



**The Sierra Leone National Action Plan
(SiLNAP) II**

for the

Full Implementation of

United Nations Security Council Resolutions

1325 (2000) and 1820 (2008)

(2019-2023)

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i. Preface

As a post conflict country, we believe in the core tenets and values of the United Nations Security Council resolutions 1325 focusing on women, peace and security and 1820 on sexual violence as a weapon of war. We will continue to consolidate the gains made already in peacebuilding by inclusive participation of all stakeholders, thereby ensure active peacebuilding and peace consolidation.

My Government will continue to provide the policy and legal environment for the protection of women and girls and their inclusion in decision-making, in peacebuilding, and development processes at all levels

Sierra Leone was the 4th country in West Africa to develop a comprehensive National Action Plan (NAP) for the full implementation of UNSCR 1325, 7th in Africa, and 17th globally.

The second generation of the Sierra Leone National Action Plan (SiLNAP II) for the full implementation of UNSCRs 1325 and 1820 builds firmly on the final evaluation of SiLNAP I (2009-2014), and in-country monitoring and evaluation reports of achievements and gaps, as well as emerging issues.

SiLNAP I reflected Government's commitment as well as accountability in ensuring the security of women and girls and enhancing their direct participation in conflict prevention, resolution and peacebuilding efforts in Sierra Leone.

SiLNAP II which has six priority themes, for the effective implementation of the Women, Peace and Security Agenda in Sierra Leone, has incorporated in these themes the core values of prevention of violence, protection, participation and recovery as enshrined in UNSCRs 1325 and 1820. These themes range from Prevention of Conflict in Communities and addressing the root causes at all levels in Pillar 1, through Prosecution, punishment of perpetrators of SGBV effectively, their rehabilitation, and safeguarding women's, young adults' and girls' human rights at all times in Pillar 3, to Promotion of effective monitoring, evaluation, coordination, implementation and reporting of the National Action Plan in Pillar 6.

These Pillars emerged on the basis of the demand by a wide range of stakeholders in all the regions, districts including chiefdoms, and agreed to, in rigorous engagement and involvement process of stakeholders. Stakeholders included Parliamentarians, Paramount Chiefs, Town and Section Chiefs, government functionaries from Ministries, Departments, Agencies, UN Agencies, Security Sector Institutions, religious leaders, media, CSOs, CBOs and women led groups, media among others.

Thus, in the crafting process, which promotes the culture of ownership and sustainability, we have included based on the in-country demands and priorities, the matters of prosecution of perpetrators of violence against women, community engagement and coordination. The agreed pillars of SiLNAP II will go a long way to address violence against women and ensure inclusive participation and empowerment of women through a gender mainstreaming lens.

As part of our commitment to the promotion of gender equality and women's empowerment, we have dedicated a whole Cluster-5- titled 'Empowering women, children and persons with disability' in the Medium Term National Development Plan (MTNDP), 2019-2023, (the fourth in the country's series of Poverty Reduction Strategy Papers -PRSP) developed under our New Direction Agenda, to which SiLNAP II is also aligned, among other national frameworks.

The roles of women in peacebuilding cannot be over emphasised in our contemporary world. Sierra Leonean women have played critical roles in attainment of peace and sustainable development, and continue to play such important roles. My government recognises and values women's agency and women who constitute 50.8 percent of the total population, cannot and will not be excluded from peace and sustainable development processes.

It is in this vein that I have responded to intervene in the persisting horrifying rise of rape and sexual penetration, in this country. These menaces not only violate their human rights and dignity, but also gravely deter enduring peace and development of our nation.

Violence against women and girls has no place in our society, and every effort will be made to intensify our prevention and response mechanisms to address this menace. The official declaration of a National Emergency on Rape and Sexual Violence that I made on the 7th February 2019 is one such major prevention mechanism, with various elements, which include, life imprisonment for Sexual Penetration of Minors, and the creation of a Special Division for Rape and Sexual Penetration of Minors, separate from the FSU, by the Sierra Leone Police.

Let me conclude by assuring you that my government will provide the enabling environment and necessary resources for the full implementation of SiLNAP II because such implementation is germane to the envisaged result oriented success story in the Women, Peace and Security Agenda in Sierra Leone.

H. E. Brig. Rtd. Julius Maada Bio
President of the Republic of Sierra Leone

ii. Foreword

The vital role of women in achieving peace and development has been recognised in the series of UN Resolutions on women, peace and security starting on 31st October 2000, with the unanimous adoption by the United Nations Security Council of Resolution 1325. Since then, this core resolution has been affirmed through the seven other subsequent resolutions- 1820(2008), 1888(2009), 1889(2009), 1960(2010), 2106(2013), 2122(2013), 2242 (2015). These all constitute the normative framework of the Women, Peace and Security Agenda. They call to strengthen women'/girls voices and agency in the struggle to remove structural barriers and traditional practices that persistently impede progress towards gender equality and women's empowerment.

Sierra Leone's second generation of National Action Plan for the full implementation of the United Nation Security Council Resolution 1325(2000) and 1820(2008), referred to as, SiLNAP seeks to strengthen and fast track progress in countering those persistent barriers through more robust measures that leverage the active push of members of Parliament, and especially, the Parliamentary Female Caucus.

As Members of Parliament we are uniquely positioned to promote the gender agenda as embedded in the tenets of the Women, Peace and Security agenda. We will use parliamentary processes and advocacy to promote law reform in support of gender equality and women, peace and security issues delineated under the Six Pillars of SiLNAP II. Through our law-making and oversight functions, we can ensure that government institutions promote peace, security and gender equality by guaranteeing that all laws-in our intent and in our application-promote and protect human rights, inclusive governance and accountability. These are of particular importance in the law and justice sectors and are being demanded across the strands of the various strategic outcomes, outputs and actions within the framework SiLNAP II.

Practical showing of commitment, as individuals and members of oversight committees of parliament is the unanimous passage, by the Sierra Leone Parliament, of the Resolution on the Women, Peace and Security Agenda, on 14th February, 2019 (cf. Appendix II1)

With Parliamentary action in support of the full implementation of SiLNAP II through intensified Localisation strategy, which commenced under SiLNAP I, to ensure that our rural women can reap the benefits of UNSCRs 1325 and 1820, we will work with the MSWGCA, MLGRD, Local and Chiefdom Councils and Traditional Authorities as well as CSOs with relevant International partners' assistance, in achieving the desirable change that Sierra Leonean women/girls deserve in this day and age.

Honourable Veronica Kadi Sesay
President, Sierra Leone Female Parliamentary Caucus

iii. Acknowledgements

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The Ministry of Social Welfare, Gender and Children's Affairs would like to thank the various members and their institutions and organisations which constitute the National Steering Committee for implementation of WPS agenda in Sierra Leone. Their invaluable ongoing enthusiasm and commitment were a strong tooling force in the design and development of this forward-looking SiLNAP.

We would like to express our special thanks to the Honourable Members of the Sierra Leone Parliament, whose representatives actively participated in the consultative workshops that were organised in the five geographical regions, including their districts and chiefdoms. The outcomes of these consultative workshops have informed and shaped SiLNAPII.

We are hugely indebted to the Team of crafters and writers for their unstinted expertise and energy and collective technical insights and guidance to the Regional/District/Chiefdom participants which helped participants to identify and recommend relevant and key WPS information required for the development of SiLNAPII; to the Team comprising: Dr. Nana Pratt, lead writer, and writers: Rosaline Macarthy (Women's Forum-SL), Hannah Mallah (MARWOPNET), Sahr Kendema (CGG), Margaret Kaitibie (DecSec/MLGRD), Colonel Leona Yema Tucker, Director of Gender and Equal Opportunities, Ministry of Defence/RSLAF, Martha Chigozie (TEDEWOGA) and others, we express our deepest thanks. Also, we are very grateful to all the Regional/District/Chiefdom participants, including the Paramount Chiefs, the other traditional authorities and Local Councils for their active participation in the consultative workshops.

I will be remiss in my acknowledgements if I fail to thank the staff of the Gender Affairs Directorate for coordinating the entire process that has culminated in the finalisation of the second generation of the Sierra Leone National Action Plan on UNSCR 1325 and 1820. I am particularly indebted to Mr. Charles Vandi, Director of Gender Affairs for the overall technical leadership; Joseph S. Sinnah, Chief Social Services Officer, Goodie Sowonie, Deputy Director of Gender Affairs, Alice J. Koroma, Assistant Director, MSWGCA East, Ibrahim Kamara, Assistant Director Gender Training and Advocacy, Harry Mahoi and Ms. Anita Momoh, Senior Social Services Officers, Gender Policy respectively, Ms. Rosa David, Senior Social Services Officer, Advancement of Women, Ms. Lois Lebbie; Mr. John Lahai and Mr. Moses Kabia for their technical input in the monitoring and evaluation framework of the plan. Also, we appreciate members of the NOW-(SL) support team - Ms. Mabel Kartusche for her secretariat support and Haja Mariama Fofana for her editorial assistance.

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Hon. Baindu Dassama,
Minister of Social Welfare, Gender and Children's Affairs

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iv. Abbreviations and Acronyms

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
DISECS	District Security Committees
Dec Sec	Decentralisation Secretariat
ECOWAS	Economic Community of West African States
FAS	Femme Africa Solidarite
FSU	Family Support Unit
GBV	Gender Based Violence
GFP	Gender Focal Point
GNWP	Global Network of Women Peacebuilders
GoSL	Government of Sierra Leone
HRCSL	Human Rights Commission Sierra Leone
IMC	Independent Media Commission
M&E	Monitoring and Evaluation
MBSSE	Ministry of Basic and Senior Secondary Education
MDAs	Ministries, Departments and Agencies
MARWOPNET (SL)	Mano River Women's Peace Network (Sierra Leone)
MLGRD	Ministry of Local Government & Rural Development
MTI	Ministry of Trade and Industry
MTHE	Ministry of Technical and Higher Education
MOF	Ministry of Finance
MPED	Ministry of Planning and Economic Development
MSWGCA	Ministry of Social Welfare Gender and Children Affairs
MTNDP	Medium Term National Development Plan, 2019-2023
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
ONS	Office of National Security
OP	Operative Paragraph (of the Resolution)
PROSECS	Provincial Security Committees
RSC	Regional Steering Committee
RSLAF	Republic of Sierra Leone Armed Forces
SLCC	Sierra Leone Correctional Centre
SiLNAP	Sierra Leone National Action Plan
SSI	Security Sector Institution
SSR	Security Sector Reform
SGBV	Sexual and Gender Based Violence
SLFF	Sierra Leone Fire Force

TRC	Truth and Reconciliation Commission	vii
UN	United Nations	
UNGTG	United Nations Gender Theme Group	
UNFPA	United Nations Population Fund	
UNWOMEN	United Nations Entity on Gender Equality and Women's Empowerment	
UNSCR 1325(2000)	United Nations Security Council Resolution 1325 (October 2000)	
UNSCR 1820 (2008)	United Nations Security Council Resolution 1820 (June 2008)	
WANEP-SL	West Africa Network for Peacebuilding-Sierra Leone	
WISSIL	Women in Security Sector, Sierra Leone	
WPS	Women, Peace and Security	

v. **Executive Summary**

The Sierra Leone Government demonstrated its commitment to action, for the full implementation of UNSCRs 1325 and 1820 when it showcased its NAP (SiLNAP I) to the world at a side meeting, during the celebrations of International Women's Day at the United Nations, New York, on 4th March, 2010. SiLNAP I expired in December 2014. A comprehensive evaluation was carried out in 2015. Based on SiLNAP evaluation recommendations and a number of emerging issues, SiLNAP II was developed. This second generation guiding national policy tool, SiLNAP II captures the role of the variety of stakeholders and actors among, government line ministries, departments, agencies, including security sector institutions, non-state actors-women led, mixed gender, national and international, bilateral and multilateral development partners who underscore the truth that for peace to endure, women too count and must be fully engaged in it. This is the spirit of UNSCR 1325 which is the core of the Women, Peace and Security agenda, comprising its strengthening 1820(2008) and six other supporting resolutions.

