



GLA-2 Narrative Report Template
Gender technical partners

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, Program Manager
Start and end date of project & period of reporting:	January 1, December 30, 2021
Deadline (see contract):	
Date of submission:	January 20, 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 workstreams document.

Please note: we do not yet require a progress report related to your chosen contextualised GLA indicators, as we are still awaiting guidance on this from the GLA PMEL group. However, it is likely that you will be requested to provide further data and reporting linking to the indicators during the country reporting process (March 2022). We will keep you informed once we know more about the format this will take.

	<p>Planned activities/tasks and results (see special services agreement and workstreams document)</p> <p><i>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)</i></p>	<p>Results (what happened? Where? When? How? With Whom? What were the results/outcomes? How many 'days' did you spend on the activity as compared to in the SSA)</p>
	<p>Activity 1. Country Level GLA 2 Planning and project launch</p> <p>Activity 2. Facilitate organisational gender audit of GLA 2 partners</p> <p>Activity 3. Capacity building of local community-based and national women's rights and feminist groups on forest conservation and gender</p> <p>Activity 4. Gender reflection meeting with GLA partners</p> <p>Activity 5. Institution Reflection Meeting and Gender Action Plans (GAP) process and procedure</p>	<p>Activity 1.</p> <p>Activity 1. RICCE participated in the review and finalization meetings of GLA 2.0 country plan. As a gender technical partner on the GLA RICCE proposed specific indicators and targets ensuring a gender responsive country plan. As it can be recalled the initial Liberia Country plan had no gender specific indicators and targets of how the GLA project would address the extreme gender gaps in forest and forest landscapes governance in Liberia. With RICCE support gender specific indicators, targets and expected outcomes were incorporated both in the short- and long-term country plan. Women in Liberia are the most affected by environmental degradation including land grab; women income and livelihood comes from agriculture; they provide over 60% of household food and nutrition. Despite these roles, women have faced huge challenges in land ownership and control, and gross denial from decision making about how resources are governed; their situation is exacerbated by the continued land grab for monoculture tree expansion. Rural women particularly are in close relationship with the natural resources and are well positioned and passionate to care for their sustainable management. In Liberia women and other</p>

