



GLA-2 Narrative Report Template

Gender technical partners

Please provide information on the results of the activities that you have been implementing and supporting under the GLA-2.0 programme in this interim narrative report template.

1. BASIC INFORMATION:

Name of GLA-2 gender technical partner:	Rural Integrated Center for Community Empowerment
Country:	Liberia
Name and title of person writing report:	Renee N. Gibson
Start and end date of project & period of reporting:	January 1, December 31, 2022
Deadline (see contract):	December 31
Date of submission:	December 31, 2022
The name and role of the person approving the report for the local partner organisation – this person must be duly authorised:	Salome G. Gofan, Executive Director

2. PLANNED ACTIVITIES AND RESULTS

Please fill in the following table with the planned activities that were agreed upon in the Special Services Agreement and work streams document.

	Planned activities/tasks and results (see special services agreement and work streams document) For example: Activity 1. To provide overall technical advice in the field of gender to the partner groups of the Green Livelihoods Alliance 'Forests for a Just Future' programme in... (11 days)	Results (what happened? Where? When? How? With Whom? What was the result/outcomes? how many 'days' did you spend on the activity as compared to in the SSA)
	Activity 1. Follow up on implementation of gender action plan by GLA partners at national and / or local level	<p>Activity1. RICCE conducted several follow up meetings with on the implementation of GAP by GLA partners from June 14- July 6, 2022 base partners schedules. The purpose of the follow up was to provide technical back stopping to partners on GAP, listen to challenges and lessons learnt and way forward in its implementation.</p> <p>On the over all, GLA partners are making efforts to implement the GAP with reforms taking place at different level. There is reform work ongoing in all partner institutions; SDI commits to developing and implementing Gender and Sexual Harassment Policies to protect Women and Girls, and ensure that female staffs of SDI and project beneficiaries are protected, the following Gender actions were put in place.</p> <ul style="list-style-type: none"> ➤ Reviewed and revised the Organization Gender policy to fit current reality ➤ Sexual Harassment Policy for all staff (employees, field staff contractors)

		<p>and volunteers) have developed and in use</p> <ul style="list-style-type: none">➤ A Gender Focus Person has been appointed➤ Currently SDI is initiating the process of training on Gender mainstreaming and Gender Analysis to be held at the University of Liberia Campus➤ In order to ensure Gender balance, From January 2022 to present, SDI recruited 3 female staff at the national level and 2 at local level which is an achievement➤ We are also seeking an opportunity for our new Gender focus person to participate in some online training➤ SDI plan to expand our office to create separate bathroom for female staff from now to December 2022 <p>CS-IFM is also making institutional reform; the organization board of has been setup, changed the article of incorporation to fit current reality, developed the organization bye laws and constitution and approved by the board, develop the standard operation procedure, developing gender policy and setting county structures that is gender balance.</p> <p>The Liberia forest media watch has set a governing board for the first time as a result of GAP, in the process of recruiting female reporter and administrator. Mr Paul Kanneh of LFMW said that they are unable to implement most of the issues identified in the gender assessment due to the structure/size of the organization and limited funding. He assured RICCE of implementing some of findings as they grow in size and structure in the future.</p> <p>Community support facility is currently on institutional review using the findings of the gender assessment and outcome of the review will be used to implement the GAP</p>
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Activity 2. CAPACITY STRENGTHENING
 Local and national training and movement building of GLA and non-GLA groups on forest conservation and gender. RICCE will conduct three capacity building trainings of women groups, from GLA project communities including GLA partners and non- GLA women rights and feminist groups in Bomi for GLA group, one in Sinoe for women's right and feminist groups and one national level training for members of the women NGO Secretariat of Liberia (WONGOSOL) -13 days

Activity 2.

RICCE conducted three capacity building trainings at Local and national levels for movement building of GLA members and non- GLA groups including communities on forest conservation and gender on Nov 15-16, 28, and Dec 5, 2022




respectively. The training participants were selected from the Women NGOs Secretariat of Liberia (WONGOSOL) an umbrella women rights organization, the Liberia Women Forum for Climate Justice (LWFCJ) and community based women rights groups within the project landscape.

The trainings focused on women rights, gender inclusion in forest conservation/management, natural management and advocacy to strengthen women movements to speak out on issues affecting women. The trainings were conducted under the theme “Strengthening women’s knowledge and solidarity to advocate for gender-just conversation and governance in Liberia” with funding provided by the Global Forests Coalition (GFC) an alliance member of the Green Livelihoods Alliance.