The Ministry of Social Welfare, Gender and Children's Affairs, in May 2018, with the support of the National Steering Committee on the implementation of UNSCRs 1325 & 1820 (NSC) initiated and coordinated the development of SiLNAP II through an intensified, consultative process of engagement with and involvement of a wide spectrum of stakeholders and actors working on Women, Peace and Security areas. The spectrum included members of parliament, development policy/planning officers, gender focal officers, M&E officers from MDAs, Local Council officers, Paramount Chiefs, other Community /Chieftdom level traditional authorities, soweis, CSOs, CBOs and UN Agencies-UN Women, UNDP, UNFPA and UNESCO.

SiLNAP II captures prevailing Sierra Leonean realities and context of women's priority issues and concerns of peace and security. SiLNAP II is built around six pillars, within a result based framework, addresses some substantive elements of women's meaningful participation, comprehensive security threats encompassing freedom from political, economic or sexual violence, including environmental and health emergencies, and behavioural and social barriers to women's inclusion.

The six pillars based on the priorities identified at the national consultations are:-Prevention of conflict in communities and addressing the root causes of conflicts at all levels;

- Protection and support of women, girls and SGBV survivors and other vulnerable persons;

- Prosecute and punish perpetrators of SGBV effectively and safeguard women's, adolescent's and girls' rights at all times as well as rehabilitate perpetrators;
- Participation and representation of women in leadership at all levels of decision-making in peacebuilding and development processes;
- Promote peace culture and empower communities to generate and sustain their own well-being, environmental security and early response to health emergencies;
- Promote effective coordination implementation monitoring and evaluation and reporting of the National Action Plan.

SiLNAP II is aligned to national policy priorities as contained in the following:-

- the National Gender Strategic Plan(NGSP);
- the Gender Equality and Women's Empowerment (GEWE) policy
- Medium Term National Development Plan, Cluster 5 "Empowering Women, Children and PWDs".

Though the MSWGCA is the principal national focal point for coordinating the implementation of SiLNAP II, it will be inclusively implemented with the application of the Localisation strategy, which was endorsed under the first SiLNAP, through the strong collaborative efforts of MLGRD and MSWGCA and Local Councils. This approach is productive and is a best practice people-centred approach. It is a tool being applied by Local Councils based on the Localisation Guidelines developed in-country, for the Alignment/Harmonisation of UNSCR 1325/SiLNAP with Local Development Planning.

The SiLNAP II has a comprehensive M&E plan and is fully costed. The envisaged push from Parliament, and especially the Female Caucus, as well as the Parliamentary Oversight Committee on Finance, gives little or no doubt, that there is a strong political will for successful implementation.

Charles Vandri

Director of Gender Affairs

Ministry of Social Welfare, Gender and Children's Affairs

1.0 Introduction

1.1 General Background

The United Nations, for the first time, since its establishment in 1947, held an open discussion session on 24th October, 2000, examining war, from the perspective of women.

The outcome of that special session was the unanimous passage, on 31st October of the United Nations Security Council Resolution, UNSCR 1325 which focuses on Women, Peace and Security (WPS). The adoption of UNSCR 1325, reaffirmed through the passage of multiple subsequent resolutions on WPS has formally initiated the Women, Peace and Security Agenda. The other seven sister resolutions of the WPS Agenda to date are 1820 (2008); 1888 (2009); 1889 (2009); 1960 (2011); 2106 (2013); 2122 (2013) and 2242 (2015)¹.

The core resolution UNSCR 1325 calls attention to the unique needs of women in conflict affected contexts, focusing on a variety of interventions to protect women and girls affected by conflict and to ensure their inclusion in the peacebuilding process that so affects their lives, including attention to the promotion of women's participation at decision-making level in peace processes, political, judiciary, electoral management systems, post-conflict peacebuilding and efforts to prevent violent extremism (PVE).

The most critical elements of this resolution that continue to require intense focus for actions, at all levels, is the recognition of women's role as peacebuilders and decision-makers.

The WPS Agenda represent a normative framework created for women's meaningful participation in conflict prevention and peacebuilding, protection of women's and girls' right and prevention of sexual violence in conflict. The purpose of the WPS Agenda is to strengthen women's and girls', in particular also, adolescent's voices and agency in the struggle to remove structural barriers, and traditional practices that persistently impede progress towards gender equality and women's empowerment.

The focus, also pin points that action is needed for improvement in, and increasing active women's representation, participation and leadership at decision-making levels in conflict prevention and in all peace processes, as well as the protection of women's, young adult women's and girls' rights, including from sexual and gender

¹See Appendix1

based violence, as underlined in the WPS Agenda. These elements are reflected in the Sustainable Development Goals (SDGs), especially 5 & 16.

The imperative of effectively implementing the WPS Agenda cannot be over emphasised. Effective implementation of the WPS Agenda in Sierra Leone would contribute to transforming women's images from those of victims to peacebuilding decision-makers and agents of, desirable, lasting peace, security and development at national, regional, district and chiefdom levels.

1.1.1 Global Context of the Women, Peace and Security Agenda

The WPS Agenda builds on a body of international protection laws and legal instruments for women such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and Platform for Action (BDPfA).

The WPS Agenda is recognised as having contributed to shifting the paradigm on how the international community responds to conflict and the impact of conflict on women, with emphasis on the critical essence of engaging and involving women in peace processes and security operations at all levels.

The Agenda recognises that peace is inextricably linked with equality between women and men, equal access, and equal participation of women and men in governance structures, measures and all efforts towards peace and security. Thus, it affirms that gender equality itself is a source of lasting peace.

It is undeniable that women's rights cannot be fully attained in conditions of conflicts and violence. And no society can call itself truly peaceful and stable, unless it is able to achieve gender equality and ensure women's meaningful inclusion, and representation in decision- making positions at all levels of peace processes. The significance of considering the specific needs of women and girls in the development and design of policy in all areas, as well as incorporating the views ,contributions and experience of women's organisations in policy and programme development is highly relevant.

In October 2013 the UN adopted General Recommendation 30 on women in conflict prevention, conflict areas and conflict affected situation. Thus, member states in their periodic CEDAW country reports are required to show interventions implemented on UNSCR 1325/WPS Agenda, as there is a significant nexus between the two sets of legal frameworks.

The core resolution of the WPS Agenda – UNSCR 1325 has 4 main pillars calling on Government to take action to support:

- Increased **participation** of women at all levels of decision-making, including in national, regional and international institutions; in mechanisms for the prevention, management and resolution of conflict; in peace negotiations; and in peace operations;
- Protection of women and prevention of gender-based violence, including in humanitarian situations;
- Prevention of violence against women, including by prosecuting those responsible for violations, strengthening women's rights under national law and supporting local women's peace initiatives and conflict resolution processes;
- Relief and recovery measures to address international crises through a gendered lens.

The UNSCR is a core and overarching legal framework for the world's Women, Peace and Security Agenda, and reflects for global focus, four key elements that require widespread interest. These are:-

- The disproportionate number of women and girls affected by armed conflict and the necessity to protect women in conflict and post conflict situation.
- The under-representation of women in conflict resolution and peacebuilding processes.
- The imperative of promoting women as peacemakers and peacebuilders, including their participation in conflict prevention and peace processes.
- The imperative to mainstream a gender perspective in all areas of peace support operations and in the security architecture of the UN system and member states.

Although UNSCR 1325 represented a global commitment, it was clear that action was to be taken at national level, by individual member states. To ensure locally appropriate responses, member states are encouraged to adopt a UNSCR 1325 National Action Plan (NAP) that would set out each country's own priorities, taking into account the most critical needs as understood in the national context. NAPs would guide national efforts, and also serve as a monitoring tool to hold states accountable for their WPS commitments, including by parliaments.

As of December 2018, 79 member states have now adopted NAPs; and some regions and sub-regions have developed Regional policies and Regional Action Plan (RAPs), such as the ECOWAS Regional Action Plan (17 September, 2010). Also, the 15th Protocol to the Mano River Union Declaration (June 2012), under chapters 1-3 contain Articles which include threat to women's security and gender mainstreaming in member states as well as related to border and food security related issues.

The African Union has a Gender Policy² which cites UNSCR 1325 and supporting resolutions. The North Atlantic Treaty Organization (NATO) and the Euro Atlantic

²The AU Gender policy, 2009

Partnership Council (EAPC) adopted a policy and Action Plan on WPS³ and the European Union (EU) has a Comprehensive Approach to the implementation of WPS Resolutions.⁴

While there are strong WPS commitments in place and global acknowledgement of their importance, relevant implementation has lagged behind, in particular, according to the 2015 High Level Review and Global Study on the implementation of United Nations Security Council Resolution 1325 ('Global Study'). The report showed that UNSCR 1325 has been implemented with uneven and varied global results regarding women's participation in national, regional and international conflict resolution and peacebuilding processes.

1.1.2 The Sierra Leone Women, Peace and Security Context: Civil War and Post Conflict

(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 are bordered on the South-eastern side by the Republic of Liberia.

The Population and Household census of 2015 puts the population size at 7,092,113 with annual growth rate of 3.2%. Sixty-three percent of the population are rural dwellers, engaged mostly in subsistence agriculture.

The population has a youthful age structure with those under 15 years constituting 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.

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Women, constitute about 50.8% of the population, and represent 65% of the agricultural labour force.

(b) Women, Peace and Security Situation

³NATO/EAPC Women, Peace and Security Policy and Action Plan 2018

⁴Comprehensive approach to the EU implementation of the United Nations Security Council Resolutions 1325 and 1820 on women, peace and security, 2008

The Sierra Leone civil war started in March 1991 and officially came to an end in January 2002. The high impact of the death toll⁵ among the populations, massive destruction of infrastructure and extensive internal⁶ and external displacement still linger in the nation's memory.

The country made some progress in its post war recovery initiatives, which included the conduct of independent elections in 2012 and recently in April 2018. Since 2011, the World Bank Country Assessment Report has put Sierra Leone above the fragile state category.

