



SILNAP



**The
Sierra Leone National Action Plan for the
Full Implementation of United Nations
Security Council Resolutions
1325 (2000) & 1820 (2008)**





| Table of Contents | Page |
|---|-------------|
| (i) Preface..... | ii |
| (ii) Acknowledgments..... | iv |
| (iii) Abbreviations and Acronyms..... | v |
| (iv) Executive Summary..... | vii |
| | |
| 1: Introduction | |
| 1.1 General Background : | 1 |
| 1.1.1 The Global Context of UNSCR 1325 (2000) and UNSCR 1820 (2008) 1886 (2009), 1888 (2009) and 1889 (2009)..... | 2 |
| 1.1.2 The Sierra Leone Context..... | 3 |
| | |
| 2: Elaboration of the Sierra Leone National Action Plan (SiLNAP)..... | 7 |
| 2.1 The Process of Developing the Sierra Leone National Action Plan.. | 7 |
| 2.2 The Baseline Study..... | 12 |
| | |
| 3: The Sierra Leone National Action Plan (SiLNAP) | 13 |
| 3.1 Vision..... | 14 |
| 3.2 Mission..... | 14 |
| 3.3 National Action Plan Matrix..... | 14 |
| 3.4 National Action Plan Budget Estimate..... | 21 |
| 3.5 Resource Mobilization for Full Implementation | 27 |
| • Financing..... | 27 |
| • Advocacy..... | 27 |
| • Capacity Building | 27 |
| | |
| 4: Monitoring and Evaluation Framework | 29 |
| 4.1 Introduction to the M&E Framework..... | 29 |
| 4.2 Institutional Readiness for Monitoring the Sierra Leone National Action Plan (SiLNAP) | 30 |
| 4.3 Institutional Arrangement..... | 30 |
| 4.4 Indicators for Monitoring the SiLNAP..... | 33 |
| 4.5 Data requirement for Monitoring and Evaluation of the SiLNAP... | 33 |
| 4.6 Budget for implementing the M&E Plan..... | 33 |
| | |
| 5. Conclusion..... | 35 |
| | |
| 6. Appendices | 36 |
| | |
| 7. Bibliography | 41 |

(I) Preface

Sierra Leone experienced eleven years civil war that brought socio-economic development to stagnation. To redress this unwholesome state of affairs, the Government of Sierra Leone held negotiation with the then Revolutionary United Front (RUF) and signed the Lome Peace Agreement. One of the many recommendations was to set up a Truth and Reconciliation Commission (TRC) with a mandate to investigate the causes of the war and make recommendations to promote national healing and prevent recurrence. The TRC made general recommendations and imperative recommendations on women¹.

The TRC found that women and girls were subjected to systematic abuse during the conflict such as 'torture, rape, sexual abuse, sexual slavery, trafficking, enslavement, abductions, amputations, forced pregnancy, forced labour and detentions. The TRC recommendations aimed at addressing the underlying causes of the conflict, prioritizing the elimination of laws and practices that discriminate against women and introducing effective measures to address and reduce sexual and domestic violence.

The United Nations Security Council Resolutions 1325 on Women, Peace and Security (2000) and 1820 (2008) address the impact of war and conflict on women and girls including the recognition of and intervention on the gender dimension. Also, these Resolutions address women's contributions to conflict prevention, resolution, transformation, peace processes and peace building.

The UNSCR 1325 as designed, is a tool for engendering peace and security process as It can leverage strategic actions for equitable and sustainable interventions for inclusive security, peace and development, especially with respect to women and girls. Nine years on, since its adoption, progress on the ground in developing countries like Sierra Leone in translating the principles and provisions into practice has been minimal, with little or no deliberate and coordinated actions. The UN Secretary-General mandated mechanisms that are being encouraged and facilitated by UN Agencies in particular, OSAGI, INSTRAW, UNIFEM, UNFPA and Civil Societies. An essential step in the mechanism is for countries to develop National Action Plans (NAPs). This is a powerful tool for building national consensus and ownership in support of, as well as, guiding effective implementation of the resolution.

To nationally implement the global UNSCRs 1325 and 1820, Sierra Leone decided to develop the National Action Plan (NAP). The NAP was drafted through a rigorous and inclusive process which commenced in September 2008. The final draft was adopted as the Sierra Leone National Action Plan (SiLNAP) in September 2009 at a National Consultative Conference, attended by line Ministries, CSOs and UN Agencies with support from Cordaid, Netherlands. To commence the process, a mapping survey was conducted to establish a baseline on implementing UNSCR 1325 in Sierra Leone and provide data to inform the crafting of the SiLNAP. The survey report revealed among other challenges, low level of technical capacity for effective implementation of UNSCR 1325. At the core of effective and practical translation of the provisions of 1325 and 1820 on the ground, is for the SiLNAP to contain "SMART" monitoring and evaluation indicators and highlight good practices for monitoring implementation.

The SiLNAP has five pillars, with indicators, as follows:

- (1) Prevention of Conflict including Violence Against Women and Children (SGBV)**
- (2) Protection, Empowerment of Victims and Vulnerable Persons especially women/girls**
- (3) Prosecute, Punish Perpetrators effectively and Safeguard Women and Girls'**

¹Witness to Truth: Report of the Sierra Leone Truth and Reconciliation Commission, Vol. 2, p.168

7. Bibliography

1. Conciliation Resources/CEDSA/MARWOPNET-SL/Search for Common Ground (2008) Peace, Security and Development Update 'Women in Security', March 2008, Issue 3.
2. GOSL (2004) Census Reports by Statistics Sierra Leone/ UNFPA/UNIFEM (2008) 'Situation Analysis Research on Gender Based Violence, Vol. I&II.
3. GOSL (2004) Gender Mainstreaming Policy
4. GOSL – Ministry of Social Welfare Gender and Children's Affairs (2009), National Gender Strategic Plan
5. GOSL (2009) Policy on the Advancement of Women
6. GOSL (2008) PRSP II – 'Agenda for Change'
7. Thelma Ekiyor and L. Muthoni Wanyeki: National Implementation of security Council Resolution 1325 (2000) on Women, Peace and Security in Africa – Needs Assessment Report, prepared for the OSAGI and ECA, High-Level Policy Dialogue on National Implementation of the Security Council Resolution 1325 (2000) in Africa 6-8 February 2008, Addis Ababa, Ethiopia.
8. The Sierra Leone Women's Manifesto/Declaration: Action NOW – available from especially the 50/50 Group (SL), NOW (SL) and the Women's Forum (SL).
9. UNIFEM (2009) Security Council Resolutions on Women, Peace and Security: Gender-Sensitive Peacemaking, Peacekeeping, Peacebuilding
10. UN-INSTRAW (2008), "Planning for Action : Good Practices on Implementing UNSCR 1325 on a National Level", available at http://www.instraw.org/image/files/Background_paper_1325.pdf

Human Rights to Protection during and post conflict as well as Rehabilitate Victims/Survivors of SGBV and Perpetrators.

(4) Participation and Representation of Women.

(5) Promote Coordination of the Implementation Process, including Resource Mobilization, Monitoring and Evaluation of and Reporting on the National Action Plan.

The Resolution focuses on the three key areas namely: prevention, participation and protection of women and girls in pre, during and post conflict periods. We must therefore ensure that our women and girls are by no means threatened by gender-based violence; otherwise one will hasten to say that there will never be a real chance for peace and security. We must collectively ensure that the needs of survivors of sexual violence are recognized and addressed, and by so doing we will enhance the opportunity for building a more peaceful and equitable society.

As we approach the 10th and 2nd Anniversaries since the adoption of the important Resolutions 1325 on women, peace and security and 1820 on sexual violence respectively, it is very timely for our country to develop the SiLNAP. However, it is sad to note that most women in conflict and post conflict situations continue to experience limited peace and security. We need to be proactive as government, UN System and Civil Society in ensuring that we implement the provisions of UN Security Council Resolution 1325 in Sierra Leone. We have gone a long way but we still need to do more without complacency.

Let me assure you of Government's sustained political will and commitment in the implementation of the SiLNAP by providing the leadership to the entire process.



H. E. Dr. Ernest Bai Koroma
President of the Republic of Sierra Leone

(ii) Acknowledgments

The Sierra Leone National Action Plan on UNSCR 1325 and 1820 is firmly rooted in the findings of the baseline assessment/mapping survey and wider consultations conducted by the Ministry of Social Welfare, Gender and Children's Affairs in collaboration with WANEP-SL and MARWOPNET-SL. The process to develop the Sierra Leone NAP on UNSCR 1325 and 1820 was conducted by a collaborative effort involving Government through the Ministry of Social Welfare, Gender and Children's Affairs (MSWGCA), Civil Society Organizations, other local NGOs as well as the UN Country Gender Team in particular the National Task Force on 1325 led by WANEP (SL) and MARWOPNET (SL) (WANMAR), with funding support from Cordaid (Netherlands).

This plan would not have come to a logical conclusion without Government's political will and commitment which was manifested through the line ministries especially the Ministries of Defence, Internal Affairs, Local Government and Rural Development, Information and Communication, Foreign Affairs and International Cooperation etc. I am also humbled by the active participation in all the processes by the Hon. Members of Parliament and the Office of the First Lady of the Republic of Sierra Leone.

The Ministry of Social Welfare, Gender and Children's Affairs, WANEP-SL and MARWOPNET-SL remain very grateful to Cordaid Netherlands for their financial support towards the development of this SiLNAP.

We are also very grateful for the financial and technical support from the UN System especially UNFPA and UNIFEM in Sierra Leone.

I am particularly grateful to the project core team comprising of staff from my Ministry, WANEP-SL, and MARWOPNET-SL for working tirelessly in coordinating the assessments, consultations, collating stakeholders input, organising Taskforce meetings etc. Special thanks to Dr. Nana Pratt (NOW SL/MARWOPNET-SL), Edward Jombla (WANEP-SL), Agnes Farma (WANEP-SL), Mabel Kartusche (NOW SL/MARWOPNET-SL), Sullay M. Kallay (Permanent Secretary – MSWGCA), Fatou Y. Kargbo (Director, Gender, MSWGCA), Charles B. Vandj (Programme Officer –MSWGCA), John Manu (Ministry of Information and Broadcasting), Ibrahim Karim Sei (Sierra Leone Association of Journalist), Elizabeth Sam (Gender, Research and Documentation Centre, University of Sierra Leone and Rosaline M'Carthy (Women's Forum-SL) Our grateful thanks go also to Mrs. Bernadette Cole (Chairman, Independence Media Commission-IMC) for her assistance in editing the document.

Also, we appreciate the resources, services and inputs by Bineta Diop, Executive Secretary, Femme Africa Solidarite (FAS) and Ecoma Alaga (WIPSEN-Africa) during the National Consultation.

Many thanks and appreciation go to members of the National and Regional Taskforces on UNSCR 1325 and 1820 for their invaluable contributions which led to the finalization of this plan.

Hon. Dr. Soccoh Kabia
Minister of Social Welfare, Gender and Children's Affairs



**Security Council Resolutions on Women, Peace and Security:
Gender-Sensitive Peacemaking, Peacekeeping, Peacebuilding**

| Resolution elements | Women's Leadership in Peace Making and Conflict Prevention 1325 | Addresses obstacles to women's participation from peacebuilding planning and institutions and lack of adequate funding for their needs or provisions for their security 1889 | Prevention of and Response to Conflict-Related Sexual Violence 1820 | Strengthening tools for implementing 1820 through assigning leadership, building judicial response expertise, reporting mechanisms. 1888 |
|---------------------|--|--|--|---|
| Description | First SCR to link women to the peace and security agenda addressing the impact of war on women and their contribution to conflict situation and sustainable peace | Addresses obstacles to women's participation from peacebuilding planning and institutions and lack of adequate funding for their needs or provisions for their security | First SCR to recognize conflict-related sexual violence as a matter of international peace keeping, justice, and peace negotiation response | Strengthening tools for implementing 1820 through assigning leadership, building judicial response expertise, reporting mechanisms. |
| Key elements | Women to participate in all elements of peace making particularly peace negotiations Placement of gender advisors in missions Training humanitarian and peacekeeping personnel on protection rights and needs of women (OP 6) Need to maintain civilian character of refugee/IDP camps and design them in a way that helps prevent sexual violence (OP 12) 'Special measures' to protect women and girls from SGBV (OP 10) | Women to participate in peace making and peacebuilding institutions SG to develop a strategy to increase numbers of female peacemaking and peace keeping personnel (OP4) Placement of gender advisors and women protection advisors (as per 1888) Basic services for women and adequate funding for them (gender marker) (OP 8-10) including sexual and reproductive health and reproductive rights (for first time in a SC resolution) (OP 10) Civilian character of IDP/refugee camps (OP 12) PBC to address gender in peace building (OP 14 and 19) Global indicators for 1325 with 6 months. (OP 17) Recommendations invited for a Council mechanisms for monitoring (OP 18) | Specific training of troops on categorical prohibition of sexual violence (OP 3; 6; 7) Develop mechanisms for protecting women/girls in/around UN-managed camps (OP 10) Welcomes coordination efforts of UN Action Against Sexual Violence in Conflict (ppxiv) Scope for addressing root causes: 'debunking myths that fuel sexual violence' (OP 3) Calls on peacemaking efforts (and UN-appointed mediation teams in particular) to address SV in conflict-resolution processes (OP 12) | Presented by US Calls for appointment for SRSG to provide leadership and coordinating for UN response to SV Supports UN Action as host for SRSG; mechanism for coordinating system-wide responses. Women protection advisors (military and gender skills) in contexts with high levels of SV Rapid within 3 months with proposals on improved monitoring and reporting on conflict-related SV Report every year on trends, situations, and providing details on parties to armed conflict credibly suspected of perpetrating patterns of rape. |

| | | | | | | | | | | |
|---|--|--------------------------------|----------------------|-------------------------|---------------------------------|-----------------------------------|-----------------------------------|------------------------------------|------------------------|------------------------------------|
| 1.4.2 Recruitment and retention of women in law enforcement, justice and security institutions increased | Increase in the % of women recruited and retained in SSI by 30% Number and 30% of women in decision-making and high ranking positions at all levels in SSI Number of training sessions to build capacity of the MSWGCA, FSU, RSLAF and other relevant partners in the area of gender, peace and security including gender analysis and gender mainstreaming. | MSWGCA, SILNAP annual reports, | 3% 1% TBC | 5% 3% 10 | 10% 10% 20 | 15% 15% 30 | 22% 22% 40 | 30% 30% 50 | MSWGCA, Women's groups | Annually |
| Outcome 1.5 Ensure effective coordination of the Implementation Process including Resource Mobilization, Monitoring and Evaluation of and Reporting on the National Action Plan | Increase knowledge of the status of implementation of 1325 and 1820 in MRU countries Adequate resources secured on implementation Coordination enhanced at all levels including improved relationship between Sierra Leone and Manor River Union – sub regional bodies | MSWGCA, SILNAP annual reports | TBC 0.00\$ TBC | Low \$150,000 low | Medium \$300,000 improved | Improved \$400,000 advanced | Improved \$500,000 enhanced | Advanced \$750,000 sustained | MSWGCA, Women's groups | Annually, MTR and Final Evaluation |
| Outputs 1.5.1 Institutional mechanism, management and monitoring capacity of the government-Civil Society Task Force strengthened | Required institutional mechanisms for effective monitoring and coordination in place No. of capacity building trainings on M&E conducted | MSWGCA, SILNAP annual reports | TBC | M&E unit set up | Reporting mechanisms in place | Unit capacitate | Operational | Fully functional | MSWGCA, | Annually |