As part of training methodology, pre and post text was conducted to determine participants’ level of knowledge on basic human rights, SGBV/SEAH, national laws on forest conservation and advocacy at the beginning and end of training. The trainings were facilitated by two master trainers who have vast experience in gender and natural resource management and they are; Dayugar Johnson and Abdul Razac Sheriff. The training was very interactive and participatory given the training skills used by the facilitators made learning easy and practical during the training. Topics covered during the training include;

	<ul style="list-style-type: none"> • Identity • Intersectionality- a tool used to analyze gender discrimination and biases • Advocacy • SGBV and its drivers that affect women • Gender and natural resource management • Natural Resource • Natural Resource Management (NRM) • Understanding Gender • Gender Mainstreaming • Programming and Identification • Formulation and gender Budgeting • Implementation and Monitoring <p>Training methodology</p> <p>Power point presentation</p> <p>Plenary and focus group discussion</p> <p>Group exercises</p> <p>Group reflection</p> <p>At the end of the training, the test result shows that 65% of participants had little or limited knowledge on natural resource management, SEAH and other national laws that protects women’s rights to participate in decision making processes in forest governance while 35% were knowledgeable about issues affecting women in natural resource governance.</p> <p>Training outcome</p> <ul style="list-style-type: none"> • 54 Women led NGOs and CBOs trained
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	<p>Activity 3. FACILITATE KNOWLEDGE SHARING</p> <p>Knowledge sharing with GLA and women right and feminist groups, RICCE will provide support in the implementation of gender action plan (GAP) of GLA partners to ensure partners organizations are more gender responsive (13 days)</p>	<ul style="list-style-type: none"> • Women advocates energized to accelerate advocacy on human suffering around concessions in Liberia • Increased knowledge on natural resource management • Participant’s knowledge enhanced on gender discrimination, SEAH and SGBV • Women rights defenders energize to advocate for women and community rights • Strengthened collaboration, movement building and networking amount <p>Please find below link to training report: Click to read</p> <p>Activity 3. Knowledge sharing</p> <p>As part of our technical service to GLA partners to strengthen collaboration and movement building and GLA partners and organizations in the project landscape, RICCE established the Liberia gender hub comprising GLA partners and members of WONGOSOL who participated in the training and LWFCJ members. The gender hub will strengthen collaboration among partners, promote knowledge sharing and learning, and initiate joint actions on gender related issues from affected communities in the project landscape.</p> <div style="display: flex; align-items: flex-start;">  <div style="margin-left: 10px;"> <p>The hub was establish on November 16, 2022 and held our first meeting on November 28, 2022. During the meeting, members agreed to set up the leadership and policy to govern the group operation in next meeting scheduled Dec 14, 2022 but that was done due low turnout of members for meeting and it agreed that policy and leadership will be done January 2023 our next meeting.</p> <p>A WhatsApp group has been set up with the name Liberia Gender Hub for easy coordination and is currently functional.</p> </div> </div>
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2. RICCE also provided mentorship and coaching to members of the Liberia women forum on climate Justice (LWFCJ) to strengthen them and increase advocacy on gender just forest governance in Liberia. The LWFCJ was established as umbrella organization for women organizations working on environment and forest issues. RICCE conducted a follow up training for LWFCJ to revamp it and restructure its leadership since it was inactive. LWFCJ has been linked to the GLA gender hub to strengthen collaboration and partnership.

The training focused on gender and natural resource management, forest conservation, climate change and its impact on women farmers and advocacy.



LWFCJ members enhanced their understanding of the importance of nature /environment and its impact on human existence and how

human activities like shifting cultivation, unsustainable disposal of plastic waste are threatening human existence globally.

The LWFCJ has been inactive due to funding issue but more so due to limited capacity and experience of its leadership.

RICCE worked with the women and facilitated the setup of new leadership as part of support to the group. Currently, the group is functional and is seeking support from other partners to support their work across the country.

RICCE also conducted gender audit for some members of the LWFCJ worked with them to develop their gender action plan (GAP). The gender self -assessment of LWFCJ members shows that 45% of the organizations that participated are gender responsive while 55% are not. Organizations that participated in the gender audit include; SADS, RWL, PADEV, FCI, RRF, Green Advocates, ARD, and SESDev.

