which is the line ministry for coordinating gender issues should provide robust coordination mechanisms, where all the service providers including justice and security institutions exchange information on best practices and challenges in the fight against SGBV. The Ministry should advocate for the inclusion of SGBV training within the school curriculum, and promote outreach to religious and traditional leaders on the dangers of SGBV and the need for their collaboration and cooperation with the justice and security institutions.
- ☑ GoL to provide logistics, including equipment, transport and communications to key stakeholder institutions to enable them provide services in remote communities.
- ☑ GoL to spearhead refurbishment of all safe homes and one stop centres (OSC) across the country and deploy trained health care service providers to deliver services to victims and survivors of SGBV.

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[60] Assessment of Existing Initial Services Available on SGBV Cases, Capacity Needs Assessment of WACPS, CSS and LNPTA on Investigation, Data Collection and Documentation of Sexual and Gender Based Violence (SGBV) Cases and Gender Audit for Ministry of Justice all conducted by UN Women in 2019.



The [Spotlight Initiative](#), launched in 2017, is a global partnership between the European Union and the United Nations to eliminate all forms of violence against women and girls (Source: UN Women).

In conclusion, essential services on prevention, response and protection against SGBV and other forms of violence should be provided by justice and security institutions if the fight against SGBV must be won. This requires holistic and relentless efforts including conduct of professional investigations, speedy trial of all SGBV cases and providing medical and psychosocial support to victims and survivors. It should be ensured that security and medical services available are accessible and affordable at every location at all times to everyone, irrespective of race, gender, sex and social status.

Additionally, the capacity of all justice and security institutions, including other service providers need to be strengthened to enable them to provide the much-needed response to all cases of SGBV, HTP and all forms of violence against women and girls in Liberia. The justice and security institutions must also ensure that women are included in all aspects of decision-making processes in their institutions and that the rights of women are upheld at all times, thereby promoting gender mainstreaming, equity and equality.

Lastly, justice and security institutions must ensure efficient coordination and integration mechanisms with all formal and informal service providers on prevention, protection and response to SGBV, HTP and all forms of violence against women and girls.

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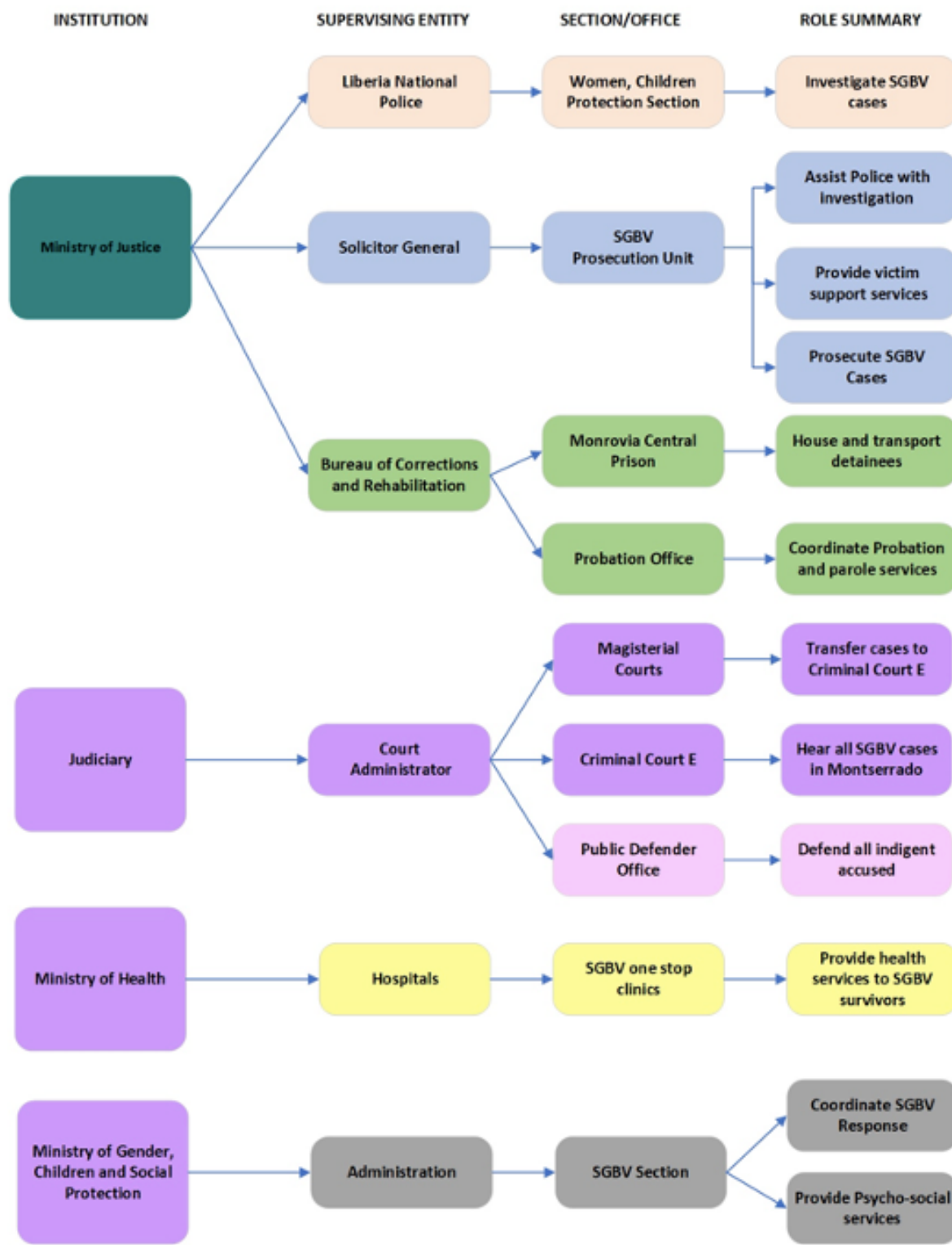
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# 6. Appendices