Nonetheless, a UN Integrated Technical Assessment Missions to Sierra Leone in 2013 noted that attention has to be paid to root causes of the conflict to avoid a potential relapse⁶. These assessments remain valid even today, given a number of distasteful socio-economic, political, and environmental matters. The country's GDP growth has not been favourable, especially since the massive slump in the iron-ore world market and the closure of the Sierra Leone iron-ore mines, which export trade, had contributed to a favourable 15% GDP growth in 2012.

The outbreak of the Ebola Virus Disease (EVD) in 2014, which plagued the country up until November 2015, presented major security concerns and gravely hindered Sierra Leone's efforts to move forward with planned sustainable peace and development initiatives. So also, are the disastrous consequences of extreme weather events and climate change, such as flooding and mudslides⁷, due to natural causes or environmentally unfriendly human activities (e.g. deforestation, uncontrolled natural resources mining, including stone and beach sand mining) by women, men and children.

Environmental issues are deepened by gender inequity and inequality, lack of environmental awareness and inadequate understanding of environmental resources management by women and men.

Women continue to face marginalisation, increased vulnerability to Gender Based Violence (GBV) and sexual abuse as well as harassment, including in spaces controlled

⁵Sierra Leone Truth and Reconciliation Commission "Witness to Truth: Report of Sierra Leone Truth and Reconciliation Commission, volumes 1-3", 2004.

⁶Ibid; UNICEF, "The impact of conflict on women and girls in West and Central Africa and the UNICEF response", New York, 2009; UN Integrated Technical Assessment Mission Report to Sierra Leone in January 2013.

⁷Mount Sugar Loaf landslide and flooding at Mortomeh, Regent, Western Area Rural and Urban, Freetown, 14th August, 2017; World Bank Group, Global Facility for Disaster Reduction and Recovery, EU, UN and ACP publication 'Sierra Leone: Rapid Assessment of August 14th, 2017 Landslides and Floods in the Western Area 2017; UN Women August, 2017, <http://www.unwomen.org/en/news/stories/2017/8/news-sierra-leone-landslides-aking-sure-humanitarian-aid-reaches-women>

by security forces. A number of customary practices still exist that deprive women/girls of their rights. For instance, under the paramount chieftaincy institutions in the Northern Region and some district in the Eastern Region, women are not entitled to become paramount chiefs. Another instances are those of child/early and forced marriages, or female genital cutting/mutilation (FGC/FGM) that are allowed. Moreover, rates of Sexual and Gender Based violence-rape and/or sexual penetration of women/the girl child, are worryingly high, even in the current prevailing situation of 'no gun war' – 'positive peace'.

There was an alarming high prevalence of SGBV reported⁸during the period of grave insecurity prompted by the Ebola outbreak, in 2014. Prevention methods that included no physical contact without proper protection/avoid physical contact; 'don't touch' – were broadcast to sensitise communities about one prevention technique they should adopt to avoid contracting EVD or spreading it. But more teenage girls than before the period were made pregnant either by male household members or security agents responsible for enforcing quarantine!.

Despite the many laws that exist in Sierra Leone to protect and ensure women's/girls' human rights, much remains to be accomplished in terms of implementation. These laws include the four Gender Justice Laws(2007-2009), which are the Domestic Violence Act(2007);Devolution of Estates Act(2007);Registration of Customary Marriages and Divorces Act(2007/2009);Sexual Offences Act(2012).The purpose of the Gender Justice Laws as a whole, is to protect women and girls from deeply rooted structural injustice, and improve the climate, for providing access to justice for them ,for their socio-economic empowerment ,and for reducing violation of their human rights at all levels(-cf Appendix1).

The continuing unfortunate position of the women of Sierra Leone, is the claw back provisions of the basic law-the Sierra Leone 1991 Constitution Section 27(4)(d)&(e) allows for discrimination against women. Specifically, while Section 27(1) of the Constitution states that "No law shall make any provision that is discriminatory in itself or its effect", Section 27(4)(d)&(e) allow for exceptions, stating that " it shall not apply to any law that makes provision for adoption, marriage, burial, devolution of property on death and customary law". Advocacy by women-led CSOs/NGOs and male champions, mixed gender non-state organisations, for instance, over two decades and during the concluded Constitutional Review Commission (2015-2017), have called on the GoSL to repeal/ amend this women's rights limiting section.

The continuing low representation and participation of women in leadership and decision-making positions in the peacebuilding and development processes at all

⁸ YACAN Report "Increase Teenage Pregnancy in Fakunya Chiefdom, Moyamba District, Southern Province, Sierra Leone 2014; MSWGCA/SSL/UN Women/Oxfam Report on the multisector impact assessment of gender dimensions of the Ebola Virus Disease in Sierra Leone 2014'-----

levels in this country is exclusionary, a curtailment and infringement of women's democratic rights.

Despite the many challenges that Sierra Leonean women continue to confront, they have long been at the forefront of peace and security efforts during and after conflicts. The Truth and Reconciliation Commission recognised the "Significant role" women played in peace making following the civil war⁹

Moreover, and again in 2018, as was done in 2012, women mobilised and organised a Women's Situation Room – a conflict prevention, mediation and peace mechanism comprising a secretariat that trained local women and youth as election observers, a call centre and a pool of experts – to prevent potential conflicts and other threats to peaceful elections.

Sierra Leone cannot fail to engage with the causes of increasing incidents and consequences of violence against women, which has long-term lingering impact on peacebuilding and development.

In addition to the physical insecurity, VAW/G compounds the many challenges that women face in post-war/or at periods of general national electioneering process in Sierra Leone. These challenges aggravate their condition of extreme poverty, the weakening of their social networks and coping mechanisms that limit options for employment/ livelihood generation and persistent exclusion from political and decision-making structures.

For example, the inability of many female survivors of violence to take advantage of the free quality education opportunity now in operation in the country, or employment opportunities and associated lost productivity impact on the ability to realise the SDGs.

Furthermore, the principles of human security are not significantly being preserved/or experienced in Sierra Leone, since women, young adult women, and children continue to experience Sexual and Gender Based Violence as reported in the FSU published data 2017 & 2018¹⁰. It is noteworthy to cite a statement from the State House release of H.E. President Julius Maada Bio 's official declaration of a National Emergency on Rape and Sexual Violence that " -----alarminglly ,the perpetrators were getting younger and their acts getting more violent and bestial".

The referenced police record testify to the fact that huge numbers of women, since the war, and to date, are unable to get protection from violence such as rape, sexual penetration, battering and other forms of violence like intimidation through secret

⁹Truth and Reconciliation Commission Report, Volumes 2 and 3, 2004.

¹⁰ Sierra Leone Police/Family Support Unit reported nearly 3,000 sexual assault cases 2018.

societies or burning of houses. Such a situation is unfortunately contrary to ECOWAS action plan on women's protection, which prescribes that member states should make special security arrangements to ensure that women are protected from harassment, intimidation and violence before, during and after elections.

Responses to the guiding questions which served as one of the tools in gauging participants' perspectives during the consultation workshops conducted to inform the design and development of SiLNAP II, showed that majority of community members, particularly women, have little or no confidence in formal and traditional justice systems. They usually prefer to seek help from civil society organizations, in the resolution of matters/trauma associated with VAW.

It must be noted that there are a number of women who are survivors of violence, but, there are also women who are perpetrators of violence against their peers. This contributes to strengthening the attitude of men who are the power brokers in the country's political landscape, causing them to be more reluctant to support women candidates for political activities/or nomination for party symbols during the electioneering process. This situation has created a general deep-seated fear and feeling of resignation by majority of women.

It was learned that some women who have been courageous enough, and spurred on by their communities contested, the national elections as Independent Candidates in the March 2018 parliamentary elections. This was because of the good background of social work/business entrepreneurial activities that they were involved in within their communities. One such woman won and is a Member of the (fifth) Parliament (MP).

Not only are women marginalised in elective, but also in appointive positions, even though the government is tending to redress this situation. The recent drive by the Sierra Leone Armed Forces (RSLAF) to recruit about 300 women only through national, regional, district and chiefdom level drives is a measure to redress the paucity of female officers in this security institution and scale up its equal opportunity/institutional gender policy. This is commendable.

The SLP has an affirmative policy in place with a female targeting mechanism. However, it emerged in discussions during a July 2018, consultation workshop, conducted under the UNDP project on the WPS Agenda, with Parliamentarians for scaling up support, and putting parliamentary weight behind the implementation of the WPS Agenda, that a recruitment of more police women only, could contribute significantly in the fight to prevent SGBV/protect women and girls.

Victims/survivors will feel more confident to relate with a female officer than a male. However, there are not enough women to service, even the small numbers of FSUs. Since more female police officers would be needed for staffing, even the existing few

FSUs, the SLP may want to apply a female targeting form of affirmative action recruitment measure.

This would boost the institution's gender responsive approach to delivering more effective police service in matters of VAWG/SGBV in rural areas/and peri-urban communities.

His Excellency the President, on Thursday, 7th February 2019 officially declared a national Emergency on Rape and Sexual Violence, as a major step towards addressing rape and all forms of sexual violence in Sierra Leone. H.E. President Bio deserves huge accolade and appreciation for prompt response to and measures¹¹ established in stemming the persistent rising tide of this menace and eventually preventing its occurrence.

It is worth noting that the lack of a rapid and effective government response to recent incidents of political violence is fueling a culture of impunity, rumour-mongering and fear that forthcoming bye elections and the 2023 election could spark a return to organized violence. There are increased fears of reversal of previous peacebuilding gains which therefore calls for attention.

Although there were various actors working on peacebuilding and conflict prevention agendas across the country, it is agreed that collaboration is essential for more holistic and sustainable approaches to peace. Engaging stakeholders at all levels, in improving women's political participation as peacebuilding ambassadors, particularly at community level, is a way to go.

Furthermore, promoting conflict prevention, mediation, conflict resolution and a peacebuilding culture that fully integrates women's rights and gender equality principles through a localisation strategy, working with Local Councils in collaboration and coordination with Chiefdom Councils will strategically help and facilitate community level social integration, sustainable peacebuilding and long term stability actions. A number of initiatives have recently been implemented /or ongoing that resonate with the above strategy. UN Women has trained 103 (63 women and 37 men) peace Ambassadors and gender activists on peace building, conflict prevention and management and Human Right who are working in communities promoting social cohesion and peacebuilding in various communities.

Similarly, the National Organisation for Women(SL)/Global Network of Women Peacebuilders(SL) has trained 75 women peacebuilding Ambassadors, in three communities mapped as high election violence hot spots, enabling them to organise for change within their communities through the creation of Village/Community

¹¹ Press Release, State House, Freetown, Sierra Leone, Thursday, 7, February 2019.

Saving Loans Associations. Furthermore, 60 Young Adults (age range, 17-35 years, 32 females and 28 males) in the same three communities have been trained as Ambassadors for Peace to raise awareness and conscientise on UNSCRs 1325 and 1820/WPS Agenda, including linkage to Youth, Peace and Security (UN Security Council Resolution 2250); with the literate youths among the trainees currently facilitating adult literacy classes and promoting peacebuilding and non-violence behaviour in their communities. Also the Youth Ambassadors advocate for prevention of electoral violence, growing a culture of peace, with peacebuilding messages being disseminated in songs and dance (with assistance from Peoples Education Association (PEA) and Tabule Theatre Director). These initiatives received funding support through UNDP, from the PBF.