(iii) Abbreviations and Acronyms

| | |
|----------------|---|
| AFC | Agenda for Change |
| AMNET | Advocacy Movement Network |
| AU | African Union |
| CEDAW | Convention on the Elimination of All Forms of Discrimination Against Women |
| CHISECS | Chiefdom Security Committees |
| CSO | Civil Society Organizations |
| CSW | Commission on the Status of Women |
| CSPEC | Civil Society Peace Building Executive Committee |
| DACO | Development Aid Coordination Assistance |
| DISECS | District Security Committees |
| ECOWAS | Economic Community of West African States |
| ENCISS | Enhancing the Interaction and interface between Civil Society and Government to Improve Poor People's Lives |
| FAS | Femme Africa Solidarite |
| FSU | Family Support Unit |
| GBV | Gender Based Violence |
| G-CiSTF | Government Civil Society Task force |
| GFP | Gender Focal Point |
| GRADOC | Gender Research and Documentation Centre |
| HRCSL | Human Rights Commission Sierra Leone |
| IMC | Independence Media Commission |
| M&E | Monitoring and Evaluation |
| MDA | Ministries, Departments and Agencies |
| MARWOPNET (SL) | Mano River Women's Peace Network (Sierra Leone) |
| MOFED | Ministry of Finance and Economic Development |
| MSWGCA | Ministry of Social Welfare Gender and Children Affairs |
| NaC-GBV | National Committee on Gender-Based Violence |
| NAP | National Action Plan |
| NEC | National Electoral Commission |
| NGSP | National Gender Strategy Plan |
| NSC | National Steering Committee |
| NOW (SL) | National Organisation for Women Sierra Leone |
| OSAGI | Office of the Special Assistant on Gender Issues |
| ONS | Office of National Security |
| OP | Operative Paragraph (of the Resolution) |
| PROSECS | Provincial Security Committees |
| PRSP II | Poverty Reduction Strategy Paper II |
| RSC | Steering Committee |
| SSR | Security Sector Reform |

| | | | | | | | | | | | |
|---|---|---|---|--|----|-----|-----|-----|-----|---------------------------------|------------------------------------|
| Outcome 1.2 | Contribute to increased protection, Empowerment and support of Victims and Vulnerable Persons especially women/girls | 50% increase in the number of women with increased feeling of protection from SGBV in their communities 30% reduction of violence on victims due to empowerment support received | Report from Institutions preventing and responding to GBV | T.B.C | 5% | 15% | 25% | 35% | 50% | MSWGCA, Women's groups | Annually, MTR and Final Evaluation |
| Key Outputs | | | | | | | | | | | |
| 1.2.1 health (psychosocial), economic and legal support provided to vulnerable persons including victims and survivors | 30% increase in the number of victims receiving psychosocial support 50% no. of victims receiving economic support including micro-finance 70% increase in the no of victims having access to legal aid | Report from Institutions preventing and responding to GBV | T.B.C | 2% | 5% | 10% | 20% | 30% | 30% | MSWGCA, Women's groups | Annually |
| 1.2.2 Government measures and benefits for women and girls in vulnerable situation increased to ensure the respect for their social and economic rights | increase in the number of new government programs skewed to wards benefiting vulnerable women and girls 40% increase in the number of vulnerable women and girls benefiting from such programs | Reports from MSWGCA, HRCSL, FSU, NaCSA | T.B.C | 1 | 3 | 5 | 7 | 9 | 40% | | Annually |
| Outcome 1.3 | Contribute to increased prosecution of perpetrators as well as rehabilitation of victims. | 75% of reported cases charged and successfully prosecuted by law enforcement agencies 50% increase in the number | FSU report | Out of 927 reported non was convicted. | 5% | 15% | 45% | 55% | 74% | MSWGCA, Women's groups, LAWYERS | Annually, MTR and Final Evaluation |

(iv) Executive Summary

The United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security and 1820 (2008) on sexual violence were adopted by the UN Security Council as policy instruments. These instruments facilitate and strengthen women's effort in conflict prevention, resolution, peacebuilding, recognize and provide early response mechanisms to address the impact of sexual violence and gender based violence on women and girls during armed and unarmed conflicts.

Since the adoption of UNSCR 1325 and 1820, there has been active international lobby for the application of these instruments by various interested parties. These have been strengthened by the adoption of other resolutions such as 1886, 1888 in September and 1889 October 2009. Despite the unanimous adoption of these policy frameworks, the development of National Action Plan for full implementation of the resolutions remains a challenge. Therefore, the urgency and need for building a viable constituency for the application of UNSCRs 1325 and 1820 cannot be over emphasized.

For this reason, Sierra Leone started deliberations and discussions at translating Government's commitment into action for the full implementation of UNSCR 1325 at a high level policy meeting organized by the ECA and OSAGI in Addis Ababa in February 2008. This was followed by development and submission of a comprehensive proposal to CORDAID Netherlands for funding. This effort became a reality with the availability of the needed resources and the inception of a national taskforce comprising Government line ministries, Parliamentarians, UN Agencies, WANEP-SL, MARWOPNET, Civil Society Organisations/Coalitions, Interfaith Groups, Traditional Leaders and the Media with the Ministry of Social Welfare, Gender and Children's Affairs taking the lead. This team was later expanded to include other actors at regional, district and chiefdom levels. Once the Terms of Reference of the Government-Civil Society Task Force was established, the process continued further into the implementation of the project activities.

In this regard, the first activity was a nationwide mapping survey to establish a baseline of existing initiatives on 1325 in Sierra Leone. The survey generated data/information which determined existing knowledge gaps and identified priority issues for crafting the National Action Plan.

One thousand survey questionnaires were administered, but only 697 (70%) were completed. The findings of the survey revealed mixed lessons with regard to knowledge of the Resolution, which was particularly low in rural communities. Many activities on the Resolution were ongoing, but were done unconsciously and were uncoordinated. Also, identified as a challenge to application, was the weak capacity of staff both at government and NGO levels and within communities. In addition, there are policy and framework documents like the Gender Acts 2007 and the National Gender Strategic Plan that complement the Resolution. Knowledge of the Resolution was obtained mainly through radio listening and workshops.

Interestingly, 95% of respondents indicated their willingness to align their activities to the provisions of UNSCR 1325 as well as support the process of developing and implementing an action plan. The survey also gathered that there was need to develop a capacity building programme for the effective implementation, monitoring and evaluation of the UNSCR 1325 and 1820 nationwide.

The next activities were the regional consultations in Kailahun, Makeni, Bo and Freetown. Thirty participants were drawn from each region. The outcomes included issues relating to SGBV, access to relevant information and recommendations which provided inputs for the elaboration of the National Action Plan. All the priority outcomes were combined into a composite matrix that served as a working document in the national consultation.

The National Consultative Conference attracted a wide spectrum of participants ranging from the UN, International Community, Office of the First Lady of the Republic of Sierra Leone, Senior Government Officials, Civil Society and the Media as well as resource participants from FAS and WIPSEN-Africa. The three-day conference involved 60 participants in work groups to agree and prioritize issues within a national context. After various group exercises and interactive plenary discussions, the participants unreservedly adopted the draft Sierra Leone National Action Plan (SiLNAP) with Five Pillars as listed:

1. **Prevention of conflict including violence against women/children (SGBV)**
2. **Protection, empowerment of victims/vulnerable persons especially women and girls**
3. **Prosecute, punish perpetrators effectively and safeguard women/girls' human rights to protection (during and post-conflict) as well as rehabilitate Victims/Survivors of SGBV and perpetrators.**
4. **Participation and representation of women**
5. **Promote coordination of the implementation process including resource mobilization, monitoring and evaluation of and reporting on the Sierra Leone National Action Plan**

These Pillars reflect priority issues of women's needs and concerns from a gender perspective. They encompass outcome and output objectives, strategies, activities and relevant indicators. There are five outcome objectives, fourteen output objectives and thirty-five indicators.

In our drive to get a doable Sierra Leone National Action Plan (SiLNAP), UNFPA and UNIFEM supported a workshop to sharpen the indicators of the Action Plan. What came out clearly was a thorough review of priorities in the area of the objectives, activities and indicators of the draft plan.

Another activity was tailored to inform and lobby Parliamentarians to support the process and make commitment to its approval and application. The occasion was climaxed by a shared vision with members of Parliament to facilitate and respond to women's urgent demand to translate the UN 1325 with practical intervention particularly at constituency level. Since then, the Sierra Leone Parliament remains engaged and committed to the implementation of the SiLNAP.

From time to time, we continued to raise awareness and understanding of the general public on the principles, objectives and provisions of the Resolutions as well as drafting Sierra Leone National Action Plan. Most of the feedbacks from these programs helped immensely to shape and fine tune what should go into the final Sierra Leone National Action Plan (SiLNAP) on UNSCRs 1325 and 1820.

However, a plan on a piece of paper will not mean much for development, if there is no well defined management, monitoring and evaluation component. This made us to consult local experts from other government line ministries and the UN to develop a monitoring and evaluation (M&E) framework. The M&E framework is anchored on participatory and community based engagement. Also, it is imperative that the SiLNAP be aligned with the Sierra Leone second Poverty Reduction Strategy (PRS) – An Agenda for Change and other institutional and policy frameworks for sustainability.

The full implementation of the Sierra Leone National Action Plan (SiLNAP) on UNSCRs 1325 and 1820 for the period 2010-2013 has been budgeted for, to the tune of **USD\$ 21,301,314**

In conclusion, it is not enough to only have a policy framework that promotes gender equality women's empowerment and peacebuilding. What is also needed as an element in the next steps is ensuring that relevant national budget sources among others, become available for the implementation of the SiLNAP. Therefore Resource Mobilization Strategy for financing and monitoring implementation of the Plan is

6. Appendices

SiLNAP 1325 & 1820 RESULTS FRAMEWORK (2010-2014)

| SiLNAP Objectives | Measurable Indicators | Means of Verification | Baseline | Annual Targets | | | | Resp. Persons | Frequency of Data Collection |
|--|--|---|---------------------------|--|--|--|--|---|------------------------------------|
| | | | | 2010 | 2011 | 2012 | 2013 | | |
| Overall Objective | | | | | | | | | |
| Outcome 1.1 | | | | | | | | | |
| 1.1.1 Contribute to reduced Conflict including Violence Against Women/Children (SGBV) | Reduced rate in SGBV by 50% by 2014 Increased respect for the rights of women | FSU Annual Report State of Human rights report | 927 reported cases Low | 5% | 15% | 25% | 37% | 50% | Annually, MTR and Final Evaluation |
| Key Outputs | | | | | | | | | |
| 1.1.1 Commitment for the implementation of resolution 1325 and 1820 by related Government institutions increased | Increase in the level of financial commitment by Government to Le 1.5 bn of national budget | Annual budget allocation by Govt. | 403.9 million leones | 403.9m | 600m | 1bn | 1.2bn | 1.5bn | Annually MSWGCA, Women's groups |
| 1.1.2 policies, mechanisms and procedures for prevention of conflict/violence against women, instituted at community level | Number of village level community structures formed and networking to championing SGBV related abuses No. of by laws in support of prevention passed in communities | MSWGCA SiLNAP annual report | T.B.C | 100 | 300 | 600 | 900 | 1,200 | Annually MSWGCA, Women's groups |
| 1.1.3 Legal environment for the protection of women's rights and security improved | Number of relevant laws and instruments ratified and / or domesticated Ratification and domestication of AU Women's Protocol by Parliament. | Instrument of ratification from MoFA | T.B.C | Passage of Sexual Offences Bill Tabling and ratification of protocol in | Passage of Matrimonial Causes Bill Preparation of country report on | Develop roll-out plan Popularization and community sensitization on the | Enforcement of the Law Implementation of the protocol | Enforcement of the Law Domestication of the protocol Put in stages in the process | Annually MSWGCA, Women's groups |

5. Conclusion

The production of the Sierra Leone National Action Plan (SiLNAP) for the full implementation of United Nations Security Council Resolution 1325 (2000) and 1820 (2008) is a welcome and timely initiative given all the harm suffered by women and girls during the war.

Judging from activities undertaken to achieve the goal of aligning national objectives with the international requirements, the SiLNAP manifests inclusiveness and cooperation between Government and Civil Society to engender peace and security.

The SiLNAP should be regarded as a major step in removing the barriers to women's active representation and participation in peace and security issues; as well as ensuring that perpetrators of sexual violence in the post-conflict period in Sierra Leone are adequately dealt with under the law.

The provision of adequate funding for financing the plan is crucial to translating ideas into reality i.e., support for an implementation process that embraces effective monitoring and evaluation procedures and timely reporting on the plan to measure effectiveness and accountability especially at National and Committee Levels.

In sum, the SiLNAP offers a rare opportunity for promoting gender equality in peace and security in post-conflict transformation in Sierra Leone.

We are hopeful that the efforts put into developing the SiLNAP will not go in vain. These efforts should be actualised by sustained political will, adequate funding, (national and international) an enabling environment and sheer commitment from all stakeholders to move the process forward.