		<p>vulnerable groups are more affected by increasing ecosystem degradation but lack the opportunity to play leadership role. This situation leaves them particularly susceptible to changes in the availability and quality of these resources due to environmental degradation.</p> <p>RICCE also pointed out the gross denial and or exclusion of women and other vulnerable groups (ex. physical challenged) from decision making positions about forest governance; lack of capacity and awareness on policies and laws (national & internationals) for communities to claim their rights; lack of livelihood options for affected communities to be of central priority issues SDI and partners should address in GLA 2.0</p> <p>The Liberia county planning process began in January 2020 with meetings coordinated by SDI. The initial plan submitted by a consultant hired by SDI that was shared with RICCE for input was completely gender bias. RICCE inputs to the documents provided gender integrity to the country documents. In addition to the inputs made to the documents, RICCE also provided awareness and education to the GLA partners participating in the planning to understand the relevance of gender responsiveness, and inclusiveness programming not only for the GLA project but also into their programs and projects as a new development paradigm. The Liberia GLA activities is led by Sustainable Development Institute (SDI) in collaboration with local partners including Civil Society Independent Forest monitors (CS –IFM), Liberia Forest Media Watch (LFMW), Rural Integrated Center for Community Empowerment (RICCE) and Community Rights Support Facility (CRSF).</p> <p>The GLA 2 was officially launched on April 6, 2021 at the CORINA hotel with scores of CSOs and stakeholders, Wilfred Gray Johnson, Former commissioner of the Independent</p>
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		<p>Human rights commission of Liberia served as the chief launcher.</p> <p>RICCE also participated in the contextualization of GLA 2.0 indicator to address the local realities. RICCE as gender technical partner made input to the document to maintain gender issues of inclusion and civic space. Country indicators have been contextualized along with baseline questionnaires. RICCE participated in the conduct of the baseline survey at the national level and in local communities collecting data along with other GLA partners and local communities. The baseline survey was completed in September of 2021 and its findings shared.</p> <p>Activity 2. Gender audit</p> <p>In September 2021, RICCE facilitated the gender self - assessment for GLA partners using Gpower app and additional questionnaires to determine gender integrity of each GLA partner organization in Liberia. Partners conducted self-gender audit using the Gpower and additional survey questionnaires developed by GFC/WECF. Based on RICCE’s advice the partners conducted an honest assessment of their gender performance which was communicated to WECF and GFC. On the overall, the result showed huge gender gaps and limited capacity of GLA partners organizations. Though the gender self-audit gave some impressive score for partners organizations based on their judgement the reflection meeting proof otherwise with only SDI reaching a minimum benchmark of 74% with the rest of the partners far below the required score of 80% and above.</p> <p>Activity 3. Capacity building training for communities</p>
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		<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 conducted capacity building and knowledge sharing training for 40 members of CBOs, grass root women right groups, community land development and management committee, the customary land committee, women, youth from affected communities in Klay Bomi County on August 17, 2021. Participants were 25 female and 15 males. The aimed at fostering gender responsiveness forest and forestland scape governance.</p> <p>The training was facilitated using presentation and participatory group discussion. Pre and post text conducted provided an insight of participants prior knowledge on the topics. Generally, the participants took keen interest in the topics of human rights, SGBV/RAPE, forest conservation and communities land rights as presented in the training because those were the real issues affecting their communities. Using a participatory approach, the participants voiced out issues of sexual gender-based violence perpetrated by companies' workers, issue of torture of community member in search of food in the palm farms and the water pollution by the companies.</p> <p>The training provided basic information on human rights, with specific focus on women rights and laws that guarantee these rights. The facilitators highlighted issues of violation and how communities can claim those rights. Participants also gained knowledge on national laws; the Fundamental Rights section of the Liberian Constitution, Community Rights Law of 2009, Liberia Land Rights Act of 2018 Law among others. These instruments give rights to local communities, women, and indigenous people on their participation in decision making. It</p>
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		<p>is realized that these rights are grossly violated as government continue to grab community forest and landscape for monoculture tree expansion leaving communities in vulnerable positions. The training empowered participants to lead community level advocacy to claim their rights and demand for adherence and compliance by concessionaires, companies in their communities. Participants acquired basic knowledge on advocacy strategy to help them speak out on issues affecting them break the culture of silence which promotes human rights abuses.</p> <p>Participants expressed that the training was an eye opener to many violations and abuses that they are already experiencing, for example in the Mano palm plantation and surrounding affected communities, community farmland were completely taken leaving no area for farming. This situation has placed communities in vulnerable positions leaving them to abuse and sexual exploitation.</p> <p>As an outcome of this workshop the participants organized into a local advocacy group to raise awareness and work to claim their rights particularly the rights and participation of women and vulnerable people into decision making about their forest and resources. A joint advocacy group was named: Bomi County Women advocacy movement for Gender-Just Forest governance.</p> <p>The leadership of the group are:</p> <p>Bendu Scott- Chairperson, 0771153567</p> <p>Marpha Fully- Vice chair, 0776730746</p> <p>V. Garbla Johnson- Secretary, 0776828692</p> <p>Fatu M. Farsue- Member, 0886849442</p>
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		<p>Bendu Johnson, Member, 0777533756</p> <p>To this date the advocacy group has conducted two meetings and shared their learning from the workshop with their peers and are currently part of the planning of joint advocacy forum organized by RICCE and GLA partners to be held in Bomi County.</p> <p>Activity 4. Gender reflection meeting with GLA partners</p> <p>Lessons learnt from the self-assessment</p> <p>Result/ findings of the gender audit,</p> <p>GLA partners had the opportunity to discuss and think critically about result/finding of the gender audit and compare it with their current realities. The reflection meeting also created opportunity for clarity on some survey questions how GLA partners can use the result of the audit to take realistic actions that improve gender responsiveness in their various institutions.</p> <p>During the reflection meetings, each partner had the opportunity to share their experiences from the gender audit and it was very interesting. According to the partners, the gender audit really exposed partner organizations weaknesses to mainstream and integrate gender amongst employees and the expressed their organizations' willingness to take appropriate actions to improve it.</p> <p>Partners also shared lessons learned on the audit which was very meaningful feedback; some said organizations tend to focus more on beneficiary communities who are beneficiaries of their services and the larger society than to ensure the work environment is void of the very ails they speak against. They emphasized the need to ensure that work environment</p>
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		<p>is safe for all employees under GLA 2.0 as employee's protection is key to organizational growth and development as well service to beneficiaries.</p> <p>GLA partners also emphasized that partnership, teamwork and collaboration strengthen capacity and makes bigger impact than working alone. It's important to continue the GLA partnership and include other civil society organizations working on the same issues for bigger impact and wider coverage</p> <p>Recommendation (Reflection meeting)</p> <ul style="list-style-type: none">• Support GLA partners in GLA 2.0 to develop gender policy and other gender related institutional arrangements• Ensure that gender sensitive budgeting is a requirement for all GLA partners/ activities• Mainstream gender into all Project activities and increase capacity building support to help GLA partners realize their gender responsive goals• Continue use of Gpower App will give partners Opportunity to develop gender policies• GLA should support the establishment of a gender hub (gender committee) partners should go beyond gender focal person to gender committee to help strengthen gender mainstreaming in organizations• Capacity building in gender mainstreaming• All GLA should provide more female employment opportunity• All GLA partners should develop internship program for female professional
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		<p>Activity 5. GLA partners to develop their gender action plan</p> <p>RICCE conducted follow up sessions with individual GLA partner organizations at their offices and discussed the results/findings of the gender audit/ gender self-assessment. The reflection meetings were held from November 16th – 20, 2021. The reflection at institutional level provided opportunity for staff to dialogue and think critically on the assessment to validate the findings, find ways to improve if there are gaps and proffer ideas that will contribute to development of the organization.</p> <p>During the team reflection meeting, RICCE provided technical support/ coaching to partner organizations on the gender action plan preparation. A template was developed and shared with partners as part of technical support to GAP development.</p> <p>Please see attached as annex partners GAPs.</p>
	<p>Describe obstacle(s), if any, and how they were addressed.</p> <ol style="list-style-type: none"> 2. 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. 3. Gender responsiveness, budgeting and mainstreaming in organization is challenging given the fact that gender issue is new and many heads of organizations have had little or no training to prepare them to respond/cater to staff welfare and organization development with focus on gender. 4. GLA partners were hesitant on gender issues from the begining of our engagement based on general perception of gender and they were reluctant to committ 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 	