On the 14th February, 2019, the Sierra Leone Parliament passed the resolution tabled by the President of the Female Parliamentary Caucus on the Women, Peace and Security Agenda to give a strong push to the Agenda's implementation in Sierra Leone. The resolution emphasised the issues of continuing discrimination against women in employment in public institutions, and SGBV, with strategies to prevent and protect women/girls. The MPs called on Government, Local Councils, RSLAF Leadership/Ministry of Defence, Attorney General's Department and Minister of Justice, Minister of Finance¹² among others include to establish an Inter-Ministerial Committee on gender equality and women's empowerment, and WPS issues to ensure high level attention is given to these issues and action is coordinated across all critical departments; the Ministry of Finance is called upon to work with the Gender Directorate of the MSWGCA, to undertake a gender audit of the budget that will be submitted to Parliament; as well as strongly encouraging the government to intensify the WPS Localisation process. MPs in the resolution, have committed as individuals and committee members to use parliamentary processes and advocacy to promote law reform in support of gender equality and women's peace and security. Accordingly they resolved, that they will, among other specifics¹³ push for amendment of section (4)(d)&(e) of the 1991 constitution which allows for discrimination against women and build on the localisation Guidelines under SiLNAP to identify approaches for working in our constituencies with local level bodies and chiefdoms to discuss and address key issues around WPS. They will use the powers of the Finance Committee and relevant sectoral committees to closely examine the national budget in order to assess the existing allocations to gender equality and specifically, towards implementation of the next SiLNAP (SiLNAP II).

¹²Sierra Leone Parliament, Tower Hill, Freetown, Women Caucus & the Members of Parliament of Sierra Leone, Resolution on the Women, Peace And Security Agenda, tabled and passed on Thursday, 14 February, 2019.

¹³ Ibid, idem, Footnote 12

1.1.3. Alignment of National, Regional and International Policies and Framework

The SiLNAP was crafted as a means of domesticating UNSCRs 1325 and 1820 declared by the UN in 2000 and 2008 respectively. These resolutions were passed to address the atrocities wreaked on women during the conflicts that were raging at the time in most parts of Africa south of the Sahara in terms of sexual violence and the low participation of women in development and peace processes.

Resolution 1325 has four main pillars – participation of women, prevention of violence against women, protection of women and girls from gender based violence especially rape and other forms of sexual violence and prosecution of perpetrators of such crimes. (cf details at pg.8)

The first generation of the SiLNAP crafted in 2009 and evaluated in 2015, added one more pillar to the above global structure – Coordination and Monitoring. The second generation of the SiLNAP was crafted in 2018 after comprehensive and inclusive nationwide regional consultations with a wide spectrum of stakeholders drawn from the districts and chiefdoms. In view of the need to continue the domestication of UNSCRs 1325 and 1820, using the Localisation strategic approach the provisions addressed in the various instruments aforementioned were taken fully on board. Therefore the agreed pillars of the new SiLNAP, based on the priorities identified at the national/regional/chiefdom consultations, are to be addressed using the Localisation strategic approach. The agreed pillars are:-

- Pillar 1: Prevention of conflict in communities and addressing the roots causes at all levels;
- Pillar2: Protection and support of women, girls, and SGBV survivors and other vulnerable persons;
- Pillar3: Prosecute and punish perpetrators of SGBV effectively and safeguard women's adolescents' and girls' rights at all times as well as rehabilitate perpetrators;
- Pillar4: Participation and representation of women in leadership at all levels of decision making in peace building and development processes;
- Pillar5: Promote peace culture and empower communities to generate and sustain their own well-being, environmental security and early response to health emergencies (Human Security Perspectives);
- Pillar6: Promote effective implementation, monitoring, evaluation, coordination, and reporting of the Sierra Leone National Action Plan.

SiLNAP II is aligned to national priorities as contained in the following documents:

- The National Gender Strategic Plan (NGSP);
- The draft Gender Equality and Women's Empowerment (GEWE) Policy;

- Sierra Leone's Medium-Term National Development Plan, 2019-2023-Cluster 5: Empowering Women, Children, and Persons with Disability.

Some of these national priorities which are subscribed in the SiLNAP include the call to strengthen and/or reform legal policy, and legal and institutional capacities to enhance gender equality and women's empowerment, support women's economic empowerment through increasing women's access to financial and agricultural services.

Also, the issue of low women's participation and representation runs across as this is a thorny issue, as not much progress has been made at all levels. There are still very few women M.Ps, very few Village Female Heads (Headwomen) compared to the high numbers of Headmen in the Western Area Rural District to cite a few examples. Luckily, the Female Caucus in Parliament has been engaged and during a consultation from 12-13 July, 2018, with all members of parliament, under a global UNDP project. 'The Role of Parliaments as Partners in Women, Peace and Security' implemented in collaboration with the Sierra Leone Parliament, the Hon. Speaker made a commitment to support the application of the spirit of 1325 and provisions of the WPS Agenda by active support to the implementation of SiLNAP.

Some new areas have been included in the current SiLNAP, like response to health and other emergencies; the call for establishment of a forensic laboratory for more speedy trials and more effective prosecution of SGBV cases.

The SiLNAP has captured some of the critical issues identified in the Sierra Leone context analysis, such as sexual and gender-based violence and access to land and property, with focus on rape of young women/girls ,or sexual penetration of minors including babies, and rural women (ref. to UNCEDAW, Art. 12 – Rural Women).

The need to make a closer link between gender inequality and women's poverty and lack of women's empowerment through the pillar on empowering communities to generate and sustain their own well-being should be in constant focus during SiLNAP II implementation. Also, the issue of the communities at chiefdom and village levels in reducing violence against women and girls (VAWG) is captured under 'Undertaking social mobilization at community level to reduce tolerance and social acceptance of VAWG.' Implementation of SiLNAP II will mostly apply a continuing and strengthened localisation strategy using the Localisation Guidelines jointly developed by the Ministry of Local Government & Rural Development (MLGRD)and MSWGCA with technical support of GNWP(Headquarters-New York)and NOW(SL) and funding from Folke Bernadotte.

The Localisation strategy is a people-based approach premised on the rationale that local ownership and participation enables more effective policy action taking. The importance of the Localisation strategy is recognised and highlighted by the UN

Secretary-General who has stated that it is “a key tool for translating policy into practice”¹⁴

¹⁴ UN Security Council Report of the Secretary-General on WPS, 29 Sept. 2016, S/2016/822

2.0. Elaboration of the Sierra Leone National Action Plan (SiLNAP II) for the full implementation of United Nations Security Council Resolutions 1325 (2000) and 1820 (2008) – SiLNAP II (2019-2023)

The Sierra Leone National Action Plan II for the full implementation of UNSCRs 1325 and 1820 (2019-2023) is the second generation/ follow-on to the first SiLNAP (2010-2014), SiLNAP I. In order to develop a high impact SiLNAP, effort was made to create ownership of the design and formulation, by conducting a comprehensive and inclusive participatory process, involving a wide spectrum of stakeholders and actors, which is the essential ingredients, through the stages highlighted below:

2.1. Setting the Stage in the Process of Developing the Sierra Leone National Action Plan II

The prompt evaluation of SiLNAP I which expired in December 2014 was delayed due to the outbreak of the Ebola Virus Disease in Sierra Leone in 2014. The evaluation was conducted between November 2015 and April 2016 by a national Consultant and facilitated by delegated members of the National Steering Committee for the full implementation (NSC) of SiLNAP. The task was funded by UNWOMEN.

The Evaluation Report highlighted key discriminations against women/girls in Sierra Leone and made a variety of recommendations for the review of the National Action Plan. The NSC met to initiate the review and the writing/drafting of Sierra Leone National Action Plan II.

On the 12th May 2017, the MSWGCA met with partners, presented the evaluation report, and expressed the need for support to review and develop the second generation of SiLNAP.

2.2. Resource Mobilisation for the Crafting of SiLNAP II

The MSWGCA with active inputs from the National Steering Committee developed a final concept note and budget for donor assistance. The project proposal was submitted to the Peacebuilding Fund through UNWOMEN and was finally approved for funding, thereby enabling the crafting process of SiLNAP II.

2.3 Commissioning of the Crafting of SiLNAP II

The process was given visibility and its awareness raised in a commissioning and launch event officially performed on the 7th August, 2018, by the Minister of Social Welfare, Gender and Children's Affairs. The commissioning and launch served as a public awareness raising activity that informed the wider public and key stakeholders of the development of a second generation of SiLNAP and key activities that the process entailed were highlighted. The SiLNAP II was commissioned concurrently with the Gender Equality and Women's Empowerment Policy (GEWE) which was started in 2014, since the two frameworks pursue the same goal, albeit from different starting points.

It is essential that these two instruments are in sync on women's human rights, participation and representation, as well as advancement issues, at all levels and in all fields of endeavour.

Participants were drawn from among the Parliamentarians, MDAs, INGOs, CSOs, UN Agencies, Donor Partners and the media.

2.4. SiLNAP II Writers' Orientation and Refresher Workshop

A two day orientation and capacity strengthening/refresher workshop was conducted for NSC members. The sessions presented and discussed themes primarily on UNSCRs 1325, 1820 and the subsequent sister resolutions; SiLNAP contents, key successes, challenges and gaps in SiLNAP Implementation by/with national Government/ relevant MDAs especially MLG&RD and Local Councils, Paramount Chiefs, Women-led CSOs, CBOs, Mixed NGOs, UN Agencies, findings of SiLNAP I evaluation; writing a high impact SiLNAP II, and M & E Indicators. The sessions were resourced and/facilitated by the Director of Gender and staff members of MSWGCA, Programme Specialists from UNWOMEN, the Gender Specialist UNDP, and Coordinator NOW(SL)/GNWP(SL). Participants were members of all the constituent institutions, organizations and line ministries working on women, peace and security issues. The workshop provided participants, with a thorough theoretical and practical knowledge and understanding of SiLNAP I development process and implementation. Also it served as a planning meeting for the subsequent regional/district/chiefdom consultations in all the five regions of the country. At the end of the workshop, five crafting teams, each with a Team lead/ Writer and Rapporteur, and an overall Writing Lead/Coordinator were set up.

2.5 Regional Stakeholder Consultations

Regional consultations were conducted on the 5th September, 2018 in the five regions on the development of SiLNAP II. Participants were drawn from the districts and chiefdoms of the respective regions and headquarter towns. The 50 participants included Paramount Chiefs, Town and/or Section Chiefs, Mammy Queens, Soweis, Local Council officers –Chief Administrators/ Development Planning Officers, M & E Officers and Gender Officers-, CSOs, CBOs working on Peace and Security issues, Officers from SLP/FSU, Correctional Centre, ONS/PROSEC, DISEC, MDAs – Agriculture and Fisheries, Health, Customs, Trade and Industries, UNWOMEN, UNDP and UNESCO.