In all of this, women who are at the centre of the entire scheme of things are called upon to take ownership of the process so that they can avail themselves of the opportunity for a new lease of life in peace and security matters.

outlined under Sections 3.5. and 4.1

The SiLNAP was developed in close partnership between government and civil society organisations, and its full implementation needs to continue along the same path.

One approach to achieve this is for Civil Society organizations and the Government to claim UNSCR 1325 as an important tool for women's participation in all levels of decision making on peace and security issues and for women to demand its full implementation from the Government of Sierra Leone.

The message for all of us is to exert enough energy and work hand-in-hand with other stakeholders to build a strong constituency base for the Resolutions. While the UNSCR 1325 and 1820 are universal in their utility and application, a solid and effective implementation of its provision demand an examination of the specific context within which the full implementation of the policy framework would take place and become meaningful to all Sierra Leoneans, especially the women

According to Nelson Mandela “...*Rich reward is in the making, an invaluable gift is in preparation, for those who suffered in the name of all humanity, when they sacrificed everything for liberty, human dignity...*”

With these words, many Sierra Leoneans will continue to remember the selfless sacrifices made by women during and after the brutal civil conflict in Sierra Leone. Therefore, it is important to note that women are not only victims of violence, but they are also a powerful force towards peacebuilding and decision-making on Peace and Security issues.

1.0. Introduction

What the Resolutions Are: The UNSCR 1325 on Women, Peace and Security was adopted on 31st October, 2000. It is an epoch-making global policy instrument for addressing the impact of armed conflict especially on women and girls, and the first UNSCR to recognise the pre-requisite conditions for the connection of women to peace and security agenda at all levels. Thus, the significance of engendering any peace process, strengthening women's position and contributions in conflict prevention, management and transformation for sustainable peace building are called for in its various operating paragraphs.

UNSCR 1820 was adopted on the 19th June 2008. It is the first to recognize the impact of conflict-related sexual violence especially systematic rape of women and girls as an issue of international peace and security with the requirement for a peacekeeping justice and peace negotiation response. It complements and builds on UNSCR 1325 for durable peace in many ways.

Since the adoption of UNSCRs 1325 and 1820, there has been quick action at the global level in strengthening 1325 and 1820 by the adoption of three other Resolutions, viz 1886 15th September (2009), 1888 30th September (2009), and 1889 5th October (2009). UNSCR 1889 compliments 1325 in reinforcing women's leadership in peacemaking and conflict prevention; UNSCR 1888 builds on 1820 as it is aimed at prevention and response to conflict related sexual violence. It reinforces tools for implementing 1820 by enabling women's leadership, building judicial response, expertise and accountability mechanisms.

The UNSCR 1820 strengthens 1325 through a number of practical responsive ways such as:

- Exclusion of Sexual Violence crimes from amnesty provision (OP4)
- Specific training of armed forces on categorical prohibition of sexual violence (OP 3; 6; 7).
- Security country mechanisms by improving annual reporting, leadership and coordination, including coordination efforts of UN Action Against Sexual Violence in conflict (pp xiv)
- Develop measures that can concretely improve protection and assistance, as in giving scope for addressing root causes (OP3)
- The Peace Building Commission to advise on ways to address Sexual Violence (OP11)

UNSCR 1886 is specifically addressed to the Sierra Leone situation – it emphasises the important role of women in the prevention and resolution of conflicts and in peace building as recognised in UNSCRs 1325 (2000) and 1820 (2008), emphasising that a gender perspective should be taken into account in implementing all aspects of the mandate of the United Nations Integrated Peacebuilding Office in Sierra Leone (UNPSIL), and encourages UNPSIL to work with the government of Sierra Leone in this regard (OP7).

The Secretary-General was requested to keep the Security Council informed every six months on progress made in the implementation of the mandate of UNPSIL with regard to the Resolution 1886 (OP8). The briefing was to have been made 15 March 2010 and UNPSIL was expected to report accordingly.

Table1: The Budget for Implementing the M&E Plan

| Budget Heads | Cost (USD) 2006-2007 |
|--|---------------------------------|
| Capacity Building | |
| Personnel Support | 96,000 |
| Equipment & Logistics | 51,000 |
| Training | 230,000 |
| Sub-Total | 377,000 |
| Running Institutional Framework | |
| Coordination of Meetings (PWGs, Reviews, CSOs) nationwide | 120,000 |
| Documentation, communication & Information dissemination | 150,000 |
| Capacity building for NaMECC, RCC, DCC, Community Focal Points | 300,000 |
| Sub-Total | 570,000 |
| Gender Survey | |
| Coordination | 52,800 |
| Training of field staff | 33,531 |
| Data Collection and Processing, | 202,419 |
| Analysis and Dissemination | 150,000 |
| Sub-Total | 438,750 |
| Support for Routine Data System | |
| Central Level Institutions | 120,000 |
| Local Level Institutions | 120,000 |
| Sub-Total | 240,000 |
| Grand Total | 1,625,750 |

4.4 Indicators for Monitoring the SiL NAP

In Sierra Leone, the NAP on UNSCRs 1325 and 1820 has been developed around five pillars. Pillar One focuses on the prevention aspect of the resolutions; Pillar Two focuses on protection of victims especially women and children; Pillar Three focuses on prosecution of perpetrators; Pillar Four focuses on participation of women; and Pillar Five focuses on coordination of the implementation of planned programmes to achieve the objectives of UNSCRs 1325 and 1820.

Various indicators have been developed and agreed for monitoring progress made under each pillar. The vast majority of these indicators are qualitative in nature, and they are mainly process and output indicator. In all, about 36 indicators have been developed: 11 impact indicators; 23 output indicators. The agreed indicators are elaborated in the Results Framework (RF) presented in Annex 1. The RF shows indicators at their respective levels, arranged by policy pillars, with baseline information and annual targets.

4.5 Data Requirement for Monitoring and Evaluation of the SiL NAP

Data Collection

Data shall be collected from different sources. Monitoring will highly depend on routine (administrative) data collected by different agencies. Routine data will be provided by the Family Support Unit, the Sierra Leone Police, the Judiciary, Human Rights Commission, Ministry of Health and Sanitation, Ministry of Education, and other institutions that can provide ample information relating to gender and women's development. Civil Society Organisations, more so women's movements, are also engaged in routine generation of data relating to gender and women's situation, thus are also source of information for monitoring UNSCRs 1325 and 1820. The media is also crucial in this context.

Information gathered from these sources would give indicative direction as to the progress made in achieving intended results from implementing the UN Resolutions. To ensure in-depth analysis and evaluation of outcomes and impact, detailed surveys and studies will be carried out such as the study on "The impact of PRSP programmes on women's empowerment in Sierra Leone" commissioned by ENCISS in 2008.

Statistics Sierra Leone (SSL) can play a big role in this context as the lead national institution for coordinating and advising on statistical practices in the country. SSL could help in identifying and carrying out detailed surveys where necessary in the implementation process of the resolutions.

Data Storage and Management

A critical aspect of any successful M&E system is ensuring a robust system for data storage and management. Monitoring gender development in Sierra Leone should be continuous and institutionalised. Therefore, even beyond the envisaged implementation period of the NAP on UNSCRs 1325 and 1820, it should be expected that Sierra Leone will continue to support gender and women's sensitive development programmes. To this end, developing a database could help in the management of long term implementation of programmes and analysing progress trends in the process.

4.6 Budget for Implementing the M&E Plan

The table below presents a summary of the indicative financial requirement for the implementation of the monitoring and evaluation plan for the NAP on UNSCR 1325 and 1820. The budget heads are divided into capacity building, running the institutional framework, gender survey anticipated at the end of the programme, and support to routine data collection. The total indicative cost USD 1,625,750 over the period 2010-2013.

1.1. General Background

1.1.1. The Global Context of the UNSCRs 1325 (2000), 1820 (2008), 1886 (2009), 1888 (2009), 1889 (2009)

Having acknowledged the horrendous impact of armed conflict on women and girls and having recognized women's leadership in preventing wars and in peacemaking, UNSCR 1325 broadly demands that Governments, UN Agencies, Multilateral Agencies and Civil Society act in concert to intervene to meet women's needs and concerns, during conflict, post conflict recovery and peace building processes.

Women's movements particularly in conflict ridden countries and UN entities, Governments and NGOs globally, are leading efforts at full implementation of the resolution 1325, which remains 'work in progress' even as the 10th anniversary approaches.

Key elements for which concerted action must continue are:

- Gender mainstreaming in all aspects of peace making, especially in peace mechanism and negotiations: there are still very few women at peace tables globally particularly in Africa where countries in conflict remain highest around the world.
- Putting gender advisors in UN and peacekeeping missions
- Training humanitarian and personnel in peacekeeping missions on the protection of the rights and needs of women (OP6)
- Maintaining the civilian character of Refugee/Internally Displaced Persons (IDP) and camps design in a way that helps to prevent sexual violence (OP 12)
- Taking special measures to protect women and girls from Sexual and Gender Based Violence (SGBV), (OP 10).

On the whole, these Resolutions are demanding that Member States and all other actors undertake effective action for women's concerns and end impunity during and post conflict. Furthermore, peacebuilding, access to justice, including reconstruction processes should be inclusive. Accountability mechanisms are to be reported with concrete data on the impact of conflict on the lives of women, including their vulnerability to SGBV and exclusion from post conflict reconstruction efforts. This is so that practical responsive measures can be implemented to increase protection of women as well as promote their full participation in post-conflict reconstruction processes, and build sustainable communities/societies based on democracy, good governance, the rule of law and women's human rights.

However, neither of these two Resolutions 1325 and 1820 was initially elaborated with clear monitoring framework, but the Secretary-General's Report on 1820 on June 30th 2009 was designed to outline such a framework.

UN Agencies and networks of Civil Society Organizations in particular Women's Non Governmental Organizations have, in the approach to the 10th year of adoption of UNSCR 1325, intensified joint efforts to realise the full implementation of and reporting on the Resolution as well as its supporting 'cousins' - UNSCRs 1820 (June 2008) and 1889 (October, 2009).

The UN mandate for Member States to accelerate the full implementation is for countries to formulate National Action Plans (NAPs); subsequently UN Agencies, especially OSAGI and Donor Partners, have encouraged and supported countries to do so. Sierra Leone has now been able to elaborate a National

1.1.2 The Sierra Leone Context

a. Geography and Demography Sierra Leone located in West Africa, is one of the sixteen member States of the Economic Community of West African States (ECOWAS). The country has a land mass covering about 72,000 Sq. Km. and consists on the western side, a hilly peninsular area bordered by the Atlantic Ocean. The north-west and north-east borders are shared with the Republic of Guinea, and is bordered on the South-eastern side by the Republic of Liberia.

Its population census of 2004 puts the population size at 4,976,871 with annual growth rate of 1.8%. Sixty-three percent of the population are rural dwellers, engaged mostly in subsistence agriculture. The population has a youthful age structure. Those under 15 years constitute about 42%; those between 15-35 years represent about 37% with the age group 65 years and above constituting about 4%.

There are 17 different ethnic groups in the country. The major groups include the Mende and Kono in the South and East, Temne, Limba, Koranko, Mandingo, Susu and Fullah in the North and Creoles in the Western Area.

Women who constitute about 52% of the population, represent 65% of the labour force engaged in agriculture.

b. The Armed Conflict years and Post-Conflict Period

Sierra Leone experienced by all accounts a most brutal civil war which started in March 1991 fuelled by activities which were taking place in neighbouring Liberia. The armed conflict in Sierra Leone was characterised by a grotesque level of brutality and human rights violation. Unimaginable brutality such as amputation of limbs was wreaked against the civil populace by the fighting forces, mostly of the then rebel Revolutionary United Front (RUF), the Armed Forces Revolutionary Council (AFRC), rebel soldiers (termed 'sobels'), and civilian militia groups – the Kamajors and Donsos. The conflict resulted in thousands of deaths, amputations of limbs of people, abductions, child soldiers, refugees and internally displaced persons.

Thus, Sierra Leone in the war years experienced the realities of an outrageous and unprecedented violence that brought untold suffering to its citizens with women and girls singled out for widespread and systematic abuse. Children, especially girls bore the brunt of the violence against civilians.

The Sierra Leone Truth and Reconciliation Commission (TRC) found that women and girls were specifically targeted and subjected to systematic forms of Gender Based Violence (GBV) which included rape, sexual slavery, forced marriages, unwanted pregnancies, forced labour and detentions. The United Nations Security Council Resolutions 1325 (2000), 1820 (2008), 1886 (2009), 1888 (2009), 1889 (2009), taken collectively, are designed to address the impact of war and armed conflict women and girls, including the recognition of the contributions that women can and do make in conflict prevention, resolution, transformation, peacebuilding and post conflict reconstruction processes.

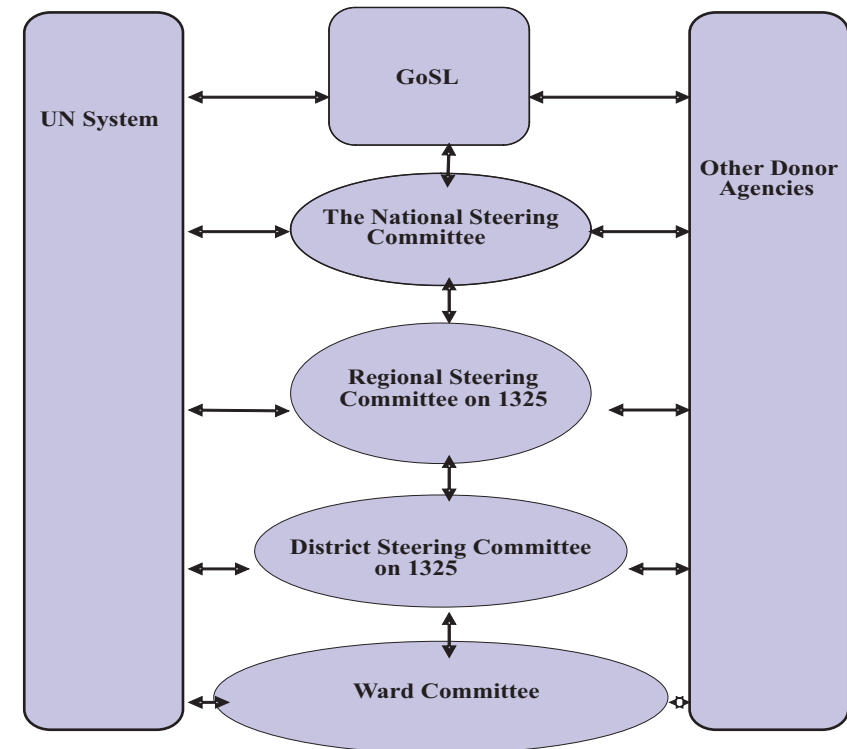
Currently, Sierra Leone has emerged into a post-conflict development oriented phase. It has successfully conducted three Presidential and Parliamentary elections and two Local Council elections to deepen democratic governance. However, it is still grappling with the challenges and consequences of a culture of impunity due to the breakdown of the rule of law during the war. As a way of combating the consequences of the war and the impact of SGBV in Sierra Leone, mechanisms such as the establishment of the Family Support Unit within the Sierra Leone Police in 2000, the enactment of the Three Gender Laws in 2007 and other initiatives were put in place. Despite this, the status of women, and their active and full inclusion in post conflict peace and security agenda continue to be

(NSC). The DSC will be reviewing progress at the district level on a periodic basis for the attention of the RSC and NSC. The RSC and NSC will review district reports and feed back to the DSC to inform effective implementation at the district level. The RSC will keep NSC constantly updated on progress at district and regional level.