## 6.1 Key Service Providers on SGBV Prevention and Response



## 6.2 Questionnaire on CNA of Justice and Security Institutions

UNDP LIBERIA

QUESTIONNAIRE ON CAPACITY NEEDS ASSESSMENT OF NATIONAL INSTITUTIONS  
(JUSTICE AND SECURITY): 2019/2020

United Nations Development Programme (UNDP) Liberia has undertaken an initiative to conduct a capacity needs assessment of justice & security actors on how to respond, respect, protect and prevent third parties from perpetration of Sexual and Gender Based Violence, Harmful Practices and Sexual Reproductive Health Rights violations and an audit of human resource management policies, code of conduct, regulations, and procedures to address and respond to SGBV, and Harmful Traditional Practices.

The Assessment will be conducted in Nimba, Grand Gedeh, Lofa, Grand Cape Mount and Montserrado Counties, and will seek the cooperation of justice and security sector institutions. The assessment has been conducted in collaboration with an international and national consultant hired by UNDP. The results of the findings will provide guidance on developing a detailed capacity building plan, training modules and materials that will further enhance gender-sensitive HRM policies and procedures. This will aid the implementation of a justice & security sector-wide gender mainstreaming strategy with a view to allow for a gender lens to be employed within the justice, security and protection services in Liberia.

BACKGROUND INFORMATION ON THE RESPONDENT (Please Answer this Section with a tick or X)

Demographic Information			
Position			Educational Qualification
Institution			Master's Degree
Section			Bachelor's Degree
Sex	M	F	High School Graduate
Age Range	18 - 24	40 - 49	Still Attending University
	25 - 29	50 - 54	I did not go to school
	30 - 34	55 - Above	Other (Please specify)
	35 - 39		County:



How would you rate your knowledge and skills in the following areas? Please answer by selecting the following indications with an X or tick, accordingly:

Indications: 1- Very Low 2- Low 3- Moderate 4- High 5- Very High

Area	1	2	3	4	5
Gender					
Gender Mainstreaming					
Gender Parity					
Gender Equality					
Gender Role					
Gender Equity					
Gender Responsive Budgeting					
Gender Gap					
Gender Lens					
Gender Justice					
Gender Stereotype					
Women and access to Justice					
Human Rights					
Access to justice and rule of law					
Women's Economic Empowerment					
National Strategy on Economic Empowerment with focus on gender equity – National Policy on Gender					
International Conventions on the Rights of Women at the Work place and or Gender Equity					
Convention on the Elimination of all forms of discrimination against women (CEDAW)					
Gender audits and gender analysis					
Sex disaggregated data					
Liberia National Action Plan On SGBV, HP, HTP and SRHRs					