The sessions were facilitated through presentations on UNSCRs 1325, 1820 and SiLNAP I. Participants worked in groups and responded to guiding questions,(developed by the crafting team with inputs from other members of NSC) and reflected on SiLNAP I implementation,; highlighted gaps and challenges and analysed women, peace and security matters/issues; identified, through ranking, priority WPS issues and emerging concerns/needs, that are of greatest interest/germane to their regions/districts/chiefdoms.

Based on the group analysis and recommendations, the participants identified and provided priority issues, specific objectives, strategies, actions/activities, and indicators/means of verification, partners and time frame that informed and enabled writers to design/draft SiLNAP II.

2.6. Writers Retreat

A three day Writer’s retreat was held from the 25th – 27th September, 2018 at a quiet Mama Beach resort, to examine collated outcomes of the regional consultations, and consolidate/composite these responses from the five regions and through further deliberations in groups and plenary a SiLNAP II zero draft was designed for subsequent careful examination and refinement of inputs by the Overall Lead Writer develop the SiLNAP.

The Overall Lead Writer facilitated the Session, at which the various regional Lead presented the collated outcomes of the engagements with the respective regional, district and chiefdom stakeholders on implementation of the WPS Agenda based on their understanding of SiLNAP/UNSCRs 1325 and 1820 including perspectives, concerns and needs as related to WPS issues in their communities.

Through facilitated and group work sessions the Writers consolidated the regional, district and chiefdom outputs and developed a zero draft composite National Action Plan Matrix. The matrix consist of six pillars, each with a Goal, Strategic Objective/Outcomes, Objective Outputs, Actions/Activities, Smart Indicators, Time frames, and Responsible partners.

Also, the Writing Team agreed on a Table of Contents, and team members responsible to contribute inputs to the contents of the narrative sections of SiLNAP II.

2.7. Debrief Session with all National Steering Committee Members

The Writers Team held a debriefing session, on the 18th October, for members of the National Steering Committee and including the Consultant M&E Specialist to examine the Zero Draft Plan Matrix produced as a deliverable of the Writers' Workshop retreat. Their comments and inputs were received to refine and produce a first draft by the Overall Lead Writer. The first draft was taken to the regions for validation.

2.8. Monitoring and Evaluation Framework Development

To successfully implement a National Action Plan, the Plan needs to include smart indicators and logical results framework for its monitoring and evaluation. Thus, the MSWGCA and the National Steering Committee held a two day work from 1st – 2nd November, 2018 to set smart indicators, targets and develop the M&E framework for the SiLNAP II. The workshop which was resourced by the M&E Consultant brought together NSC members, Government Line Ministries, UN Agencies, and other NGOs/CSOs with relevant mandates.

2.9. Regional Stakeholders Validations

Regional validations were held in all the five regions, on the 22nd November, 2018 at which Zero draft SiLNAP II Matrix was presented for comments to ascertain whether or not, issues and relevant proposals of objectives/strategies/activities made at the Consultations were captured in the draft. The same participants at the initial consultations attended the validation.

2.10. A Rapid Assessment Survey based on a series of Guiding Questions and Mapping Questionnaire

The engagement and consultations workshops with a wide array of about 50 stakeholders and actors in each of the 5 regions including their districts and some chiefdom were undertaken. A series of guiding questions as assessment tool was applied for the group work tasks following the thematic sessions on UNSCRs 1325 & 1820, SiLNAP implementation, and evaluation.

Participant responses provided some insights into organisational/institutional/collective perspectives/knowledge/understanding of: 17

- UNSCRs 1325 and 1820, SiLNAP and nexus with gender equality and development;
- Security, safety ideas, concerns, issues and needs including sustainable peace;

- Security sectors 'structures, mechanisms, measures for service delivery, women's participation and involvement in security structures at community level;
- Violence Against Women, Gender Based Violence/Sexual and Gender Based Violence including Prevention, Protection actions/activities and Prosecution of perpetrators by the SLP/FSU;
- Governance, women's participation and representation in leadership and decision-making positions at local/community levels;
- Environment and natural resources management, and natural disasters as well as health emergencies occurrences at regional, district and chiefdom levels;
- Economic and social services for women at community level, including access to ownership of land and financial inclusion, nature and degree of interventions/actions within the WPS Agenda that organizations/institutions have carried out/or ongoing or wanted to continue with.

Knowledge of the existence of UNSCRs 1325, 1820 and SiLNAP

- Awareness and knowledge of the existence of these instruments by participants averaged about 80% in some regions and about 60% in others.
- Level of knowledge of SiLNAP ranges from low to fair – with 60% and 40% as fair and low respectively;
- The implementation of SiLNAP is happening, but a lot of people did not appear to make the connections with security sector work,
- Participants showed satisfactory awareness, knowledge and understanding of security;
- About 90% in all regions acknowledge that men and women have different security needs;
- On the question of specific security needs of women, men, boys and girls, organisations/institutions indicated that gender is used as the approach in their activities, especially to raise awareness and sensitize communities, on prevention of GBV, protection, gender equality women's inclusion and women's/girls' rights;
- More collaboration with FSU and social services of the local councils and MSWGCA so as to pursue more SGBV cases, support victims and clarify roles between traditional authorities and SLP/FSU;
- Clear understanding of traditional practices , women's status and the new national land policy is needed;
- Gender issues are integrated into local Development Plans by councils, but some officers have not clearly connected service delivery in SGBV matters to development service.
- Civil Society Organizations including women led – CSOs and CBOs are undertaking activities in prevention and ending impunity fueled by

traditional/customary practices in the issues of forced, girl child marriage and teenage pregnancy.

The responses to the guiding questions which sought information directly from participants revealed the trends of knowledge, attitude and practice in the various regions, challenges, gaps, and what more needs to be done in the prevailing and emerging WPS areas. The lessons of Ebola and consequences of the disastrous landslide and floods have shown the need to focus also on addressing sudden security threats, as emerging challenges under health, hygiene, sanitation and economic empowerment in SiLNAP II.

2.10. Costing of SiLNAP II

The costing of the Plan for accountability and sustainability during implementation of the NAP is essential and critical. Costing was done for each activity in the plan.

2.11. Printing and Launch of the Second Generation of SiLNAP

The final SiLNAP II was printed and launched during national Conference on the establishment of the Peace and National Cohesion at Bintumani Conference Hall on the 23rd May 2019. The launch was done by His Excellency, Brigadier Rtd. Julius Maada Bio. It was a National Programme wherein participants were drawn from across the country especially, included those who had been engaged and involved since the start of the formulation process.

3.0. The Sierra Leone National Action Plan (SiLNAP II)

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.

Even in these post war period of prevailing positive peace, peace building and reconciliation initiatives, Sexual and Gender Based Violence (SGBV), Violence against Women and Girls (VAWG), persist. Sexual penetration and rape is occurring at an alarming frequency, and including, incidences of bestial violations of babies. Almost daily, newspapers report incidence of sexual penetration of female children, including babies as young as three months, in various communities-urban and rural. The indications from daily media reports are that Sexual Violence against females-older women, young adult women/girls and children is increasing with despicable impunity. The perpetrators, it appears from news coverage nowadays, include more young men. The Ministry of Health and

the Pharmacy Agency have reported the widespread abuse of the painkiller drug Tramadol, a hallucinogenic, among youth.

Females experience of war is different from that of 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 shaping our communities in all initiatives to achieve enduring peace and foster development . Women's experiences in the Sierra Leone war and their roles and contributions brought resolution 1325 in to practice, even though their engagement in conflict prevention and resolution are not widely recognised and valued, particularly at community levels. In the Sierra Leone Parliament, of 146 members, women account for only 12 percent. Women need to be actively represented at all decision-making levels in all the areas of peacebuilding, post conflict and development processes as leaders and change agents at all levels.

Thus, the Government jointly with other Development Partners, particularly Civil Society Organizations in-country, initiated intensified action since May 2018 towards the development of the second generation of Sierra Leone National Action Plan (SiLNAP II) for the full implementation of UNSCRs 1325 on Women, Peace and Security. Also the SiLNAP II includes elements of resolution 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 of 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 imperative of improving women's participation and representation in governance and protection of women including adolescents and girls and respect for their rights at all levels.

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

It is in alignment with the National Gender Strategic Plan (NGSP), and the ²⁰Medium Term National Development Plan (2019-2023) - especially Cluster Five- 'Empower women, children and disability'.

3.1. Vision

A resilient nation where communities are secured, the members co-exist peacefully, irrespective of their diverse socio-cultural, religious and political inclinations, women's, adolescent and girls' rights upheld, and they actively realise the benefits of the full tenets and provisions of UNSCR 1325 (2000) and 1820 (2008) and related sister resolutions with support, also, of male champions.

3.2. Mission

Government of Sierra Leone, through the Ministry of Social Welfare, Gender coordinate with other relevant MDAs, CSOs, the UN Agencies and other development partners and with commitment as well as accountability work for the full implementation of SiLNAP II, through a strengthened localisation strategy.

3.3. National Action Plan Matrix

The SiLNAP is a five year (2018-2023) dynamic implementation plan, encompassing both the UNSCR 1325 (2000) and major components of 1820 (2008), designed and developed around six pillars:
The pillars are the identified overall Strategic objectives as follows:

Pillar 1: **Prevention of conflict in communities and addressing the root causes at all levels.**

Outcomes Objective(s): Contribute to achieving reduced conflict in Communities and addressing their root causes at all levels

Output Objectives	Strategies	Specific Activities	Indicators	Primary stakeholders	Other partners	Financial allocation	Timeline for completion
1.1 Communities' stakeholders' commitment to promoting peaceful coexistence by addressing the root causes of conflict at community level increased/strengthened	<p>Ensuring the establishment and approval and implementation of bye-laws that seek to prevent VAW/GBV and protect women, girls and adolescent youth, and vulnerable persons;</p> <p>-Parliamentary Finance Oversight Committee examination and assessing existing national budget allocation to GE and specifically to SiLNAP implementation.</p>	<p>.-Harmonise/align the relevant provisions of and remove inconsistency between the Child Rights Act and the Registration of Customary Marriage and Divorce Act with respect to age of marriage.</p>	<p>- Inconsistency between provisions removed;</p> <p>-Allocation to GE and WPS in existing National Budget,% allocated, and adequacy of allocation.</p>	<p>MSWGCA, Law Reform Commission and Justice/ AG's Office, MPs-Female Caucus, Judiciary, Human Rights and Social Welfare Oversight Committees-), Local Councils/Traditional Authorities.</p> <p>-Finance Oversight Committee ,Social Welfare, Human Rights and relevant other Parliamentary Oversight Committees</p>	<p>Women's Organisations, Male Champion CSO groups ,IRC,UN Women, UNDP</p>	30,000	2019