The DSC will coordinate efforts at the community level. Councillors, Chiefdom Police and village/town headmen, in collaborate with CBOs and community women's organisation, shall gather data and submit to the DCC who will carry out initial analysis. Efforts at the community level could be coordinated with the framework of the existing Ward Committees.

The institutional arrangement is summarised in Figure 1, showing relations and information flow. Data collected at the community level flows up to the district level, where the DSCs carry out basic analyse on it for onward reporting to the RSCs, who, in return, will review and report accordingly to the NSC. There is a feedback relation as the Figure indicates with recommendations filtering down from one level to the other right through to the communities. This creates space for learning and knowledge sharing and can strengthen implementation of activities; it enables re-planning where necessary. The UN system and donor agencies relate to all national actors in the M&E system as depicted in the figure below. Information shall flow vertically and horizontally and synergies will be enhancing in implementation, monitoring and evaluation of the NAP. This institution framework could fit well into the UN Joint Vision for Sierra Leone and other Donor programmes' frameworks.

Figure 1: M&E Institutional Framework



coordinated framework. Roles and responsibilities need to be clearly carved out.

This institutional arrangement draws heavily on the framework for monitoring the roll-out plan for the implementation of Three Gender Acts and the National Gender Strategic Plan (NGSP) developed by the Ministry of Social Welfare, Gender and Children's Affairs (MSWGCA). The Sierra Leone National Action Plan on UNSCRs 1325 and 1820 is well aligned to all government gender policies, plans and programmes. The actors expected to play critical role in the monitoring of the NAP include: MSWGCA, Ministry of Finance and Economic Development, Ministry of Foreign Affairs and International Cooperation, Ministry of Defence, Ministry of International Affairs, Local Government and Rural Development, NaCSA, Family Support Units (FSUs) and the Sierra Leone Police (SLP), The Judiciary, The Human Rights Commission in Sierra Leone (HRCSL), The National Commission for Democracy, other line MDAs, National Committee on Gender-Based Violence (NAC-GBV), NGOs, Women's Organisations, CBOs, Traditional Authorities, Chiefdom Councils, and the Communities. These are relevant institutions in the production of data and reporting on the implementation of resolutions 1325 and 1820.

Coordination of M&E Activities at National Level

The lead institutions at the national level to steer the overall M&E process are the MSWGCA, Ministry of Finance and Economic Development, Ministry of Foreign Affairs and International Cooperation, Ministry of Defence, Ministry of International Affairs, Local Government and Rural Development, NaCSA, FSUs/SLP, HRCSL, The Judiciary, and the NAC-GBV. These shall constitute a core technical group (CTG) for the monitoring of the NAP within the framework of an established national M&E National Steering Committee (NSC). The CTG will be providing technical support to the National Steering Committee (NSC). The former will be gathering national data, analysing the data and preparing discussion notes for periodic meetings to be held by the NSC. The NSC will be reviewing progress on the implementation of the NAP and would make recommendations towards enhancing programme success. The NSC will be the anchor for updating government, the UN and the donor community in general regarding progress on the implementation of the UNSCRs 1325 and 1820.

The MSWGCA will serve as the principal national focal point for coordinating the monitoring of the NAP; it will provide secretariat back-up to the CTG and NSC.

Regional Level

Progress shall be tracked at the regional level. Monitoring at this level will be coordinated by the Regional Gender Office in collaboration with regional judiciary system, FSU/SLP, the Provincial Secretary's Office, Regional Minister's Office and NGOs. There shall be a Regional Steering Committee (RSC) on the NAP comprising key stakeholders beyond the core regional working group to broadly discuss and review progress at the regional level. The RSC will collect and analyse data at the regional level and prepare reports for the attention of the National Steering Committee (NSC), who will review reports and make recommendations to the RSC for effective implementation.

District and Community Level

Here, Local Councils will take the lead in coordinating the implementation of the NAP. A District Steering Committee (DSC) will be set up and chaired by the Local Council with secretariat support from the District Gender Officer. The DSC will comprise councillors, the Gender Office, FSU/SLP, the DISEC, traditional authorities, customary law courts, NGOs, Women's Groups and other members deemed necessary. The committee will set up the M&E agenda with guidance from the RSC and National Steering Committee

compromised.

c. The role of Civil Society and the Media

Almost daily, in Sierra Leone there are media reports of increasing incidence of physical and sexual abuse, especially rape of women and girls. In some cases, children including babies as young as two months old are raped by older men.

Taking together, the UNSCR 1325, 1820, 1888 and 1889 dedicated to Women, do not only engender Peace and Security but also provide tools to enhance accountability. They also leverage strategic responses towards intensified, equitable and inclusive security, and development initiatives.

A conscious, and to an extent, coordinated initiative spearheaded by women's organizations, mixed networks of Civil Society and Human rights' organizations, under the leadership of the Government was intensified in 2008 to translate the principles and provisions of UNSCRs 1325 and 1820 into practice in Sierra Leone. This effort has culminated in the elaboration of the National Action Plan adopted on the 4th September 2009 at the National Consultative Conference funded by Cordaid (Netherlands) with some Resource Support from Femme Africa Solidarite (FAS) and Women in Peacebuilding and Security Network (WIPSEN). The Conference was attended by all relevant line Ministries, Departments and Agencies (MDAs) including Defence, Sierra Leone Police, Office of National Security (ONS), Foreign Affairs as well as Civil Society Organizations, Parliamentarians, UN agencies, especially UNFPA and UNIFEM, bi-lateral agencies including the United States Embassy in Sierra Leone.

At the commencement of the drafting process in September 2008, the Mapping Survey found out that a number of challenges constrain full implementation in the country. Among these are the low level of knowledge and understanding of the Resolution 1325 and its applications.

d. The role of Government

Sierra Leone has recognized the need to address issues of gender inequality, inequity and women's full participation and representation in the various spheres of development endeavours. Illustrations of the above recognition include the signing and in some cases ratification of the relevant international human rights laws and instruments. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), signed and ratified in September 1988 and in November 1988 the Convention on the Rights of the Child (CRC). The optional Protocol to CEDAW, the AU Women's Protocol both signed in 2005, are yet to be ratified. The CEDAW is yet to be domesticated. Also, in place since 2000, are the twin National Policies, namely the Policy on the Advancement of Women and the National Gender Mainstreaming Policy. These policies are designed to promote, protect and advance women's rights in social, economic, political and cultural fields with special emphasis on women's participation in decision-making especially in democratic and governance processes.

Alongside these national policies, reforms have been made to legal instruments within the framework of the law reform process, as increasing response measures towards equitable approaches and access to gender justice. In June 2007, three gender bills namely, the Registration of Customary Marriage and Divorce, the Domestic Violence and the Devolution of Estate Acts were unanimously passed through Parliament into law. This was some kind of a gift to women on the eve of the last Presidential and Parliamentary Elections. Since then the passage of other relevant Bills that directly bear on enabling effective implementation of UNSCR 1820 namely, the Sexual Offences Act and the Matrimonial Causes Act are moving too slowly, through the legislative process.

However, a major impediment to the full application of the practical tools that these three gender laws and legal reforms provide in general, remain the non domestication of CEDAW, and the non-repeal of Section 27(4)d of the 1991 Constitution. This section is discriminatory against women in areas of

marriage, divorce, burial, adoption, inheritance and other areas that influence gender relations at the domestic level. The Constitutional Review Committee commented or noted that it found no justification for the application of the minimum 30% quota for women in decision-making positions and parliamentary representation, in its report on the Review of the 1991 Constitution. However, in the same report 2007 it is stipulated that 27(4) d of the Constitution be expunged. But it would appear that this demands a referendum which may not happen soon.

Government is demonstrating its conviction of the essence of promoting equal access to women and men at all levels, not just by the passage of the gender laws, protecting and advancing the status of women, but by a clear effort to ensure active implementation of the SiLNAP.

Thus, the MSWGCA developed and launched in November 2008 a Strategic Roll-out Plan for the Gender Laws. Furthermore, in 2009, it formulated a holistic National Gender Strategic Plan (NGSP) which details six priority issues aligned to the second generation Poverty Reduction Strategy Paper (PRSP II) referred to as the 'Agenda for Change' (AFG). The implementation of UNSCRs 1325 and 1820 is one of the strategies clearly articulated in the NGSP.

e. The National Security Apparatus

The National Security Apparatus of Sierra Leone encompasses among other institutions the Sierra Leone Police (SLP), Republic of Sierra Leone Armed Forces (RSLAF), Sierra Leone Prisons, Sierra Leone Fire Force (SLFF), and Sierra Leone Immigration Services (SLIS). Policy reforms and institutional restructuring are ongoing within these peace and security institutions to which UNSCR 1325 and 1820 are most substantially directed.

In general, the Sierra Leone Security Sector apparatus through SSR is being gradually moulded to admit a gender process that incorporates women, so that the respective institutions could better play their role in accordance with the tenets of UNSCR 1325 and 1820.

The pattern of recruitment and promotion, for instance, has been reported as currently "largely dependent on competence, ability, qualification and general output rather than sex, patronage or nepotism. Despite policy reforms from a gender perspective, the inclusion and representation of women at the decision-making levels is still glaringly low. Women are expected to be represented at Security Sectors such as the Provincial, District and Chiefdom Security Committees (PROSECS, DISECS, CHISECS). This is happening in some Provinces, Districts and Chiefdoms, while in others, women are not empowered or are denied access to taking up roles in these communities.

(i) Security Sector Reform (SSR)

The SSR implementation started in 2000, and a significant element of the peace consolidation process through the support of the Peacebuilding Commission (PBC), Peacebuilding Fund (PBF) Projects and other bilateral Agencies like DFID for instance, is underway within the SSR process. Although it does not explicitly factor gender mainstreaming, gender policies are being put in place in institutions within this sector, to promote gender focused development. However, a lot more still needs to be done.

(ii) The role of the Republic of Sierra Leone Armed Forces

Again, there have been policy reform and restructuring within the RSLAF with regard to recruitment, training and retention with some gender perspective. An increase in women's participation has been achieved through the application of quotas, maintaining academic criteria, but with adaptation in relation to physical fitness. A sexual harassment policy is also in place. Female officers have been nominated to participate in the peacekeeping mission to Dafur. Very recently, the most high-ranking woman in the RSLAF has been promoted from the rank of Colonel to Brigadier. This is in fact the first female Brigadier in the West African Region. Also, a gender policy has been drafted for endorsement,

especially in the context of post-conflict peacebuilding in Sierra Leone. It highlights the capacity situation of institutions for monitoring and evaluation policies, programmes and projects relating to gender and women's development. Section 4.3 describes the institutional arrangement for monitoring the implementation of the National Action Plan on UNSCR 1325 and UNSCR 1820; it identifies actors and defines roles and responsibilities. Section 4.4 analyses the indicators developed for monitoring progress; it discusses the results framework, showing planned deliverables and targets over the implementation period. Section 5 highlights the data needs and institutional responsibilities in data collection. Section 6 summarizes the plan and presents summary of indicative.

4.2. Institutional Readiness for Monitoring the National Action Plan

There is growing awakening in Sierra Leone regarding the potential benefit the country would realise by supporting gender sensitive programmes and promoting special activities for the advancement of women. The growth in gender awareness and sensitivity has come to the national policy frontline especially after the civil war. In addition to government's responsiveness, a flurry of non-governmental institutions with activities bearing on gender and women's development has been experienced since the end of the civil war. However, while these well-intentioned institutions have contributed towards gender development and achieving the Millennium Development Goals, a major factor that has been dampening the operations of many is lack of adequacy capacity to implement programmes.

Looking Forward

There is continued enthusiasm regarding organisations' determination to pursue programmes and projects aimed at addressing gender and women's concerns. About 95 percent of the 697 organisations surveyed indicated their willingness to align activities to the provisions of UNSCR 1325. The distribution of responses in terms of those expressing interest to address protection, promotion and participation aspects of the resolution is about 50, 27 and 23 percent respectively. Mention was specifically made of the following priority policy areas:

- Implementation of the Gender Acts
- Implementation of programmes to address women's employment
- Child protection
- Human capacity building
- Development of advocacy skills
- Protection of women
- Follow-up on disciplinary actions
- Addressing HIV/AIDS

To take advantage of the existing institutional willingness to work on gender and women's related issues, there is need to develop a capacity building programme for the effective implementation, monitoring and evaluation of the UNSCR 1325 and 1820.