See attached audit copy per organization. This activity was part of 2022 work plan

	<p>Activity 4.</p> <p>Media Outreach</p> <p>Media outreach, Awareness on SEAH with company employees and service providers in GLA project landscape (4 days)</p>	<p>approved by GFC.</p> <p>Activity 4. Media outreach</p> <p>Results (what happened? Where? When? How? With Whom? What was the result/outcomes? how many 'days' did you spend on the activity as compared to in the SSA)</p> <p>RICCE worked with the Liberia Forest Media Watch and conducted 4 radio talk shows in Monrovia, Sinoe and Bomi counties on OK FM in Monrovia and other community radio stations in the counties. The Sinoe and Bomi talk shows were not record due to poor network connections. The radio talk shows highlighted the activities of GLA country program and its country partners, what has been done in the project landscape and provided partners the opportunity share project impact, successes and challenges. please see below link to one of the talk shows held in Monrovia on OK FM: Click to view talk show on Facebook</p> <p>The talk shows were cantered on sexual exploitation, abuse and harassment taking place in the project landscape within communities the big oil palm concessions in Liberia and challenged women and girls who are mostly affected by it not keep silent but should speak out and claim their rights to decent work, better incentive for daily hire, their right to equal employment opportunities and be treated fairly etc. the women were also challenged to report cases of SEAH and rape not compromise for litter or nothing because SGBV takes away your self-esteem and render you vulnerable.</p> <p>RICCE produced and aired jingles and dramas on SEAH taking among company employees, contractors, service providers and community residents in communities around Oil palm concessions in the project landscape.</p> <p>Please attached jingle and drama recordings</p>
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Obstacles	<p>Describe obstacle(s), if any, and how they were addressed.</p> <p>The use of Gpower app is a serious challenge for most partners due its difficulty to open after being installed on their Android phones. We followed up with GLA partners, helped them to successfully install the app to conduct gender self -assessment /audit of their institutions and send the results.</p>	
Summary of results	<p>Planned number of women reached: 20</p> <p>Planned number of men reached: 4</p> <p>Panned number of boys reached: 5</p> <p>Planned number of girls reached: 10</p> <p>Planned number of CSOs and CBOs reached: 20</p> <p>Planned number and names of communities reached: 5</p> <p>Separate reporting according to GLA indicators will be requested at a later date</p>	<p>Number of women reached so far:50</p> <p>Number of men reached so far: 6</p> <p>Number of girls reached so far: 7</p> <p>Number boys reached so far: 15</p> <p>Number of CSOs and CBOs reached so far: 28</p> <p>Number and names of communities reached so far: 25</p>

<p>Reflection and outcomes</p>	<p>What are your key insights and observations on the outcomes of the activities for GLA-2 partners in your country and the women, men, and the communities that you are engaging with in general? What was the situation and context like before and how did this change or not?</p> <p>Results from the 2022 mid-term review show that the country partners have been working collectively to influence national-level decision-making and policy processes. Key amongst these is our engagement with relevant line ministries and agencies such as the National Bureau of Concessions, Ministry of Agriculture, Ministry of Justice, Independent National Commission on Human Rights, and the Senate Committee on Forestry, Agriculture, and Fishery under the umbrella of the CSO-OPWG. Through these engagements, the government has included CSOs to work on the finalization of the National Business and Human Rights Action Plan. Likewise, the lawmakers have made a firm commitment to work with CSOs on ensuring natural resource policies are community-driven and protection of the environment.</p> <p>At the county level, there has been the establishment of the Western Region Women Network, platform to raise awareness and advocate for forest and land governance through information exchange among women groups in the western region. Information exchanged has led women to start acting such as demanding their just benefits and preventing land grabs. The network is strengthening movement building among women rights groups, CBOs women rights defenders in Bomi, cape mount and Gbapolu counties to advocate for women and girls in the counties. Such network group was also set up in the five south-eastern counties by SDI to strengthen women advocacy and movement building in the south eastern landscape of the project.</p> <p>There has been improved partner coordination in 2022 through meetings and workshops that have led to the development of a gender action plan. SDI has employed 3 females which address some of their Gender gaps and development of a Gender policy, and the appointment of a gender Focal Person.</p> <p>The customary land formalization in 7 communities in the two districts (Senjeh & Klay) in Bomi County is nearing completion. The Community Land Development Management Committee (CLDMC) by-laws have been formalized which has empowered them to engage better with the local leaders and authorities. Importantly, the CLDMC leadership has been formally introduced to the local authorities and it has improved cooperation and good working relationship to achieve their land rights.</p> <p>Media reports and publications on social, economic, and environmental injustices have put pressure on the private sector and government to act appropriately in respecting and protecting community rights, protecting forests and biodiversity, payment</p>
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of community land rental fees as indicated in the National Forestry Reform Law of Liberia and the concession agreements. Continuous support for some Liberia partners under the GLA remains a key challenge in ensuring the goal of the program is achieved (sustainably and inclusively managing forests and lands, protecting community rights, and safeguarding their livelihood). Since all the partners have specific areas to work on, a lack of funding may hinder the implementation of specific activities to complement the program outcomes. While this is seen as a direct decision by the collaborating organizations, it also affects the country partners' participation in national-level work. Other challenges highlighted are the direct involvement of Liberian elites (senior government officials and politicians) in land grab activities across Liberia, which is resulting in deforestation and eroding community cohesion and collective actions. This is leading to a weak community structure to resist illegal and harmful investment.