<p>1.2 Policies' mechanisms and procedures for prevention of conflicts and how to address the root causes instituted at community levels</p>	<p>Dissemination of simplified version of SiLNAP and localization guidelines</p>	<p>-Develop messages in jingles and local languages to be disseminated by air, by Village/Community criers; -publicize through pictorial flyers; - organize community theatre and radio drama for message dissemination ; - Organize radio programmes panel discussion and Town Hall/ community Barray style meetings.</p>	<p># of Jingles developed;# of slots/times messages aired -#of theatres /drama sessions and # of communities where organized; # of barray sessions and/or radio panel discussions held</p>	<p>MSWGCA- Regional/District/Chiefdom Steering Committees, MPs PROSEC/DISEC/CHS EC, Local Councils, Local Authorities/PCs/MLGRD</p>	<p>Women's Organisations, UNESCO,UN Women Development Partners, NGOs</p>	<p>465,000</p>	<p>2019</p>
<p>1.3 Contributions by stakeholders in communities to finding solutions to women's and girls' peace and security issues, enhanced.</p>	<p>- Awareness raising and training on women's/girls' Peace and Security issues - Localization of SiLNAP</p>	<p>-Conduct trainings for community stakeholders including women themselves on WPS issues, structural barriers that</p>	<p># of community stakeholders- male and female trained and enabled in supporting women</p>	<p>MSWGCA-Steering Committees on WPS, Community Advocacy and Social Welfare Groups, MLGRD, Local Councils, Chiefdom Councils UNWOMEN,UNDP UNICEF,MPs</p>	<p>CSOs, NGOs, Development Partners</p>	<p>650,000</p>	<p>2019-2023</p>

	<ul style="list-style-type: none"> - Advocacy for and education on sustaining peace -Engaging in local awareness raising and constituency education activities building understanding of the value of WPS and gender equality 	<p>impede women’s enjoyment of political rights and active participation in decision-making. Provide/enable women to have support groups;</p> <ul style="list-style-type: none"> -Educate and train local councils and provide refresher seminars on Localization guidelines of SiLNAP and its monitoring framework. -Hold community dialogue fora on benefits of peaceful coexistence/social cohesion, including advocacy on the implementation of the remaining TRC recommendations on women and girls. 	<p>overcome barriers-e.g., access education ,life skills, and participating actively in community level decision-making, and recognizing women’s ideas</p>	<p>-DiTTO-</p> <p>Women’s NGOs/CSOs/CBOs/Mixed Peace and Development Organisations, MBSSE, MTHE.</p>	<p>DITTO</p> <p>As above</p>		<p>2019-2020</p>
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Pillar 2: Protection and support of women, girls, SGBV Survivors and other Vulnerable Persons

Outcome Objective(s): To protect women, girls and other persons vulnerable from, SGBV and promote human dignity and equality.

Output Objectives	Strategies	Specific Activities	Indicators	Primary stakeholders	Other partners	Financial allocation	Timeline for completion
2.1 Mechanisms undertaken to ensure women, girls and other vulnerable groups are protected from SGBV and their dignity enhanced.	<ul style="list-style-type: none"> - Strictly enforcing community bye-laws on SGBV, by engaging National, Regional and key Community stakeholders – Traditional leaders, parents, local Authorities, including the Police/ FSU on enforcing compliance , effective application of the four Gender Justice laws and for authorities to forward cases of SGBV to the law. - Establishing and equipping safe homes in all sixteen districts; - Creation of Female Advocacy Groups at Chiefdom Levels; 	<ul style="list-style-type: none"> -Hold meetings with stakeholders to raise awareness, and follow up on community monitoring of the implementation of bye laws and gender justice laws; -Follow up cases to ensure punitive measures on GBV are effected; -Conduct dialogue with local councils and Traditional Authorities and FSU on application of WPS Localisation Strategy Guidelines; 	<ul style="list-style-type: none"> #of meetings held; #of cases reported, charged with satisfactory outcome/conviction; #of satisfactory response/assistance to victims in order to pursue matter to the end. -#of articles published/or trends in the print media on SGBV; Local Council’s Reports/Local Councils Development Plans 	CBOs/CSOs , MSWGCA, FSU, Rainbo Initiative, Parliamentary Oversight Committee, Female Caucus, Local Authorities , Women’s Organisations	UNWOME N,UNDP,U NICEF, Partners, NGOs	515,000	2019-2023
2.2 Lower rates of Violence against Women/Gender Based Violence at national level are achieved.		<ul style="list-style-type: none"> -Mobilise, provide funding and undertake necessary tasks; Monitor and Evaluate the work done. 	<ul style="list-style-type: none"> #of safe homes operational # of M&E conducted on available safe homes 				
2.3 Sexual and Gender-Based Violence/Violence Against Women in							

	<ul style="list-style-type: none"> - Revisiting and engaging communities to reflect on traditional practices and beliefs, especially, on traditional view of adolescent girls, puberty, Sexual and Reproductive Health and Rights and on the negative consequences of teenage-pregnancy. - Advocacy on free medical treatment for all SGBV survivors 	<ul style="list-style-type: none"> -Provide livelihood skills trainings in the agriculture ,and other sectors; -Conduct IEC for women’s groups on mobilizing income through engagement in Microfinance schemes ,e.g. Village Savings and Loan Associations -Conduct dialogue/IE/reflection meeting with key community members, including traditional authorities, parent’s teenage girls and young adults to assess their traditional view on puberty, sexual and reproductive, health rights and responsibilities. Conduct research on the access in the 16 districts. 	<p># of persons ,particularly women actively involved in VSLAs; Case Study/Report what immediate benefits/ immediate impact realised through VSLAs ready loans.</p> <p>Assessment of traditional view; Extent of appreciation of appropriate SRHRs and negative consequences of Teenage pregnancy; % of early marriage stopped. #of monitoring and evaluation exercises conducted on the free health care services provided for survivors in the 16 districts</p>	<p>CSOs/NGO s; UNWOMEN ; UNDP,FAO; MTI, USAID;CAR E</p> <p>MPs Women’s CSOs, MSWGCA, MLGRD, Local Councils, Chiefdom Councils, UN Women, UNDP, UNFPA</p>			2019-2023
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	<ul style="list-style-type: none"> - Facilitating and supporting the training of women as court monitors; - Constructing and furnishing Safe Homes. 	MSWGCA to furnish, equip and properly staff already built Safe Home in Makeni; and construct, and equip homes in the other districts nationwide.	Seek information on this activity and monitor progress	Oversight Committee MSWGCA			
3.3 Processes and laboratory analytical facilities to enable speedy trials, especially in cases of rape and sexual penetration improved.	Establishing forensic laboratories for DNA test In all regional/district hospitals.	MSWGCA hold consultations with MOHS and the Justice Sector about the setting up of DNA test facilities including training of medical laboratory staff.	# of meetings and progress on in-country DNA testing service; #of SGBV conviction made possible	MoHS	Development Partners,	1,200,000	2019
3.4 Advocacy outreach to Government to implement the remaining recommendations, on women and girls, in the TRC report conducted.	Lobbying and advocating for the setting up of the TRC follow up committee	<ul style="list-style-type: none"> - Organise representation & Hold advocacy meetings with government and the Human Rights Commission on the matter - Collaborative activities with the Media, in particular WIMSAL in conducting advocacy on WPS issues 	TRC follow up Committee established. -# of joint activities organised to foster women, peace and security agenda in Sierra Leone	CSOs, Human Rights Commission Women's organizations , UNESCO, WIMSAL, UN Women	NGOs; Bilateral agencies, UN Agencies	60,000	2019 2019-2023

Pillar 4: Participation and representation of, women, in leadership at all levels of decision-making, in peacebuilding and development processes.

Outcome Objective(s): Contribute to increased women’s meaningful participation and representation in decision-making in all sectors, and at all levels.

Output Objectives	Strategies	Specific Activities	Indicators	Primary Stakeholders	Other partners	Financial Allocation	Time for completion
4.1 Minimum of 30% women’s active participation and representation in decision-making positions at all levels, especially, in peacebuilding, and governance institutions moved towards/or attained by 2023	- Lobbying and advocating at government and political parties levels;	-Organise advocacy meetings with government line ministries and political parties on WPS Agenda, gender equality/meaningful women inclusive policy and facilitate/disseminate the He4She campaign;	-# of advocacy engagements/ meetings held with institutions on becoming gender sensitive and applying gender parity approach;	MSWGCA ,Parliament/Fe male Caucus and key parliamentary Oversight Committees, MTI, MPPA, Women’s CSOs	PPRC, APPWA, Male Champions UN Women , UNDP	295,000	2019
	- Reforming institutional policies ,including cultural/traditional institutions to embrace the minimum 30% quota in line with CEDAW;	-Parliamentarians to push for the amendment of Section 27(4)(d)&(e) of the 1991 Constitution ,through Private Members Bill by Female MP / at a Question Time to AG; on the status of the Constitutional review process so as to speed it up -Organise exchange visits on best practices among chiefdoms with female PCs and MPs, and those with less gender sensitivity;	-# of male champion groups that support women’s empowerment established and trained in the 16 districts; -Availability of PMB; -Availability of Question asked in parliament on the issue;	MSWGCA, Council of Paramount Chiefs, Female PCs, Parliamentary Female Caucus, Women-led CSOs/CBOs, Male champion groups;			2019-2023

	<p>-Continuing advocacy at SSIs to intensify their actions with respect to CEDAW; -Mapping of women in the SSIs and advocating for reviewing security sector recruitment and promotion criteria and policies;</p> <p>- Lobbying MPs for the passage of the GEWE Bill when laid in parliament;</p> <p>- Continuing sensitisation/or Conscientisation of women, particularly young females about their roles and responsibilities in all development fields, including the necessary engagement in empowerment /capacity building processes.</p>	<p>-Engage PPRC in advocacy meeting to review the political party registration criteria to include minimum 30% quota of women in leadership positions;</p> <p>- Engage SSIs including ONS to continue training of female officers/staff members to enable minimum 30% participation and representation in leadership positions, including in peacebuilding /Peace Support Operations mission ,particularly, also ,develop and apply as necessary, mechanisms like targeting, quotas at all levels of their structures;</p> <p>- MSWGCA to fast track next steps immediately the GEWE policy is developed;</p> <p>- Conduct awareness raising and capacity building TOT workshops for women, especially at chiefdom levels, in collaboration with male champions;</p>	<p>-Availability of the reviewed code;</p> <p>-# of advocacy engagements -Mapping reports; -# of training courses organised by respective institutions building/strengthening capacities on gender, gender analysis gender mainstreaming, WPS, gender and peace processes</p> <p>GEWE Policy finalized and Bill passed by Parliament</p>	<p>MSWGCA,ONS RSLAF,SLP/FS U,Women-Led CSOs/CBOs</p>	<p>Bilateral Multilateral agencies</p>		<p>2019</p> <p>2019-2023</p> <p>2019-2023</p>
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		- Organise community advocacy campaigns on the importance of women representation and the fight against violence against women.					
4.2 Representation of women in Security committees at provincial, district and chiefdom levels and other governance committees at especially chiefdom levels.	<ul style="list-style-type: none"> - Lobby officials in the security sector; - Sensitize women about their roles and responsibilities in building peace, engaging with SSIs - Capacity building for women 	<ul style="list-style-type: none"> - Organize meetings amongst key stakeholders - sensitization and awareness raising workshops for women - Training workshops for women in peacebuilding; - Organise Mock Parliament involving school pupils /school clubs on International Women’s Day in the Chamber of Parliament 	<ul style="list-style-type: none"> - Number of meetings held with officials in the security sector - Percentage of women made aware of their roles and responsibilities in peace building - 100 women trained in peacebuilding and human rights in districts and chiefdoms 	ONS, Regional, District, and local council officials, Chiefdom Council officials, Community women ,traditional authorities , parliamentary Female Caucus, Legislative committee, and Male Champions, and women’s organizations	Bilateral and Multilaterals, UNDP	400,000	2019 -- 2022