4.3 Institutional Arrangement for Monitoring the NAP

Description

There is a broad landscape for managing the implementation of the SiLNAP on UNSCRs 1325 and 1820. There are many actors to implement the provisions of the resolutions, calling for a clearly defined and well

Monitoring and Evaluating Framework

4.1. Introduction to the M&E Framework

Background

The Government of Sierra Leone (GoSL) continues to recognise the need to address gender imbalances and protect women to ensure sustainable socio-economic development. The country signed and ratified the Convention on the Elimination of Discrimination against Women (CEDAW) in 1988. A long lag was encountered towards the effective domestication of the Convention largely as a result of the protracted civil conflict of Sierra Leone. However, post-conflict interventions have rekindled the need to bring to the fore gender and women's issues as a fundamental pre-requisite for a lasting peace and sustainable development. GoSL enacted three gender bills in 2007 towards the effective domestication of CEDAW: The Domestic Violence Act; The Devolution of Estate Act; and The Registration of Customary and Divorce Act. A strategic roll-out plan has been developed for the implementation of these Gender Acts.

The government has also been making progress towards domesticating UN Security Council Resolutions 1325 and 1820 (UNSCR 1325 and UNSCR 1820) in respect of women and children's special situation in conflicts and their role in post-conflict peacebuilding. These resolutions, mutually reinforcing in nature, are consistent with earlier and ongoing policy and institutional reforms and strategies of GoSL: the resolutions are aligned to the Three Gender Bills, the National Gender Strategic Plan and the Agenda for Change---Sierra Leone's Second Poverty Reduction Strategy Paper.

However, while the government has made laudable efforts on the conceptualization and policy front, huge challenges to implementing gender programmes remain. Key among these relates to the need to set up a robust monitoring and evaluation system to track progress and effectively manage programme implementation.

Objective

The overarching objective of this plan is to prepare monitoring and evaluation guidelines for the implementation of UNSCRs 1325 and 1820. The plan specifically focuses on:

- Determining the institutional readiness at all levels (national and local level) for the monitoring and evaluation of the National Action Plan (NAP) for the implementation of UNSCRs 1325 and 1820.
- Defining an institutional framework with clear roles and responsibilities for all relevant actors.
- Identifying monitorable indicators and developing a results framework that will guide the tracking of progress in the implementation of the NAP.
- Setting up data collection guidelines for measuring progress in the implementation of the NAP.

Financing the M&E Plan

This is critical to fulfilling the purpose of the M&E framework articulated in this plan. Huge financial implications are envisaged for the effective coordination of the institutional framework; building the capacity of actors involved in the implementation process, and meeting the data needs for the tracking of and reporting on progress made in the implementation of the NAP. This plan comes out with an indicative cost for the various M&E needs identified therein.

Structure of the Plan

The M&E plan is structured as follows. Section 4.2 presents an organizational landscape enumerating the various institutions and actors that carry out activities related to addressing gender and women's issues,

and an institutional gender contact officer has been designated.

(iii) The Role of the Sierra Leone Police

The SLP seems to have acquired a great deal of gender sensitivity as a result of its work with the UN System in Sierra Leone especially UNIPSIL, UNFPA and UNICEF. Through gender training and resources support it is responding to women's concerns and special needs to a greater extent than before.

The Police increasingly engage women through the Local Police Partnership Boards (LPPB). By this initiative, women are being involved in community policing. This process includes creating awareness and educating communities on their human, legal and constitutional rights. Within the LPPB, women are involved at executive levels and are participating actively at meetings and assisting the LPPB to disseminate key messages on personal security at community levels. Women's groups worked actively with the Police at National and local levels and advocated for no violence during the 2005 Local Council elections and the 2007 National Elections. Working with the police, some of these women are leading advocacy for sharing information on the harmful impacts of conflict on women and contributions women can make in transforming conflicts. These have been enhanced by the trainings offered by Female Peacekeepers in the Police UN Mission (CIVPOL) with the then UNAMSIL. These trainings helped community understanding of the roles and responsibilities of the police.

The most popular section in the police is said to be the FSU. Through this Unit, communities are assisted to take measures to prevent and respond to issues of Gender Based Violence. Community members are encouraged to be involved in community policing which enable women and men to report cases of SGBV and all its forms to the FSU. Women in communities contribute to providing intelligence to the Police to assist them in their duty of ensuring the safety and security of communities.

f. Illustration of the Role of Civil Society

The Mano River Women's Peace Network Sierra Leone (MARWOPNET-SL) brought Security Sector Agencies and Women at community levels together to engage in dialogue that demystifies the role of security agencies, and enable women to take increased interest in their own and family security. They were trained in 2006 on the concept, relevance, application, reporting information on early warning signs and signals for conflict prevention and resolution using modules developed by MARWOPNET (SL).

Women's organizations continue to join actions seeking redress to the continued phenomenon of gender denial particularly at community levels. Preventing women from due representation and participation is another factor in the sustained low participation rate of women in peace, security and governance sectors. The recent marginalisation of women in the Kono and Kailahun chieftaincy elections is evidence of the fact that patriarchy in Sierra Leone can and do rear its ugly head even in the face of Government's conviction to enable the fulfilment of gender equity and equality goals.

The Government, Civil Society and development partners commit to continue to strive ardently and to work collectively for the full implementation of the UNSCRs 1325 and 1820, because it is the right way to go.

The only way to achieve lasting peace is to formulate strategic actions that respond to and enable the Sierra Leone society to benefit from women's and men's engagement and contributions on a level playing field in all facets of life and in this specific case of the peace and security agenda.

2.0. Elaboration of the Sierra Leone National Action Plan (SiLNAP)

2.1 The Process of Developing the Sierra Leone National Action Plan

A requisite step in the application of UNSCRs 1325 (2000) and 1820 (2008) or other UN Resolutions for that matter is to have a well structured and strategic action plan in the form of a National Action Plan (NAP). The NAP is a tool for building national consensus, ownership and support around the key areas of the Security Council Resolutions (SCRs). The NAP also serves as a guide to effective implementation, by responsible actors, creating a monitoring and evaluation (M&E) framework and a comprehensive budget.

The SiLNAP was drafted through a rigorous inclusive process which effectively commenced in September 2008. Prior to this date, since the adoption of UNSCR 1325 in 2000, various uncoordinated/unconscious efforts at translating the principles of the UNSCR 1325 were conducted at community and national levels by some UN and Government agencies and non government organisations.

Even before the unanimous adoption of the Resolution in October 2000, sub-regional network of women's peace organizations in the Mano River Union Countries of Sierra Leone, Liberia and Guinea had established in May 2000, the Mano River Women's Peace Network predicated on engendering the peace process in the Mano River Countries of Sierra Leone and Liberia where full blown conflict were then in rage.

As stated under the background, it was the suffering and violence women faced under such full blown conflict/wars and the marginalization they endure even at peace times that spurred women in conflict countries, like Sierra Leone and their allies/partners in non-conflict countries around the world to protest and demand the protection of women's rights, in war and in peace times. Their actions resulted in the unanimous adoption of UNSCR 1325 on Women, Peace and Security.

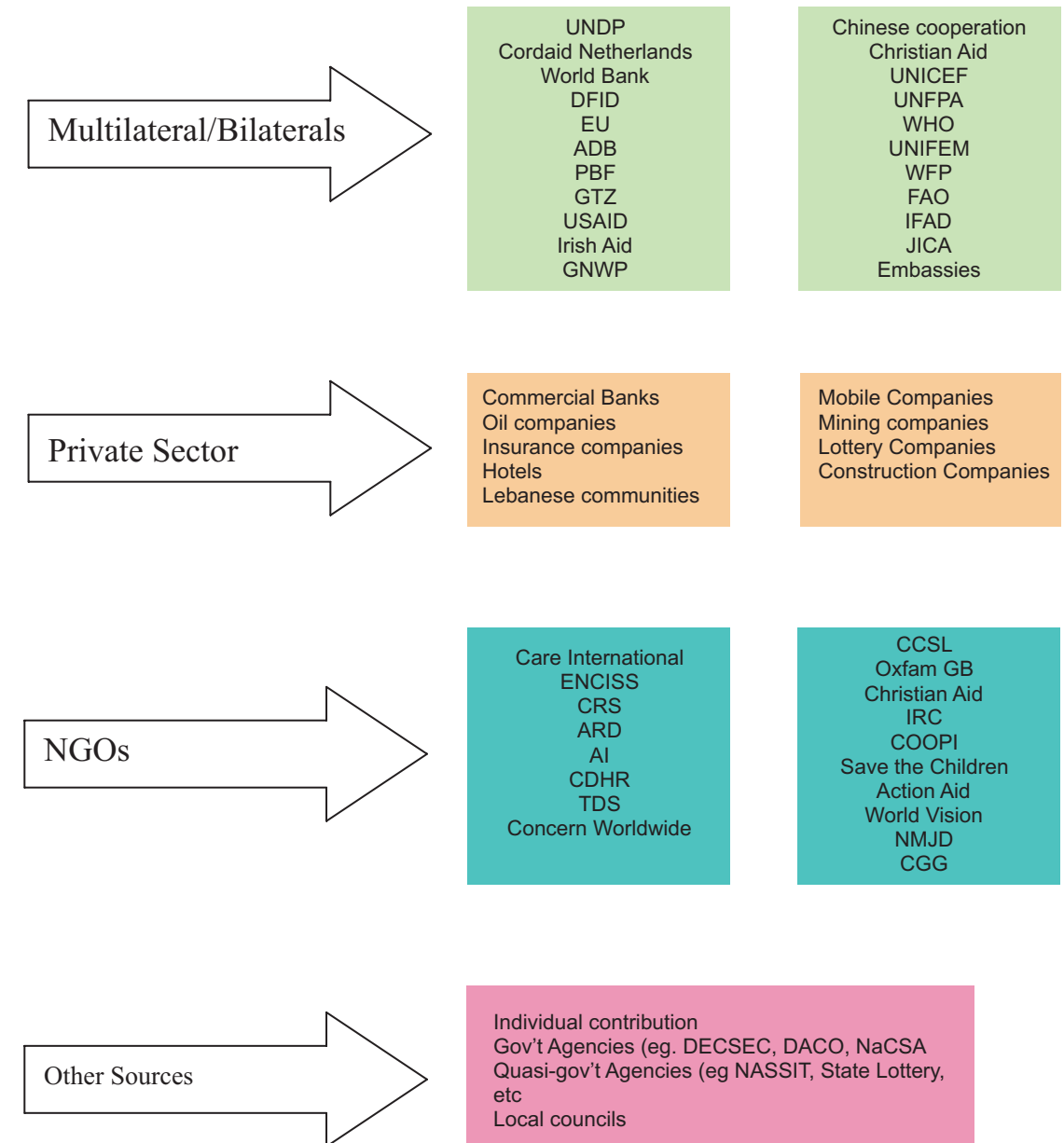
Since the adoption of the Resolution 1325 (2000), the Office of the Special Adviser on Gender Issues and the Advancement of Women (OSAGI) in New York in partnership with UN agencies around the world, for example in Africa, i.e., UN Economic Commission for Africa (ECA), have embarked on initiatives to raise awareness about the importance of, and the need to fully implement the Resolution in countries especially in transit from war to peace.

The aim of the meetings by OSAGI/ECA is not only to foster the popularity of the Resolution at UN member state level, but also to motivate targeted UN member states in Africa to respect their commitments to women's empowerment, gender equality and mainstreaming in peace and security policies and plans with the provision of effective protection to women and girls during and post conflicts.

Deliberate and conscious efforts at translating Sierra Leone Government's commitment into action for the full implementation of UNSCR 1325 was contemplated in discussions between the Sierra Leone Government and Non-Government representatives at one such meeting organised by the ECA and OSAGI in Addis Ababa in February 2008. Soon after that meeting, occasion presented which involved interaction among the Ministry of Social Welfare, Gender and Children's Affairs, MARWOPNET (SL), WANEP (SL) and Cordaid (Netherlands) on the UNSCR 1325. The interaction that contributed immensely to the consolidating of ideas and collaboration between Government and NGOs resulting in the crafting of the SiLNAP. A chronology of events in the process are the following;

6-8 February 2008, Addis Ababa, Ethiopia: Start of the Journey – Deputy Minister of Social Welfare, Gender and Children's Affairs (MSWCGA) and the then Focal Point, MARWOPNET (SL) participated in the UNECA/OSAGI 'High Level Policy Dialogue' on the implementation of UNSCR 1325 in Africa. They discussed the way forward for effective action in translating the principles for the benefit of women/girls in Sierra Leone and agreed to take concerted action to develop the NAP for Sierra Leone.

Figure 1: Summary of potential sources of donations



3.1 Resource mobilization for Full Implementation

a. Financing

The purpose of this strategy is to identify realistic approaches to mobilising resources for the implementation of the SiLNAP process in Sierra Leone. The government, as forerunner in the implementation of the SiLNAP, shall take the lead in resource mobilisation. It should be noted, however, that, government resources as articulated in the national budget always fall short of the requisite finance to implement its development programmes.

Financing the SiLNAP is in two phases: setting up a National Steering Committee for Implementation; and coordination and reporting on the implementation of the SiLNAP. The Sierra Leone Government through the Ministry of Social Welfare Gender and Children's Affairs has expressed strong commitment through out the SiLNAP process. This strengthens its political will to support the implementation. However, the present Gender Budgetary allocations are far from meeting the programmed financial resources to ensure a successful implementation of the SiLNAP.

While the Government contribution will continue to remain fundamental to the resource mobilization strategy, there is a strong need to identify other sources to mobilize additional resources. Support (financially or in-kind) shall be sought from various sources including international donors, the private sector, CSO/NGOs, and individuals/ households/communities (see Figure 1). Mobilizing resources from domestic sources is extremely critical for ownership and sustainability of the implementation process.

The Ministry of Social Welfare has got huge task in this respect to lead the fundraising exercise taking advantage of its heterogeneous composition including representatives from Civil Society, faith-based organizations, the private sector, the academia, Parliament and the Government. Each member of the National Steering Committee can lead a fundraising move to its constituency and other potential donors.

b. Advocacy

An advocacy strategy for resource mobilization forms a critical role for the National Steering Committee for Implementation with leadership from the Ministry of Social Welfare, Gender and Children's Affairs. It will bring together government development partners such as the World Bank, AfDB, IFAD, EC, DFID, UN Agencies, JICA, the Chinese and others including non-traditional partners. This meeting provides a platform to market the philosophy of the SiLNAP. Similarly, contacts will be made with the Private Sector to support the resource mobilization.

c. Capacity Building

Capacity building of the Actors is very important to the full implementation of the SiLNAP. In this regard we need technical support from our development partners in moving this process forward.