	<p>social cohesion in the work environment and have committed their organizations' commitment to policy development to improve inclusion, protection and employees welfare.</p>	
<p>Summary of results</p>	<p>Planned number of women reached: 13 Planned number of men reached: 22 Planned number of boys reached: 5 Planned number of girls reached: 20 Planned number of CSOs and CBOs reached: 13 Planned number and names of communities reached: 10</p> <p><i>Separate reporting according to GLA indicators will be requested at a later date</i></p>	<p>Number of women reached so far: 13 Number of men reached so far: 22 Number of girls reached so far: 23 Number boys reached so far: 4 Number of CSOs and CBOs reached so far: 17 Number and names of communities reached so far: 13</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>One key insight and observation of the outcomes is that GLA-2 has improved coordination and collaboration among partner organizations and strengthens knowledge sharing and teamwork among partners. SDI team in Bomi work with RICCE to select right participants for the training.</p> <p>It is still very early to measure what change has occur however, the GLA project will make significant impact in raising awareness on communities' rights and strengthen communities to claim their rights. For example, according to participants from the affected communities in Mano plantation, community livelihood is threatened as there no buffer zone between the plantation and human settlements leaving the no land for livelihood support.</p> <p>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. During the training, the participant reported a rape case involving a 17-year-old girl who was raped in the palm farmed by a commercial motor bike rider transporting her home due to lack of public transportation as part of the social responsibility of the company.</p>
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RICCE conducted one general reflection meeting with GLA partners on November 11, 2021. The purpose of the meeting was to reflect on the process,