Pillar 5: Promote peace culture and empower communities to generate and sustain their own well-being, environmental security and early response to health emergencies

Outcome Objective(s): Contribute to sustainable peace and community resilience to environmental and health emergencies

Output Objectives	Strategies	Specific Activities	Indicators	Primary Stakeholders	Other partners	Financial Allocation	Time for completion
5.1. Communities' capacity to generate sustainable livelihood strengthened, their resilience and coping strategies to environmental disasters and health emergencies improved.	- Capacity building and strengthening through knowledge sharing on policies, practices, and perspectives on positive behavioural/attitudinal change, including facilitation/supporting access to available services at all levels.	Hold consultative dialogue for and IEC sessions at community levels with key stakeholders on enhancing lasting livelihood activities ,resilience/coping strategies by mitigating environmental disasters, practicing and maintaining good hygiene and sanitary practices; -Conduct ToT sessions with key community groups to cascade outcomes of dialogue sessions and imparting practical actions widely at community level; -Establish woodlots for fuel wood use, planting of fruit/nut trees around houses and farmlands at community levels and train women/girls especially on use of energy/fuel saving stoves.	# of IEC sessions on environmental, ,natural resource management and conservation, preventing environmental disasters- flooding, droughts ,promoting health and hygiene thereby preventing e.g Ebola ,cholera, typhoid # and % of women using energy efficient fuel materials; % of farming spaces at community levels	EPA,NPAA, MAFFS,MLG RD,MSWGC A, MLE ,MPs Local Councils, Chiefdom Councils MTI, Meteorology Dept. WOMEN'S CSOs/CBOs	NGOs, UNDP-GEF UNIT,UN WOMEN, UNICEF	225,000	2019-2023

Pillar 6: Promote effective coordination of implementation, monitoring and evaluation and reporting of SiLNAP II

Outcome Objectives: Capacity and systems for effective and efficient implementation, coordination, monitoring, evaluation and reporting strengthened.

Output Objectives	Strategies	Specific Activities	Indicators	Primary Stakeholders	Other partners	Financial Allocation	Time for completion
6.1 Institutional and technical capacity of the MSWGCA and other relevant entities for the coordination and management of the SiLNAP for full implementation and promotion of UNSCRs1325 ,1820 and their supporting UN Resolutions, strengthened by 2023	Regular coordination and implementation , monitoring reporting meetings of the National, Regional ,District and Chiefdom Steering Committees; Strengthening capacity for peace ,security and gender analyses, including the creation of data hub on SiLNAP implementation outcomes ; Availability of simplified reader friendly version of SiLNAP.	-Hold monthly meetings on implementation and coordination; -Establish Chiefdom Steering Committees; -Conduct specialized training on WPS programme planning, coordination ,collection of gender statistics ,monitoring and evaluation for Steering Committee and Partners; -Establish a SiLNAP data base at MSWGCA National Office ; - Produce reader friendly flyers and disseminate copies of NAP yearly.	#meetings held #of chiefdom committees established # of personnel skilled in stated areas Availability of database at MSWGCA, and contains gender statistics on WPS #copies reproduced& distributed yearly	MSWGCA & Parliament-Female Caucus, Committee on Supplies, Institutions /MDAs represented on the Steering Committees ; MSWGCA, Stats-SL;	UN family, International Partners	310,000	2019-2023
6.2 Monitoring framework strengthened, institutionalised and operated with adequate funding for the purpose	Collaborate and coordinate with other Partners for proper monitoring and evaluation of implementation of SiLNAP activities	-Hold joint meetings with stakeholders, especially the relevant Parliamentary Oversight Committees, to share information on implementation and strengthen monitoring protocol of SiLNAP;	#of information sharing meetings held; Existence of M&E Plan	MSWGCA & Steering Committees the other key MDAs Parliamentary oversight committees		230,000	2019

		-Training workshop on monitoring for partners					
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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 six expected outcome objectives, twenty-three key output objectives and thirty-three indicators.

3.4. National Action Plan Budget Estimate

National Action Plan Budget Estimate							
Objectives	Specific Activities	Amount Required in US					Activity Total in US Dollars
		2019	2020	2021	2022	2023	
1. Contribute to achieving reduced conflict in Communities and addressing their root causes at all levels	1.1.1. Harmonise/ align the relevant provisions of and remove inconsistency between the Child Rights Act and the Registration of Customary Marriage and Divorce Act with respect to age of marriage	30,000	10,000	0	0		30,000
	1.2.1. Develop messages in jingles and local languages to be disseminated by air, by Village/Community criers; publicize through pictorial flyers;	40,000	35,000	30,000	10,000	5,000	120,000
	1.2.2 Organize community theatre and radio drama for message dissemination	30,000	30,000	30,000	35,000	30,000	155,000
	1.2.3 Organize radio programmes panel discussion and Town Hall/ community Barray style meetings	60,000	50,000	30,000	30,000	20,000	190,000
	1.3.1. Conduct trainings for community stakeholders including women themselves on WPS issues, structural barriers that impede women's enjoyment of political rights and active participation in decision-making. Provide/enable women to have support groups;	60,000	50,000	50,000	50,000	30,000	240,000

	1.3.2. Educate and train local councils and provide refresher seminars on Localization guidelines of SiLNAP and its monitoring framework.	50,000	50,000	30,000	30,000	20,000	180,000
	1.3.3. Hold community dialogue fora on benefits of peaceful coexistence/social cohesion, including advocacy on the implementation of the remaining TRC recommendations on women and girls.	60,000	60,000	40,000	40,000	30,000	230,000
2. To protect women, girls and other persons vulnerable from, SGBV and promote human dignity and equality.	2.1.1 Hold meetings with stakeholders to raise awareness, and follow up on community monitoring of the implementation of bye laws and gender justice laws;	60,000	60,000	50,000	50,000	30,000	250,000
	2.1.2. Conduct dialogue with local councils and Traditional Authorities and FSU on application of WPS Localisation Strategy Guidelines, create two female advocacy groups at chiefdom levels and established toll free line to report cases.	60,000	45,000	40,000	40,000	30,000	215,000
	2.3.1 Mobilise, provide funding and undertake necessary tasks for establishment and equipping of safe homes Monitor and Evaluate the work done.	10,000	10,000	10,000	10,000	10,000	50,000
	2.4.1 Hold dialogue sessions with key communities' stakeholders, including traditional leaders, male champions, parents, especially fathers and teenagers	50,000	50,000	40,000	40,000	40,000	220,000

	2.4.2 Conduct training sessions on life skills for girls in formal and non-formal school systems using the national life skills manuals Established adolescent youth friendly center at local communities levels to reduce teenage pregnancy and early child marriage	55,000	50,000	55,000	50,000	45,000	255,000
	2.4.3 Provide livelihood skills trainings in the agriculture ,and other sectors;	80,000	80,000	80,000	60,000	60,000	360,000
	2.4.4 Conduct IEC for women’s groups on mobilizing income through engagement in Microfinance schemes, e.g. Village Savings and Loan Associations	40,000	40,000	40,000	45,000	45,000	210,000
	2.4.5 Conduct dialogue/IE/reflection meeting with key community members, including traditional authorities, parent’s teenage girls and young adults to assess their traditional view on puberty, sexual and reproductive, health rights and responsibilities including research in the 16 districts.	40,000	40,000	0	0	0	80,000
3. Contribute to increased conviction of perpetrators and promotion of women’s, young adults’ and girls’ rights.	3.1.1 Stakeholders at community levels, particularly, women-led CSOs/CBOs collaborate with Youth/Girls serving Agencies and male champions undertake advocacy campaigns using multiple channels of communications	50,000	80,000	60,000	60,000	60,000	310,000
	3.1.2 MSWGCA & Women’s organisations engage the Sierra Leone	10,000	15,000	15,000	10,000	10,000	60,000

	Correctional Services to provide effective services of such types to their clients;						
	3.1.3 Local Councils and MSWGCA to support and provide transportation allowance/refunds to witness and victims, thereby enable them to report at nearest FSU and subsequently attend court sessions.	50,000	50,000	50,000	50,000	50,000	250,000
	3.1.4 MSWGCA in partnership with the Justice Sector including FSU organise dialogue and trainings for key stakeholders including legal practitioners on the gender justice laws.	50,000	50,000	50,000	50,000	50,000	250,000
	3.1.5 Hold joint IEC forums at community levels on their uses including conduction of 2 parliamentarian programmes.	10,000	10,000	10,000	10,000	10,000	50,000
	3.2.1 Monitor the approval rate of bye-laws already on the table of the Attorney General for approval in2018	1,000	1,000	1,000	1,000	1,000	5,000
	3.2.2 MSWGCA to furnish, equip and properly staff already built Safe Home in Makeni; and construct, and equip homes in the other districts nationwide.	90,000	90,000	80,000	80,000	80,000	420,000
	3.3.1 MSWGCA hold consultations with MOH and the Justice Sector about the setting up of DNA test facilities including training of medical laboratory staff.	800,000	200,000	100,000	50,000	50,000	1,200,000

	3.4.1 Organise representation & Hold advocacy meetings with government and the Human Rights Commission on the follow up of the TRC recommendation - Collaborative activities with the Media, in particular WIMSAL in conducting advocacy on WPS issues	10,000	10,000	15,000	10,000	15,000	60,000	40
4. Contribute to increased women's meaningful participation and representation in decision-making in all sectors, and at all levels.	4.1.1 - Organise advocacy meetings with government line ministries and political parties on WPS Agenda, gender equality/meaningful women inclusive policy and facilitate/disseminate the He4She campaign;	20,000	20,000	20,000	15,000	15,000	90,000	
	4.1.2- Organise exchange visits on best practices among chiefdoms with female PCs and MPs, and those with less gender sensitivity;	20,000	20,000	20,000	20,000	20,000	100,000	
	4.1.3- Engage PPRC in advocacy meeting to review the political party registration criteria to include minimum 30% quota of women in leadership positions;	1,000	1,000	1,000	1,000	1,000	5,000	
	4.1.4- MSWGCA to fast track next steps immediately the GEWE policy is developed. Parliamentarians to push for the amendment of section 27(4)(d)&(e) of the 1991 constitution, through private member bill by female MP/at a question time to AG on the constitutional review process so as to speed up	20,000	20,000	20,000	20,000	20,000	100,000	