In conclusion, the National Steering Committee should be proactive in its fundraising responsibility. The Government, especially the Minister of Social Welfare Gender and Children's, could play a big role in the fundraising process. There is a need for an effective advocacy strategy to market SiLNAP, and the creation of website is critical in this direction. All reachable sources of funding should be explored; there is no 'small money' especially from the perspective of ensuring ownership through local contributions.

Mid February 2008: Cordaid Project Officer, Sanne Bilsjame visited Sierra Leone on an Assessment Mission of potential projects worthy of Cordaid assistance. Among local and national NGOs consulted were WANEP (SL) and MARWOPNET (SL) regarding interventions in the area of women/gender, peace building and development issues.

February 28 – March 12 2008, CSW New York: MARWOPNET (SL) participated in a number of events organised by FAS, FEMNET, among others on the implementation of UNSCR 1325 (2000) and intervention in post conflict reconstruction including conflict countries – Sudan, Darfur. These panels and presentations by key actors including women victims from conflict areas provided practical experience sharing and cross learning to facilitate strategy development to ameliorate women's suffering and enhance solidarity. The exposure and interaction contributed to deepening the coordinators' insight on approaches to strategy development that are meaningful for the elaboration of NAPs.

April 2008: CORDAID invited MARWOPNET (SL) and WANEP (SL) to write and submit for funding a project proposal for the Development of a National Action Plan for the full implementation of UNSCR 1325 (2000).

April – June 2008: Proposal Development Phase-MARWOPNET (SL) Focal Point, WANEP (SL), National Coordinator and WIPNET (SL) Program Officer worked together to develop the concept and project titled 'Towards the Development of a National Action Plan for the Full Implementation of UNSCR 1325 (2000)'. Throughout the conceptualisation and drafting, the document was shared with the CORDAID Project Officer for orientation and comments to ensure conformity with CORDAID's requirements.

July – August 2008: Proposal was finally accepted and funding for the project was approved. WANEP (SL) was approved as lead agency with MARWOPNET as co-implementing organization. CORDAID signed a Memorandum of Understanding (MOU) with WANEP (SL) and WANEP (SL) signed an MOU with MARWOPNET as co-implementing agencies. Further, the MOU stipulated Government's engagement and leadership in the process.

July – August: Intensify Engagement with Government – MSWCGA on the elaboration process.

18 September 2008: Release of Funds. The first tranche of funds was received in Freetown.

October 2008: Project inception meeting with wide spectrum of stakeholders. Project work, and modalities for the first project activity agreed – **Assessment/Mapping** of previous and ongoing initiatives on UNSCR 1325. The survey conducted nationwide under the guidance of a consulting firm – represents the baseline study for generation of the baseline data/information determination of specific areas of activities in crafting the NAP. About 35 local and national level organizations

November 2008 – Awareness raising on the Resolution – information dissemination through media campaigns and community meetings. The MSWGCA convened a meeting which brought together other NGOs who had been working on 1325, in particular the 1325 Coalition supported by International Alert (IA) to ensure wider participation in the project implementation. The meeting discussed and agreed on the establishment of a Government – Civil Society National Task Force on 1325 – Titled WANMAR 1325 for short.

10 December, 2008: Official Inception of the Government – Civil society Taskforce under the chairmanship of the Gender Division of the Ministry of Social Welfare, Gender and Children's Affairs. The Task Force comprising about 35 members, was formed with consideration for inclusivity of the various stakeholders in areas for action on UNSCR 1325. These included the following MDAs, UN Agencies and NGOs:

- Ministry of Social Welfare, Gender and Children's Affairs
- Ministry of Foreign Affairs and International Co-operations
- Ministry of Information and Communication
- Ministry of Internal Affairs, Local Government and Rural Development
- Ministry of Agriculture and Food Security
- Sierra Leone Police
- Sierra Leone Prisons Department
- Republic of Sierra Leone Armed Forces and Women in Security Sector (WISS-SL)
- Ministerial Interagency Relations Dept. and Office of National Security
- Parliamentary Female Caucus
- Parliamentarians
- National Forum for Human Rights (NFHR)
- Coalition of CSOs working on UNSCR 1325
- UNFPA
- UNIFEM
- UNIPSIL
- Civil Society Movement
- The 50/50 Group
- Sierra Leone Women's Forum
- Gender Research and Documentation Center of the University of Sierra Leone
- Sorotipmist International Club
- WIPNET
- MARWOPNET
- Sierra Leone Labor Congress
- International Alert
- ENCISS
- Justice Sector Coordinating Office (JSCO)
- AMNET
- Sierra Leone Association of Non Governmental Organizations
- Campaign for Good Governance
- Sierra Leone Association of Journalists

At its first meeting, the Task Force deliberated on the Terms Of Reference (TOR) which defines its role and functions.

For the smooth running of the Taskforce, its monthly meetings are chaired by designated Gender Officers of the Ministry and Co-Chaired by the WANMAR 1325 Project Co-Coordinator from MARWOPNET (SL). Its day to day work is coordinated by the WANMAR 1325 Secretariat located in the WANEP office. The Minuting Secretary for the monthly meetings is provided by Gender Officers.

January 2009: Monthly Task Force meeting and 1st Stage Validation of the Baseline Study. The Assessment report not only mapped out existing initiative, but highlighted achievements on gender issues related to 1325, continuing challenges and opportunities regarding women's involvement in the peace, security, and peace building processes.

23-25 February 2009: Two days regional consultative workshop in each of the four regions. Participants numbering 30 in each region were drawn from district and chiefdom levels. The workshop generated issues, information/data and recommendations that provided inputs for crafting NAP and represent the major workshop deliverables. There are the UNSCR 1325 Action Plan for the respective regions. Also Regional Task Force were establishment of Regional Task Forces.

March 2009: Building and/or strengthening insights and experiences on the development and full implementation of the UNSCR 1325 (2000) Action Plans, through participation at various fora in and out

| | | | | | |
|--|--|-----------|--------------------------|-----------|-----------|
| | | 186.22 | 203.01 | 221.28 | 241.2 |
| 3.3.3 Sensitize/raise awareness of stakeholders at all levels on women's rights and SGBV including the Roll out Plan to ensure increased compliance reporting | | 76,410 | 83,287 | 90,783 | 98,953 |
| 3.3.4 Capacitate existing community structures to advocate and seek redress against cases of SGBV | | 15,385 | 16,769 | 18,278 | 19,924 |
| 4.1.1 Lobby legislators, community leaders and other stakeholder in Government. | | 10,256 | 11,179 | 12,186 | 13,282 |
| 4.1.2 Coalition of Women's Organizations continue nationwide campaigns with key stakeholders to deepen awareness for quick action | | 15,385 | 16,769 | 18,278 | 19,924 |
| 4.1.3 Women's/gender activists engage the APRM/ NEPAD process for widening joint action for gender equality | | 5,128 | 5,590 | 6,093 | 6,641 |
| 4.1.4 Work with Gender Focal Points in MDAs including SSIs and organize trainings in gender issues, gender mainstreaming in Peace consolidation/recovery and security. | | 143,269 | 156,163 | 170,218 | 185,538 |
| 4.2.1 Provide training for women on peace mediation, negotiation, gender mainstreaming in Peace consolidation/recovery and security and recommend them to serve at national, regional and international levels and enhance retention | | 0 | 0 | 0 | 0* |
| 4.2.2 MDAs, especially SLP, RSLAF, other SSIs develop affirmative action mechanisms – targeting, quotas at all levels of their structures for women to benefit from trainings also at international level | | 25,641 | 0 | 0 | 0 |
| 5.1.1 Taskforce developed and launched for the coordination and monitoring of the annual operational action plan | | 76,923 | 83,846 | 91,392 | 99,618 |
| 5.1.2 Provide capacity building for key stakeholders in project development, management, monitoring and evaluation | | 25,641 | 8,547 | 9,316 | 10,155 |
| 5.2.1 Develop a fund raising strategy for the NAP and undertake a fund raising drive | | 256,410 | 279,487 | 304,641 | 332,059 |
| 5.3.1 Organize seminars and disseminate reports | | 23,077 | 25,154 | 27,418 | 29,865 |
| 5.3.2 Organize annual round table conference | | 5,427,118 | 5,482,573 | 5,220,998 | 5,170,625 |
| TOTAL | | | | | |
| GRAND TOTAL | | | USD \$ 21,301,314 | | |

* Could be done within MDAs budget

| | | | | |
|--|-----------|-----------|-----------|-----------|
| 1.4.3 Disseminate best practices on application of Resolution 1325, 1820 and Anti-human Trafficking Laws etc., | 16,026 | 17,468 | 19,040 | 20,754 |
| 1.4.4 Organize Excellence Award in Gender for decision maker at all levels | 7,692 | 8,385 | 9,139 | 9,962 |
| 2.1.1 Provide logistical and financial support to LAWYERS to prosecute cases on SGBV | 102,564 | 111,795 | 121,856 | 132,823 |
| 2.2.2 support the recruitment of additional magistrates , lawyers | 15,385 | 15,385 | 0 | 0 |
| 2.2.3 Provide access to pro-poor microfinance facilities for communities | 512,821 | 512,821 | 512,821 | 512,821 |
| 2.2.4 Construct and equip/staff psychosocial facilities in all section head quarter communities in Sierra Leone | 1,538,462 | 1,676,923 | 1,827,846 | 1,992,352 |
| 2.3.1 Organize and advocate for allocation of reasonable budgets, expenditure levels, and other productive resources for women's economic empowerment in key MDAs, e.g., Agriculture | 5,128 | 5,128 | 0 | 0 |
| 2.3.2 Identify survivors/vulnerable persons within the community and engage them to be part of benefits | 25,641 | 27,949 | 30,464 | 33,206 |
| 3.1.1 Translate relevant TRC recommendations into local languages and disseminate in communities | 64,103 | 16,026 | 4,006 | 1,002 |
| 3.2.2 Engage with NaCSa to ensure women/victims are adequately catered for in the implementation of the reparation program | 9.99 | 7.2 | 8.2 | 8.80 |

of Sierra Leone. Two members of the WANMAR 1325 Project Core Team, attended the International Colloquium in Liberia on Women's Empowerment, Leadership Development, International Peace and Security, during which the Liberian National Action Plan was presented and Launched.

The two returned and participated in a one day Post Colloquium awareness raising and information dissemination workshop on the Colloquium organised by International Alert for the benefit of other stakeholders in Sierra Leone. The workshop also provided a platform to reflect on wider issues of women, peace and security in the Mano River Countries that should be captured in the SiLNAP.

April 2009: Presentation on the process of developing the SiLNAP was shared with other stakeholders, in particular, a wide cross section of the media at a press briefing/information dissemination session organised by Pathways of Women's Empowerment – the West Africa Hub in Collaboration with Campaign for Good Governance. The session theme: - *Planning for Action – Good Practices on Implementation of UNSCR 1325 on a national level provided opportunity to communicate with next steps in the process with the assembled stakeholders.* The Press briefing provided the opportunity to make the process of crafting the SiLNAP more widely known. The presentation illustrated women/gender issues that emerged as priority from regional and national perspectives and for which urgent interventions are being demanded by women and girls in the NAP.

May 2009: At the invitation of Femme Africa Solidarite (FAS), the WANMAR Project Co-Coordinator – MARWOPNET (SL) attended the sub-regional workshop for Burundi, Democratic Republic of Congo and Rwanda (– countries in the Great Lakes Region of Africa-) on their National Action Plans on the full implementation of UNSCR 1325 in Burundi.

Besides learning and experience sharing with representatives from these three countries who are also working on the formulation and launching a Sub-Regional Action Plan on UNSCR 1325, the opportunity was provided for strengthening alliances with representatives of UN Agencies, OSAGI, the Government of Finland including other International Organizations with interest on 1325. The platform allowed further deliberation on challenges that could confront the elaboration of sub-regional Action Plans for the implementation of UNSCR 1325.

June 2009: Government – Civil Society National Task Force conducted a one-day Information and Advocacy Session for Parliamentarians at the Parliament Buildings. The findings of the Baseline Study and the Regional Action Plans were shared. Also, the occasion was used to emphasize the priority outcomes of women's urgent demand for translating the provisions of UNSCR 1325 and 1820 into practical interventions, particularly at constituency levels. The Parliamentarians demonstrated strong support for gender mainstreaming and intensified response to curbing SGBV. The interests of the Parliamentarians were strongly aroused and they demanded that they be engaged in all the next steps in the process.

June 2009: Member of the Government-Civil Society Taskforce Participated in the International Alert-CSPEC Collaborative Workshop on developing monitoring Indicators for the implementation of UNSCR 1325. the workshop was organised in Freetown, Sierra Leone for participants from Liberia, Burundi and Sierra Leone.

2– 4 September 2009: National Consultative Conference on 'Developing of the Sierra Leone National Action Plan on UNSCR 1325'. The Conference was chaired by the Minister of Social Welfare, Gender and Children's Affairs. The Opening session was addressed by the Minister of Defense, Deputy Minister of MOFED, Representative of the Minister of Foreign Affairs and International Cooperation, the Country Representative of UNFPA and the Chair of the UNCGT. The workshop was opened with the keynote address by Sierra Leone's 1st Lady – Mrs. Sia Nyama Koroma that was delivered by the 2nd Lady, Mrs. Kadija Sam-Sumana. During the three day National Conference, the 60 participants worked intensively in five different groups through three successive interactive group and feedback sessions.

In the group work sessions, participants reviewed, strengthened and/or built on the working draft NAP document that had emerged from the consolidated/composite Regional Action Plans. The composite Regional Action Plan had been validated and refined by the Regional and National Task Forces. The Workshop/Conference further raised/deepened awareness on UNSCRs 1325 and 1820. It widened and strengthened local ownership that enabled the unanimous adoption of the product – draft National Action Plan on the 4th of September 2009. The SiLNAP (2009-2014) is a five year dynamic document, crafted and built on five pillars. The development is funded with support from Cordaid Netherlands.

20-22 October 2009: Development of Indicators Workshop on UNSCRs 1325 and 1820, organized in Bo with support from UNFPA and UNIFEM. Indicators and objectives were reviewed and priorities refined to reduce the number of indicators. The number of indicators was 63, but prioritised to 43.