generate feedback, lessons learned and recommendation on the audit. RICCE did a presentation which focused on: Reflection on process of the self-assessment

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
	<i>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 remain connected? As always done, please share the presentation and recording from the meetings or trainings with partners</i>
	Gpower is a powerful gender analysis tool, very time effective, but it works only with specialized phone. We did put in more time and worked with partners to install and conduct the assessment
	Knowledge is indeed power, the Gpower app and team reflection meetings at group and institutional level have increased partners knowledge on organizational gender responsiveness and mainstreaming gender in programs for realistic outcomes
	The willingness of GLA partner organizations to acknowledge gaps identified in the gender self –assessment and develop gender related policies to improve their organization is a big take away from 2.0. However, some partner institutions are small and do not have the structure and capacity to implement GAP so must of the issues in the GAP are not applicable to them. Example; CS-IFM, LFMW
	We at RICCE recommend that GLA 2.0 should add other CSOs working in the natural resource sector especially within the project landscape to current list of partnership in Liberia for bigger impact and strengthen their capacity on gender responsive programming and organization development.

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 the services of the Liberia Forest Media Watch and they covered the training workshop. The training was carried on live Face Book broadcast and on Radio ELBC as well as posted on RICCE Face Book page. see attached photos

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training with support from GFC under
 Copy text food Alliance project. The GLA is a
 ship btw rights based environmental
 organizations promoting a Forest for a Just Future
 that aims to ensure that tropical forests and forest
 landscapes are sustainably and inclusively governed
 to mitigate and adapt to climate change, fulfill human
 rights and safe guard local livelihoods. As gender
 technical partner hired by GFC under this project
 RICCE is working with GLA partners in Liberia to
 strengthen the gender lens and support gender-
 responsive implementation of the Liberia GLA. This
 workshop targeting CSOs and CBOs including
 grassroot women rights groups held on Aug. 17, 2021
 in Klay Bomi County is part of the initiative to raise
 awareness and build capacity on gender justice in
 forest and forest landscapes governance as well as
 mobilize grassroot organizations to advocate for a
 gender-just future in forest and forest landscapes
 governance in Liberia.

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Create Post

RICCE capacity building training



Baseline survey in GLA project landscape



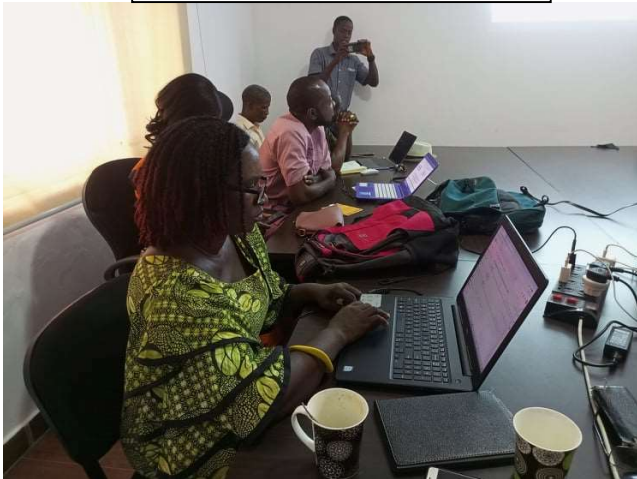
Team reflection meeting at SDI



Team reflection meeting with partners



Team reflection meeting at SC-IFM



Team reflection meeting at CRSF