Importantly, the program can leverage community willingness to learn to build their capacity to resist environmental harms, and human rights abuses, and increase their participation in decision-making and amplification of their voices.

In addition, lessons learned include the willingness of GLA partners to implement the Gender action while some of the partners cannot implement the Gender action plan base on the small size of their organizations, some of the gender-based plans could be incorporated into the work plan because partner organizations do not have the budget for the implementation of the GAP

One key insight and observation of the outcomes is that GLA-2 is strengthening movement building among women rights defenders, coordination and collaboration among partner organizations and strengthened knowledge sharing and teamwork among partners and collective actions.

GLA 2.0 is making significant impact in raising awareness on communities' rights and strengthening communities to claim their rights. The establishment of the Western Region Women Network, an umbrella organization that is

The expansion of concession and land grab by government has left many communities homeless and vulnerable on their own land, communities are devastated and exposed to violence acts; women, girls and people with disability been the most victim. Women and girls are faced with SGBV including rape and Sexual Exploitation and Abuse as they fetch for their daily livelihood. Women and girls have been raped as they travelled long distances to collect firewood.

RICCE intervention increased partner's knowledge on SGBV, strengthened women movement across the project landscape to push for their rights while concessionaires and community leaders are taking measure to improve gender inclusion and responsiveness in work place and improve livelihood option for women and girls in the project landscape.

3. CHALLENGES AND LESSONS LEARNED

Outline any specific or overall challenges you faced, lessons learned that you learned, and any improvements that you think can be made, what solutions or changes do you propose? Add to the table below.

Challenge	Lessons learned / solutions and improvements
Zoom meetings	Zoom meeting has serve as channel for training and information sharing especially during the global, COVID crisis where in person interaction is difficult. It is helpful for quick meetings and information or skill sharing. However, in technology poor countries like ours, zoom meetings can be difficult as internet servers are poor thereby making it impossible to be connected. As always done, please share the presentation and recording from the meetings or trainings with partners
Gpower app for data collection	GLA partners were hesitant on gender issues from the beginning of our engagement based on general perception of gender and they were reluctant to commit to realistic actions there delaying the development their GAPs but, after team reflection meetings and several follow ups, they thanked RICCE for supporting them to develop their GAPs. They are very grateful for the opportunity to learn basic gender issues that impact staff performance on the job and promote staff motivation and social cohesion in the work environment and have committed their organizations' commitment to policy development to improve inclusion, protection and employees' welfare. The GPower app was not functional this year so only used the excel questionnaires to conduct the gender audit for partners.
GAP implementation	GAP implementation has been challenging for partners; SDI have made major strive with the employment gender focus person for GLA and employment of more females at management and field levels. CS-IFM, CRSF completed their gender policies and other institutional arrangements like HR policy, composition of the board that is gender responsive. They informed RICCE that they unable to employ a gender focus staff due to limited financial capacity to pay staff salary.

4. COMMUNICATIONS

How did you communicate about your activities and/or the programme? on your website, in mainstream media, social media etc. For example, you can include press clippings or screenshots of social media posts or of posts on your website.

We would also very much like to receive photos and videos that tell us more about the work being done by the community/women's groups, with their consent. Please attach high quality photos as separate files in an email as jpeg, jpg or png files. Please include the photo credit (name of the person/organisation who took the photo) as well as a caption, which answers who is in the picture, the name of community/region/women's group, what they are doing? Why are they doing it, what has just happened in the photo and what is the context or story behind it.

RICCE hired a journalist that covered the training workshop. The training was carried on live Face Book broad cast and on Radio ELBC as well as posted on RICCE Face Book page.

PHOTO GALLERY

Photos from capacity strengthening and knowledge sharing events









Follow up meeting with GLA partners with CS-IFM



Mr. Wilfred Gray Johnson, SDI Executive Director in conversation Renee during follow