November 2009– January 2010: Priority objectives and indicators refined and validated during the Bo Workshop leading to a further refinement of indicators which now numbered 36, aligned as necessitated with strategies and specific activities and the final version of the SiLNAP produced. Monitoring and Evaluation Framework developed.

4th March 2010: The SiLNAP was show cased during the 58th Session of the UN Commission on the Status of Women (CSW) in New York

3.4 National Action Plan Budget Estimate

| Objectives | Specific Activities | Amount Required (in US \$) | | | |
|------------|---|----------------------------|---------|---------|---------|
| | | 2010 | 2011 | 2012 | 2013 |
| | 1.1.1 Adopt/and disseminate the SLNAP 1325 widely among institutions at meetings | 19,769 | 21,947 | 24,185 | 23,077 |
| | 1.1.2 Identify, give update of the domestication and/or ratification of various instruments CEDAW, SDGEEA, AU Women's Protocol, ECOWAS conflict prevention framework (protocol for the prevention, management and resolution of conflict MRU) and the Sierra Leone Anti-trafficking Act. | 783,505 | 876,774 | 982,979 | 666,667 |
| | 1.2.1 Simplify and translate UNSCR 1325 into the main local languages | 51,282 | 0 | 0 | 0 |
| | 1.2.2 Raise community level awareness on the provisions of the resolution | 573,077 | 624,654 | 0 | 0 |
| | 1.2.3 capacitate and network community structures to follow-up on SGBV and to strengthen initiatives on early warning, conflict prevention, resolution, peace and security | 128,205 | 134,615 | 141,346 | 148,413 |
| | 1.3.1 Collect information/data on practical usefulness and enforcement of statutory and customary laws for prevention of all forms of violence against women/girls especially rape, sexual offences, domestic violence, harmful traditional practices including human trafficking and make recommendations for robust laws, institutional equality/equity policies, mechanisms and administrative procedures. | 58,464 | 26,546 | 29,154 | 28,205 |
| | 1.3.2 Lobby parliament for speedy enactment of the Sexual Offences Bill and the Matrimonial Causes Bill. | 5,128 | 5,590 | 6,093 | 6,641 |
| | 1.3.3 Hold meetings/sensitization workshops/sessions with Justice, Foreign Affairs and Social Welfare Gender and Children affairs Ministries and Parliament who play decisive roles in domesticating and ratification and application of laws/instruments | 328,803 | 231,454 | 262,105 | 251,282 |
| | 1.3.4 Simplify/translate and disseminate widely the texts of these international, regional and sub-regional laws/instruments agreed to by Sierra Leone in the area of women's right and related to peace, security and gender equality | 64,103 | 16,026 | 17,468 | 0 |
| | 1.4.1 Conduct TOT on gender equality, gender mainstreaming concepts and gender analysis techniques for decision makers, opinion leaders, policy implementers and administrators, tribal authorities at national and local levels | 77,795 | 84,796 | 92,428 | 100,747 |
| | 1.4.2 Develop behavioral change communication message and disseminate through cultural activities TV, radio drama discussion and public outreach campaigns in schools – formal, non-formal setting | 102,564 | 111,795 | 121,856 | 132,823 |

Outcome Objective

5. Ensure effective coordination of the implementation process including resource mobilization, monitoring and evaluation and reporting on the National Action Plan

| Output Objectives | Strategies | Specific Activities | Indicators | Primary Stakeholder | Other Partners | Timeframe |
|--|---|--|---|--|--|-----------|
| 5.1 Institutional mechanisms, management and monitoring capacity of the Government – Civil Society Task Force strengthened | Intensify lobby, advocacy for gender inclusive constitution Exchange study visits Networking among appropriate institutions, CSOs in and out of Sierra Leone Capacity building | Taskforce developed and launched for the coordination and monitoring of the annual operational action plan Provide capacity building for key stakeholders in project development, management, monitoring and evaluation | Required institutional mechanisms for effective implementation, monitoring and coordination in place Number of capacity building trainings on M&E conducted. | MSWGCA, NGOs, Government-Civil Society Implementation Committee. | - Local Councils - Women's groups - CSOs/CBOs - Donors - International NGOs - Cordaid | 2009-2014 |
| 5.2 Adequate funding secured from Government and donors | | Develop a fund raising strategy for the NAP and undertake a fund raising drive. | Percentage of secured funding for implementation of the SILNAP | GOSL/MSWGCA, Task Force, Statistics Sierra Leone, Consultant | - Local Councils - Women's groups - CSOs/CBOs - Donors - MRU/AU - International NGOs | 2010-2011 |
| 5.3 Engaging nationally, regionally and internationally enhanced for improved coordination and collaboration. | Building alliance of gender friendly men and women at all levels as well as with-subregional, regional institutions and bi-lateral agencies | Organize seminars and disseminate reports Organize annual round table conferences | Number of coordination and consultative sessions held at national and regional levels. | MSWGCA, NGOs, Civil Society | | 2010-2012 |

2.2 The Baseline Study

This section highlights information/data that emerged from the nation wide mapping survey conducted by the Government – Civil Society National Task Force on the implementation of UNSCR 1325 in Sierra Leone so far. The survey gathered information from 697 organisations on the following:

- Existing knowledge of the UNSCR 1325 among key institutions
- The nature and extent of implementation of organisations' activities that relate to UNSCR 1325
- The organisations approach to ending impunity and persecution of women
- The capacity situation of organisations in carrying out activities related to UNSCR 1325
- Priority policy areas within the framework of UNSCR 1325 that organisations wished to continue to work on.

Knowledge of UNSCR 1325 and related activities by existing organisations

About half of the organisations surveyed indicated knowledge of the existence of UNSCR 1325 mostly through radio and workshops. About half also admitted to have undertaken activities addressing priority areas of resolution 1325. These activities included:

- Awareness raising campaigns and community sensitization
- Conducting workshops
- Implementing gender based programmes
- Creating partnerships and networks
- Human resource development
- Lobbying and advocacy

Efforts at ending impunity & persecution against women

The survey revealed efforts made by various organisations at ending impunity and persecution against women in Sierra Leone. About 67 percent of those interviewed revealed that they had work with victims /survivors of SBGV. In some cases they have assisted survivors to seek redress through primarily the FSUs, to bring perpetrators of gender based violence and crimes against humanity to book. Some organisations were reported to have paid more attention to protection and prevention of crimes against women.

The majority of the organisations appeared to have been applying evidence-based approach to their interventions. About 63 percent of those surveyed indicated that they had been carrying out case studies, investigating impact of armed conflict on women, the role of women in peace building, and gender dimension of peace processes.

Challenges to implementation

Organisations surveyed were reported to have encountered severe capacity constraints in their efforts to implement activities to address gender and women's concerns. The survey reported lack of adequate human, technical and financial capacity. The capacity to develop coherent plans and programmes was lacking, thus many organisations have been losing strategic direction. Some organisations had undertaken studies on gender and women's situation but little dissemination of findings was reported. Other challenges

are:

Insufficient cooperation from the communities during gender advocacy and awareness raising campaigns.
 Infrastructural impediment relating to difficulty in accessing remote areas due to bad road condition.
 Cultural barriers
 Inadequate coordinate among partner organisations

3.0. The National Action Plan

The Sierra Leone 1991 Constitution enshrines the principles of gender equality, the dignity and rights of men and women and non-discrimination.

In Sierra Leone, devastating and extreme forms of abuse and violence were widely experienced during the conflict years of 1991-2002.

Although all civilians suffered the atrocities of the war, the greater majority of those most adversely afflicted including as refugees and internally displaced were women and girls. Women's and girls' bodies, in particular, became the location of the war, in rural as well as in urban areas. Even, in these post war period of prevailing relative peace, various ongoing, peace consolidation, peace building and reconciliation initiatives, Sexual and Gender Based Violence (SGBV), against women and girls persists. The indications from daily media reports is that Sexual Violence against females is increasing with impunity. Almost daily, newspapers report incident of the rape of female children by much older males in various districts. Females experienced the war differently from males. The differentiated special situation of women, are not to be recognized and addressed from the perspective of victims only, but also needs to be addressed from the perspective of contributors either as willing or forced combatants, and peace builders whose experiences must be fully utilised for enduring peace and emerging development stages. Women's experiences in the Sierra Leone war and their roles and contributions brought resolution 1325 in to practice, even though there engagement in conflict prevention and resolution are not widely recognised particularly at community levels. In the Sierra Leone Parliament, of 124 members, women account for only 12 percent. Women need to be actively represented at all decision-making levels in all the areas of the ongoing peace consolidation, post-conflict reconstruction and development processes.

Thus, the Government jointly with other Development Partners, particularly Civil Society Organizations in country, initiated intensified action in 2008 towards the development of a Sierra Leone National Action Plan (SiLNAP) for the full implementation of UNSCRs 1325 on Women, Peace and Security. Also the SiLNAP includes elements of resolution of 1820 that builds on 1325, offering a stronger policy strategy than 1325 for the protection of women and girls against conflict-related Sexual Violence. It affirms that effective steps to prevent and respond to such acts of sexual violence can significantly contribute to the maintenance peace and security.

The full implementation of the SiLNAP will allow the application of the gender approach in especially related institutional reforms, strategic policies and plans at national and sectoral levels to prevent and respond to the continued consequences and impact of the civil conflict on women and girls.

The SiLNAP has been elaborated on the context of Sierra Leone and the priority issues that emerged from especially the consultations held at regional levels with a wide spectrum of actors from all levels including the chiefdoms.

| | | | | | | | | | | | |
|--|---|--|--|--|--|--|--|---|---------------------------|----------------------|----------------------|
| 4.2 Recruitment and retention of women in law enforcement, justice and security institutions increased | <ul style="list-style-type: none"> - Constructive engagement through dialogue sessions. - Guaranteeing that a minimum 30% of candidates for all local and national elections are women - Mapping of women in the security sector institutions - Review of security sector recruitment, employment and promotion criteria and policies - Creating roster/database of women relating to themes on women/gender, peace and security | | <p>Provide training for women on peace mediation, negotiation, gender mainstreaming in peace consolidation/ recovery and security and recommend them to serve at national, regional and international levels and enhance retention.</p> <p>MDAs, especially SLP, RSLAF, other SSI's develop affirmative action mechanisms – targeting, quotas at all levels of their structures for women to benefit from trainings also at international level.</p> | | <p>Number and percentage of women in decision-making and high ranking positions at all levels in SSIs.</p> <p>Number of training sessions to build capacity of the MSWGA, FSU, RSLAF and other relevant partners in the area of gender, peace and security including gender analysis and gender mainstreaming.</p> | <p>council MDA, SSI Men, women, community based organizations and local council leaders Men, women, CBOs, Local council, community leaders</p> | <p>MDAs, especially Justice Sector, SSIs and ONS</p> | <p>Agencies, INGOs Media, CBO, UN agencies, INGOs</p> | <p>Media, INGOs, CSOs</p> | <p>2010 2011</p> | <p>2010 2014</p> |
|--|---|--|--|--|--|--|--|---|---------------------------|----------------------|----------------------|

Pillar 4: Participation and Representation of Women

OPs. of UNSC Resolution 1325 (2000) and 1820 (2008)

Res. 1325 OP. 1: Urges Member states to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management and resolution of conflicts.

Res. 1325 (OP.8a) calls on all actors involved, when negotiating and implementing peace agreements to adopt a gender perspective including inter alia the special needs of women and girls during repatriation and resettlement and for the rehabilitation, reintegration and post conflict reconstruction.

Res. 1820 (OP. 12) Urgently Secretary-General and his special envoy to invite women to participate in discussions pertinent to the prevention and resolution of conflict, the maintenance of peace and security and post-conflict peace building and encourage all parties to such talks to facilitate the equal and full participation of women at decision-making levels.

Outcome Objective

4. Contribute to increased Participation and Representation of Women

| Output Objectives | Strategies | Specific Activities | Indicators | Primary Stakeholder | Other Partners | Timeframe |
|---|--|---|---|--|--|---|
| 4.1 Stakeholders lobbied for increased representation of women and gender parity in decision making organs at all level including a minimum 30% quota for political representation. | Intensify lobby, advocacy for gender inclusive Constitution Public lectures, symposium, clusters training of all stakeholders Exchange study visits Networking and experience sharing among appropriate institutions in and out of Sierra Leone Capacity building Building alliance with gender friendly men and women at all levels Training of women at community level to engage their parliamentarians and councilors on minimum 30% quota representation. | Lobby legislators, community leaders and other stakeholders in Government. Coalition of Women's Organizations continue nationwide campaigns with key stakeholders to deepen awareness for quick action. Women's/girls activists engage the APRM/NEPAD process for widening joint action for gender equality. Work with Gender Focal Points in MDAs including SSIs and organize trainings in gender issues, gender mainstreaming in peace consolidation/ recovery and security. | Number of advocacy and Consultative Sessions conducted for stakeholders, political parties, legislature, women's groups, civil society etc. Legislation and regulatory measures ensuring gender parity or a minimum of 30% at elected and appointed positions in government, as well as other governance structures, is in place, at all levels. | President, Parliament, Attorney General and Minister of Justice, Women's Organisations. Parliament, CSO, NEC Officials, political parties MSWGCA, INGOs, CSOs, Community members MDAs, Security sector institutions, MDAs local | CSOs, UN Agencies, NGO Media, INGOs , Traditional leader, Female Caucus, Electorate Media, UN Agencies and WIPSEN UN Agencies, INGOs, CSOs CSOs, UN | 2010–2012 20109 2012 - |

Hence, it is in alignment with the National Gender Strategic Plan (NGSP), and the 'Agenda for Change' – Sierra Leone's Phase Two Poverty Reduction Strategy Paper (PRSP).

3.1 Vision

A Sierra Leone that reinforces and fosters its commitments for women and girls to realize the benefits of the principles and provisions of UNSCRs 1325 and 1820

3.2 Mission

Government through the Ministry of Social Welfare, Gender and Children's Affairs coordinates with Civil Society, the UN Agencies and other development partners and work for the full implementation of the SiLNAP that ensure accountability

3.3 National Action Plan Matrix

The SiLNAP is a five year (2010-2014) dynamic implementation plan, encompassing both the UNSCR 1325 (2000) and major components of 1820 (2008), designed and developed around five pillars:

The pillars are the identified overall objectives as follows:

Pillar 1: **Contribute to reduced Conflict including Violence Against Women/Children (SGBV)**

Pillar 2: **Protection, empowerment of victims/vulnerable persons especially women and girls**

Pillar 3: **Contribute to increased Prosecution of perpetrators as well as rehabilitation of Victims**

Pillar 4: **Contribute to increased Participation and representation of women**

Pillar 5: **Ensure effective coordination of the implementation process including resource mobilization, monitoring and evaluation and reporting on the National Action Plan**

Each pillar contains priority outcome and output objectives with indicators for monitoring progress towards full implementation.