Security Sector Reform					
Beijing Declaration and Platform for Action					
UN Resolution 1325 and national action plan 2009-2013					
Policy on sexual exploitation and Abuse					
National policy on prevention and response to SGBV					
Sexual and Gender Based Violence					
Sexual Harassment from SEA at the work place					
How to integrate gender perspective into Laws and policies					
How to integrate the gender perspective into the planning, monitoring and budgeting process					
Sexual Reproductive Health Rights					
Violence against women and the national action plan on Gender based violence					
Special measures to promote gender equality					
State Obligations to promote, protect and fulfill women's human rights					
Your knowledge/skills on gender related national legal framework					
How to integrate the gender perspective into research work.					

Section 2: Please Tick the Correct Response

Questions		Answers & Remarks/Comments		
Does your institution have a strategic plan that is gender sensitive?	Yes			
	No			
	I don't know			
Does your entity have a security strategy?	Yes			
	No			
	Don't know			

Is this strategy gender sensitive?	Yes		
	No		
	I don't know		
Is there a Human Resource Management Policy within your institution?	Yes		
	No		
	Don't know		
Is it gender sensitive?	Yes		
	No		
	Don't know		
Does your organization have a gender unit?	Yes		
	No		
	Don't know		
Is there an approved policy on gender in your institution?	Yes		
	No		
	Don't know		
Is the policy being implemented in your daily operations?	Yes		
	No		
	Don't know		
Have you attended any training of gender mainstreaming and gender equality? When?	Yes		Please state the Time
	No		
	Don't know		
	Sometimes		
If yes, which institution conducted the training/trainings?	Gender Unit		
	UN Women		
	UNMIL		
	Kofi Annan		
	All of the above		
	Others (Please state)		

Is there a framework for cordial working relationship between males and females within your institution?	Yes		
	No		
	I don't know		
Do you take action when a situation of SEA surfaces in your institution? How? What are the action (s)? Please state in the box on the right	Yes		
	No		
	Sometimes		
Does your organization have a vision for gender equality within your strategic plan?	Yes		
	No		
	Don't know		
Is the vision being observed in your program implementation (s)?	Yes		
	No		
	Don't know		
Does your organization monitor and evaluate the impact of trainings on gender parity?	Yes		
	No		
	Sometimes		
	Don't know		
Does your entity provide its technical staff with sufficient guidance and information on standards, and other instruments regarding gender issues?	Yes		
	No		
	Sometimes		
	Don't know		
Do both men and women have equal opportunities in terms of promotions and transfers?	Yes		
	No		
	Don't know		
Do officers/staff have access to maternity/paternity leave?	Yes		
	No		
	Don't know		

Are resources available to achieve gender outcomes?	Yes		
	No		
	Sometimes		
	I don't know		
Does your entity/department ensure the implementation of gender issues in its plans and budgets?	Yes		
	No		
	Sometimes		
Does your organization effectively promote actions to deal with issues of harassment in the workplace?	Yes		
	No		
	Sometimes		
	Don't know		
Has your organization removed obstacles that prevent positions to be filled by both men and women?	Yes		
	No		
	Don't know		
Does your organization coordinate with other agencies on gender issues?	Yes		
	No		
	Sometimes		
	Don't know		
Is gender equality monitored in your organization's annual plans and reports?	Yes		
	No		
	Other (Please Specify)		
	Don't know		
Does your organization have systems in place to prevent SGBV/HP/SH cases?	Yes		
	No		
	Don't know		
Does your organization have approved training policies on gender?	Yes		
	No		
	Don't know		