Appropriate activities including responsible parties, and timelines have been identified.

In all, there are eleven expected outcome objectives, twenty-three key output objectives and thirty-five indicators.

Pillar 1: Prevention of Conflict including Violence Against Women/Children (SGBV)

- UNSC Res. 1325 (OP.1) urges member states to ensure increased representation of women at all decision-making levels and international institutions and mechanisms for the prevention, management and resolution of conflict
- UNSC Res. 1325 (OP.8b) adopt a gender perspective including, inter alia measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;
- UNSC Res. 1325 (OP.8c) "...measures that ensure the protection of and respect of human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary.
- UNSC Res. 1820 (OP.13) Urges all parties concerned, including Member States, United Nations entities and financial institutions, to support the development and strengthening of the capacities of national institutions, in particular of judicial and health systems, and of local civil society networks in order to provide sustainable assistance to victims of sexual violence in armed conflict and post-conflict situations.

- ... Take concrete measure to incorporate a gender perspective into activities to promote peace and security and into humanitarian activities

15

Outcome Objective**1. Contribute to reduced Conflict including Violence Against Women/Children (SGBV)**

| Output Objectives | Strategies | Specific Activities | Indicators | Primary Stakeholder | Other Partners | Time frame |
|---|--|--|---|--|--|------------------|
| 1.1 Commitment for the implementation of Resolutions 1325 and 1820 by related MDAs especially Security Sector institutions, Education, Finance, Health and including Political Parties increased. | <ul style="list-style-type: none"> - Engaging Local authorities and Parliament - Ensuring that constitutional reforms include gender parity principles and remove all forms of discriminations against women/girls | <p>Adopt/ and disseminate the SILNAP 1325 & 1820 widely among institutions at meetings and other fora</p> <p>Identify, give update of the domestication and/or ratification of various instruments CEDAW, SDGEA, AU Women's Protocol, ECOWAS Conflict Prevention Framework, MFRU Protocol for the prevention, management and resolution of conflict and the Sierra Leone Anti-trafficking Act.</p> | <p>Number of actions taken by Government institutions to mainstream 1325 & 1820.</p> <p>Increase in the level of financial commitment to gender equality and equity programme initiatives by Government to 5 % of National Budget</p> | <p>GoSL and MDAs; Ministry of Health; Min. of Finance, MSWGCA, Min. of Justice, Min. Information Min. of Health, Local Councils</p> <p>Ministry of internal Affairs, local Government</p> <p>Rural Development</p> | <p>SLHRC</p> <p>Law Reform Commission</p> <p>Traditional leaders</p> <p>CSOs and Media</p> | <p>2010-2014</p> |

Pillar 3: Prosecute, Punish Perpetrators effectively and Safeguard Women/Girls' Human Rights to Protection (during and Post conflict) as well as Rehabilitate Victims/Survivors of SGBV and perpetrators**Outcome Objective****3. Contribute to increased Prosecution of perpetrators as well as rehabilitation of Victims**

| Output Objectives | Strategies | Specific Activities | Indicators | Primary Stakeholder | Other Partners | Time frame |
|---|---|---|--|---|--|------------------|
| 3.1 Government advocated to fully implement the recommendations of the TRC report on Women. | <ul style="list-style-type: none"> - Lobby and Advocacy , for strengthening rule of law and improving access for women - Message development and dissemination ; - Networking with Human Rights Commission, Nac -GBV, Law Officers Department and the JSCO | <p>Translate relevant TRC recommendations into local languages and disseminate in communities</p> <p>Engage with NaCSA to ensure women/victims are adequately catered for in the implementation of the reparation program</p> | <p>Increase in the number of victims receiving support</p> | <p>Government line ministries concerned, e.g. MSWGCA, Internal and Foreign Affairs, Attorney General's office, Parliament, FSU, ONS, NaCSA, HRCSL</p> | <p>NGOs, CSOs, CBOs, Local authorities, UN Agencies, PROSEC, DIESEC, CHIESEC</p> | <p>2010-2012</p> |
| 3.2 Institutional and other mechanisms in the Justice Sector strengthened to prevent and respond to sexual violence | <ul style="list-style-type: none"> - Capacity building/training for investigators, prosecutors, magistrates and judges - Review of courts sentencing policy for SGBV Offences - Victims and witness protection and support - Address risk of re-offending - Court monitoring and reporting | <p>Sensitize community members and service deliverers on implementation of the GBV roll out plan including enforcement and compliance.</p> <p>Conduct training on gender justice for stakeholders e.g Judicial Sector officials.</p> <p>Organize working seminars with justice sector officials, GFP to review court mechanisms and recommend ways for harmonizing statutory and customary laws</p> | <p>Increase in the number of Magistrates, Lawyers and Judges addressing/handling SGBV cases.</p> | <p>Judiciary, FSU,</p> | <p>CBO, NGOs, UN Agencies, CSOs</p> | <p>2010-2014</p> |
| 3.2 Reporting of SGBV at national and community levels increased | <ul style="list-style-type: none"> - Expediting hearing and disposal of SGBV cases | <p>Sensitize community members and service deliverers on implementation of the GBV roll out plan including enforcement and compliance.</p> | <p>Increase in the number of cases reported to law enforcement agencies</p> | | | |

20

| | | | | | | |
|---|--|---|--|---|---|--------------------------------|
| 2.3 Government measures and benefits for women and girls in vulnerable situation increased to ensure the respect for their social and economic rights | Engage NaCSA/CSO, conduct interviews with victims. | Organize and advocate for allocation of reasonable budgets, expenditure levels, and other productive resources for women's economic empowerment in key MDAs, e.g., Agriculture. Identify survivors/vulnerable persons within the community and engage them to be part of the beneficiaries | Percentage increase in the number of new government programs skewed to wards benefiting vulnerable women and girls Increase in the number of vulnerable women and girls benefiting from such programs | MSWGCA, Ministry of Health, NaCSA, Community heads, Law enforcement agencies, Parliamentarians, Ward committee, Councilors, Religious leaders | Victims, perpetrators, women's forum Survivors and their family, MSWGCA, FSU, HR Commission, NGO, MSWGCA, Parliamentarians, Councilors | 2010 – 2014 2010 – 2012 |
|---|--|---|--|---|---|--------------------------------|

| | | | | | | |
|---|---|---|--|--|----------------------------|----------------------------|
| 1.2 Policies, mechanisms and procedures for prevention of conflict/violence against women instituted at community levels. | <ul style="list-style-type: none"> - Simplifying the provisions of the resolutions using dramas fora, community study groups/meetings, airing on radio/TV - Publishing translations of the resolution - Publishing translations of the resolution - Supporting the enactment of laws on violence against women, women's rights and lobby for their implementations - Rebuilding and Strengthening women's networks at all levels - Intensify lobby, advocacy and outreach campaigns - Conducting action oriented research - Lobby/Advocacy for enacting national laws - Domestication/raification and application of international, sub-regional and national instruments. | <ul style="list-style-type: none"> - Capacity building - Training of Trainers workshop particularly for rural women including cross border traders - Partnership, networking and coalition building - Joint sub-regional meetings - Sensitization of women/girls at all levels - Ensuring speedy trials of SGBV cases - Promoting supremacy of the Rule of Law - Popularizing the Gender and Justice Laws of Sierra Leone | <ul style="list-style-type: none"> - Simplify and translate the UNSCR 1325 & 1820 into the main local languages - Raise community level awareness on the provisions of the resolutions - Capacitate and network community structures to follow-up on SGBV and to strengthen initiatives on Early Warning, Conflict Prevention, Resolution, Peace and Security | <ul style="list-style-type: none"> - Number of policies, mechanisms, procedures and code of conduct in compliance with 1325 and 1820. - Number of village level community structures formed and networking to championing SGBV related abuses. - Number of bye-laws in support of prevention passed in communities. | -Ditto -Ditto | 2010-2014 2010-2014 |
| 1.3 Legal environment for the protection of women's rights and security improved. | | <ul style="list-style-type: none"> - Collect information/data on practical usefulness and enforcement of statutory and customary laws for prevention of all forms of violence against women/girls. - Lobby parliament for speedy enactment of the Sexual Offences Bill and the Matrimonial Causes Bill. - Hold meetings/sensitization workshops/sessions with Justice, Finance, Foreign Affairs and Social Welfare, Gender and Children Affairs Ministries and Parliament who play decisive roles in domesticating and ratification and application of laws/ instruments. - Simplify/translate and disseminate widely the texts of these international, regional and sub-regional laws/instruments agreed to by Sierra Leone in the area of women's right and related to peace, security and gender equality. | <ul style="list-style-type: none"> - Number of relevant laws and instruments ratified and/or domesticated - Passage of the Sexual Offences and Matrimonial Causes Bill by Parliament - Ratification and domestication of AU Women's Protocol by Parliament | <ul style="list-style-type: none"> - GOSL, MDAs, Justice Sector, Min. of Health; MSWGCA, Min. of Information Local Councils, Ministry of Internal Affairs, Local Govt. and Dev. HRCSL - GOSL, MDAs, Min. of Health; MSWGCA, Min. of Information Local Councils, Ministry of Internal Affairs, Local Govt. and Dev. HRCSL | 2010-2014 2010-2014 | |

| | | | | | | |
|--|--|--|--|--|---|------------------|
| <p>1.4 Gender responsive behaviour for prevention of violence against women and children and for peace consolidation strengthened.</p> | <ul style="list-style-type: none"> - Information sharing, education, effective communication and outreach programs to SSI - Training of Trainers (TOT) on gender equality in gender mainstreaming and gender analysis concepts and techniques. Promoting culture of peace through: <ul style="list-style-type: none"> - Advocacy - Awareness raising - Information, education, communication, - Social and cultural mobilization and incentives - Bye-laws to prevent violence against women | <p>Conduct TOT on gender equality, gender mainstreaming concepts and gender analysis techniques for decision makers, opinion leaders, policy implementers and administrators, tribal authorities at national and local levels</p> <p>Develop behavioral change communication message and disseminate through cultural activities TV, radio drama discussion and public outreach campaigns in schools - formal and non-formal setting.</p> <p>Disseminate best practices on application of Resolutions 1325, 1820 and Anti-human Trafficking Laws etc.</p> <p>Organize Excellence Award in Gender for decision makers at all levels</p> | <p>Extent of gender sensitivity including mainstreaming in the daily work of Government and rural communities.</p> | <p>GOSL and MDAs</p> <p>Attitudinal and Behavioural Change Secretariat, Law enforcement agencies</p> <p>Religious institutions</p> | <ul style="list-style-type: none"> • SLHRC • Local Councils • Law Reform Commission • Traditional leaders • CSOs and Media • Religious leaders and teachers | <p>2010-2014</p> |
|--|--|--|--|--|---|------------------|

Pillar 2: Protection, Empowerment of Victims and Vulnerable Persons especially women/girls

Outcome Objective

2. Contribute to increased Protection, Empowerment and support of Victims and Vulnerable Persons especially women/girls.

| Output Objectives | Strategies | Specific Activities | Indicators | Primary Stakeholder | Other Partners | Time frame |
|---|--|--|---|--|--|--------------------|
| <p>2.1. Reporting of SGBV cases at national and community levels increased</p> | <ul style="list-style-type: none"> Alliance building with law enforcement agencies and the courts Strengthening existing mechanisms/procedures Networking with NAC-GBV Security and Justice Sectors Coordinating Institutions; Court Monitoring, and reporting; Intensifying community sensitization and advocacy; Dialoguing with parents and community leaders Enhancing data base | <ul style="list-style-type: none"> Conduct desk review/research work on SGBV issues, recommend and advocate for procedures for fast tracking complaints Raise awareness on women's rights including SGBV to ensure increased reporting Capacitate existing community structures to advocate and seek redress against cases of SGBV | <ul style="list-style-type: none"> Percentage increase in the number of cases reported to law enforcement agencies. Information management and dissemination systems developed. | <ul style="list-style-type: none"> Victims, Law enforcement agencies, community leaders, judiciary, perpetrators | <ul style="list-style-type: none"> Law enforcement agencies, parents, guidance, youth groups, NGOs/CSO GRADOC University of Sierra Leone | <p>2010 – 2014</p> |
| <p>2.2 Health (psychosocial) economic and legal aid support provided to vulnerable persons including victims and survivors.</p> | <ul style="list-style-type: none"> Improve health-care delivery services, conditions of services for medical personnel; equip health care facilities and training on SGBV issues. Ensuring that victims of SGBV have access to free medical report across the country Lobby for lawyers to be available at regional and district levels and ensure sustainability and incentives to provide legal services to women and girls. Intensify access to Adult/functional literacy class. Training in specialized skills for older girls attending in adult education classes Role modeling/mentoring school age girls to stay in school complete and perform well. Strengthening/building institutional capacities in gender responsive programmes/projects, including gender sensitive parenting Data base development | <ul style="list-style-type: none"> Provide logistical and financial support to LAWYERS to prosecute cases on SGBV Support the recruitment of additional magistrates, and lawyers. Provide access to pro-poor microfinance facilities for communities Construct and equip/staff psychosocial facilities in all section headquarter communities in Sierra Leone. | <ul style="list-style-type: none"> Percentage increase in the number of victims receiving psychosocial support and treatment within a minimum time Percentage number of victims receiving economic support including microfinance Percentage increase in number of victims having access to legal aid. | <ul style="list-style-type: none"> Law enforcement agencies, MSW/GCA, NGOs, Ministry of Health, Statistics Sierra Leone, CSOs GRADOC University of Sierra Leone, perpetrator, police, NGOs, trainers, CBOs, MSW/GCA | <ul style="list-style-type: none"> Community heads, victims, neighbors, media, parents/guidance Victims, parents, religious leaders, Ward committees, Councilors, youths | <p>2010 – 2014</p> |