## 6.3 Participants- Group Discussions

Organization	Participants	Category	Date	Type of Meeting	Sex		Total
					Male	Female	
LNP	30	Head of Section/Deputy	13 Jan, 2020	GD	20	10	30
LIS	25	Head of Section/Deputy	10 Jan, 2020	GD	17	8	25
LNFS	30	Head of Section/Deputy	13 Jan 2020	GD	20	10	30
LDEA	45	HQ Unit Heads/21 Command Heads (Montserratado, Cape Mount and Bomi)	9th Jan/7th Feb 2020	GD	30	15	45
MoJ	19	"	9th Jan 2020	-	12	7	19
BCR	15	"	14th Jan 2020	GD	8	7	15
Judiciary	10	SA (Chief Justice), CA, HR, Planning, Training, SGBV (Judge), Clerk of Court	22nd Jan/6th Feb 2020	GD	7	3	10
Armed Forces	9	Gender Unit, HR/Operations/Training,COS	22nd Jan, 2020	GD	7	2	9
Ministry of Defense	6	HR/DMA/AMA and Gender Unit, AMC,AMA, Secretary	13 Jan, 2020	GD	3	3	6
Total	189	N/A	N/A	N/A	124	65	189

## 6.4 Participants- Interviews

Organization	Participants	Category	Date	Type of Meeting	Sex		Total
					Male	Female	
LNP	30	H/R, Gender, WACPS, CSS, PSD, CSC, Finance	5 Feb 2020	F2F	20	10	30
LIS	30	H/R, Gender, Finance, operations and visa section	6 Feb 2020	F2F	20	10	30
LNFS	32	Gender, HR, Director & Deputy Director, Training	17 Jan 2020	F2F	25	7	32
LDEA	25	HR, Director, Gender, Training, operations	10 Feb 2020	F2F	17	8	25
MoJ/SGBV Crimes Unit	18	HR, GSTFN, Training and outreach Unit, database, prosecution, Court Liaison, VSO	9 March /10th March, 2020	F2F	12	6	18
BCR	20	Gender, Training, and operations	12 March 20	F2F	12	8	20
Judiciary	7	HR, Court E, Court Admin, Clerks officer	10 March 20	F2F	5	2	7
Armed Forces	12	HR, Gender, Operations, training	9 March 2020	F2F	8	4	12
Ministry of Defense	6	HR/Gender	12 March 2020	F2F	3	3	6
MoGCSP	2	SGBV Division and Policy and Planning Unit	5 Feb 2020	F2F	2	0	2

MoFDP	1	GRB Unit	6 Feb 2020	F2F	0	1	1
Total	183	N/A	N/A	N/A	124	59	183

## 6.5 Participants – Focus Group Discussions

Category	Section/Town	Date	Participants	Sex		Total
				Male	Female	
Joint Security Team (LIS, LNP, LDEA, LNFS)	Sinje Check Point (Cape Mount)	11 Feb 2020	10	9	1	10
Joint Security Team (LIS, LNP, LDEA, LNFS)	Tienii Check Point (Cape Mount)	11 Febr 2020/5 Mar 2020	11	6	5	11
Joint Security Team (LIS, LNP, LDEA, LNFS)	Bo Waterside (Cape Mount)	5 March 2020	11	7	4	11
Zone 6 Base (WACPS)	Clara Town	4 March 2020	10	7	3	10
Zone 1 Base	Logan Town	4 March 2020	10	6	4	10
WACPS HQ	Admin & data Base staff & Investigators	10 March 2020	10	7	3	10



LNP Gender	Gender Office	6 March 2020	11	6	5	11
Ministry of Justice	Human Resource & Operations	11 March 2020	8	5	3	8
LNP Academy	Training	11 February 2020	10	6	4	10
LNP CSS	HQ	11 February 2020	11	7	4	11
Total	N/A	N/A	102	66	36	102

## 6.6 Institutional Strength of the 5 Counties

Institution	Monsterrado		Lofa		Grand Cape Mount		Nimba		Grand Gedeh		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Bureau of Corrections and Rehabilitation	112	36	13	5	13	3	24	7	56	8	277
Liberia Drugs Enforcement Agency	211	23	10	1	14	1	27	4	14	1	306
Liberia National Police	53	63	4	1	1	2	1	4	3	3	135
Liberia National Fire Service	324	177	9	2	15	1	3	0	9	3	543
Liberia Immigration Service	669	319	202	37	118	27	248	64	134	34	1852
Judiciary (Judges)	11	2	1	0	1	0	2	0	2	0	19
Ministry of Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ministry of National Defense	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Armed Forces of Liberia	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	1380	620	239	46	162	34	305	79	218	49	3132