	4.1.5- Engage SSIs including ONS to continue training of female officers/staff members to enable minimum 30% participation and representation in leadership positions, including in peacebuilding /Peace Support Operations mission ,particularly, also, develop and apply as necessary, mechanisms like targeting, quotas at all levels of their structures;	10,000	10,000	15,000	15,000	20,000	70,000
	4.1.6 - Conduct awareness raising and capacity building TOT workshops for women, especially at chiefdom levels, in collaboration with male champions;	20,000	20,000	20,000	20,000	20,000	100,000
	4.1.7- Organise community advocacy campaigns on the importance of women representation and the fight against violence against women	20,000	15,000	15,000	15,000	15,000	80,000
	4.1.8 Organize meetings amongst key stakeholders -Sensitization and awareness raising workshops for women and Schools including mock parliament and School pupils clubs - Training workshops for women in peacebuilding	30,000	30,000	30,000	30,000	30,000	150,000
5.Contribute to sustainable peace and community resilience to	5.1.1 Hold consultative dialogue for and IEC sessions at community levels with key stakeholders on enhancing lasting livelihood activities	10,000	10,000	10,000	10,000	15,000	55,000

environmental and health emergencies	resilience/coping strategies by mitigating environmental disasters, practicing and maintaining good hygiene and sanitary practices;						
	5.1.2 Conduct ToT sessions with key community groups to cascade outcomes of dialogue sessions and imparting practical actions widely at community level;	20,000	20,000	15,000	15,000	10,000	80,000
	5.1.3 Establish woodlots for fuel wood use, planting of fruit/nut trees around houses and farmlands at community levels and train women/girls especially on use of energy/fuel saving stoves.	20,000	20,000	20,000	15,000	15,000	90,000
6. Capacity and systems for effective and efficient coordination of implementation, monitoring and evaluation.	6.1.1 Hold monthly meetings on implementation and coordination	20,000	20,000	20,000	20,000	20,000	100,000
	6.1.2 Establish Chiefdom Steering Committees;	20,000	20,000	20,000	15,000	15,000	90,000
	6.1.3 Conduct specialized training on WPS programme planning, coordination ,collection of gender statistics ,monitoring and evaluation for Steering Committee and Partners;	30,000	30,000	20,000	20,000	20,000	120,000
	6.1.4 Establish a SiLNAP data base at MSWGCA National Office; Produce reader friendly flyers and disseminate copies of NAP yearly.	60,000	25,000	10,000	10,000	10,000	115,000
	6.1.5 Hold joint meetings with stakeholders, especially the	15,000	15,000	15,000	15,000	15,000	75,000

	relevant Parliamentary Oversight Committees, to share information on implementation and strengthen monitoring protocol of SiLNAP;						
	6.1.6 Training workshop on monitoring for partners	10,000	10,000	10,000	10,000	10,000	40,010
							6,850,010

3.5. Resource Mobilisation for full implementation:

3.5.1 Financing SiLNAP II

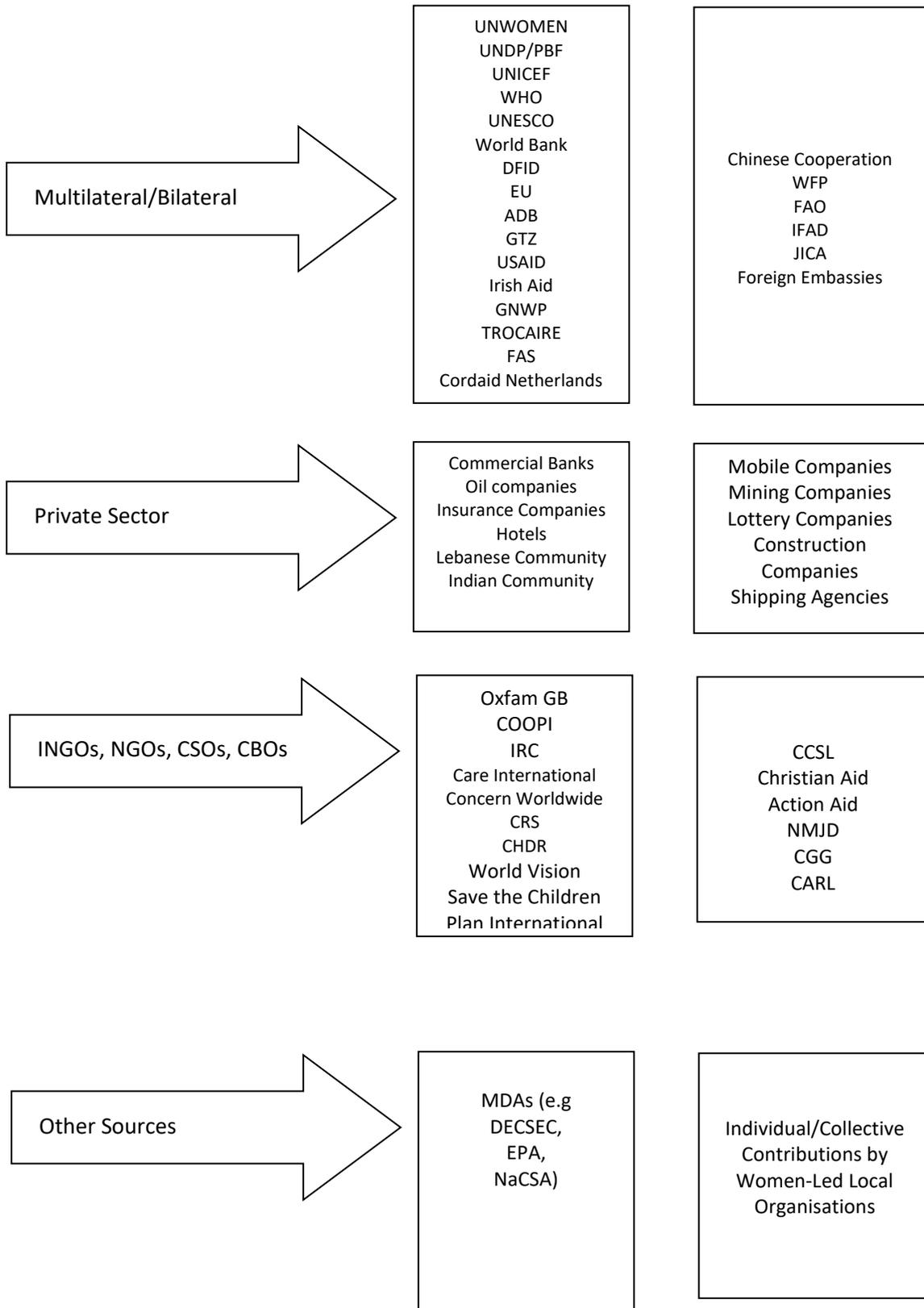
The purpose of this strategy is to identify realistic approaches to mobilising resources for the implementation of the SiLNAP process in Sierra Leone. The government, as forerunner in the implementation of the SiLNAP, shall take the lead in resource mobilisation. It should be noted, however, that, government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

Financing the SiLNAP to enhance effective operation is in two phases: getting the 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 throughout the crafting stages of SiLNAP. This manifest political will to support the implementation. However, the existing national budget allocation to gender equality and specifically for SiLNAP 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) will be sought from various sources including international donors, the private sector, CSO/NGOs, and individuals/ households/communities (see Figure 1). Mobilising resources from domestic sources is extremely critical for ownership and sustainability of the implementation process.

The Ministry of Social Welfare Gender and Children's Affairs, together with its supporting NSC have a 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, SSIs, and other MDAs. Each member of the National Steering Committee can lead a fundraising move to its constituency and other potential donors.

Figure 1: Summary of potential sources of donations



3.5.2 Role of Government, Non-State and Private Sectors

3.5.2.1 The role of Government

The effective implementation of SiLNAP II is premised on a tripartite foundation consisting of the government of Sierra Leone (State Party), UN Agencies, and CSOs working on Women, Peace and Security. Sierra Leone has recognised the need to address issues of gender inequality, inequity and women, peace and security and Government has to take the lead in mobilising all the resource types required for responding to these issues. Illustrations of the above recognition include the signing and in some cases ratification of the relevant international and regional human rights laws and instruments. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), signed and ratified on 21stSeptember 1988 and 11th November 1988 respectively, Beijing Declaration and Platform for Action (BDPfA), Convention on the Rights of the Child (CRC), the African Union Solemn Declaration on Gender Equality, the African Union Protocol to the African Charter on Human Peoples' Rights on the Rights of Women in Africa signed in 2005 has been ratified in 2015.

The optional Protocol to CEDAW, signed in 2005, is yet to be ratified. The CEDAW is yet to be fully domesticated; the passage of the four Gender Justice Laws, comprising the Domestic Violence Act, Devolution of Estates Act, Registration of Customary Marriages and Divorces Act and the Sexual Offences Act between 2007 and 2009 and 2012, reflects a degree of government commitment to domesticate some of the provisions of CEDAW. 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)&(e) of the 1991 Constitution. Government's role in addressing women, peace and security has to be strong, to ensure that these protection laws are effectively enforced, despite deep rooted cultural /customary practices which contradict, and fly in the face of these statutory laws, and in some cases, with impunity.. Since the passage of these relevant Bills that directly bear on enabling effective implementation of UNSCR 1820, other supportive process instrument, namely, the Matrimonial Causes Act is moving too slowly, through the legislative process.

The MSWGCA has embarked in an ongoing process for the review of the twin National Policies, namely the Policy on the Advancement of Women and the National Gender Mainstreaming Policy that were in place since 2000; the National Gender Strategic Plan has been reviewed and the revision of a draft Gender Equality & Gender Empowerment Policy that was first done with UNDP support in 2014 has been completed. The finalization of the draft policy was supported by UNDP and UN Women through the Peace Building Fund.

The Sierra-Leone Medium-Term National Development Plan, 2019-2023, titled 'A New Direction for Improving People's Lives through Education, Inclusive Growth and Building a Resilience Economy has been produced and launched; it has a Cluster Five dedicated to 'Empowering women, children and persons with disability'.

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 governance processes. The MSWGCA in partnership with women's civil society, and various human rights organisations have continued to sensitise communities on the benefits which these policies and legal instruments provide.

The Ministry of Local Government and Rural Development (MLGRD), in collaboration with MSWGCA and technical support and funding from partners¹⁵ developed with, and rolled out the "Guidelines for the Alignment/Harmonisation of SiLNAP on UNSCRs 1325 & 1820 with Local Development Planning Process in Local Councils" among the then nineteen local councils. Refresher training for all the current twenty-one councils on the application of the Guidelines need to be organised by the MLGRD and MSWGCA in partnership with the NSC/and GNWP-SL.

a. 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 Correctional Centre, Sierra Leone Fire Force (SLFF), and Sierra Leone Immigration Services (SLIS). Policy and institutional reforms within these peace and security institutions to which UNSCR 1325 and 1820 are most substantially directed have been undertaken.

In general, the Sierra Leone Security Sector apparatus through SSR has been 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, and substantial increase in women's engagement and involvement in the security forces, the inclusion and representation of women at the decision-making levels is still glaringly low, especially in the RSALF and the Correctional Centre. Women are expected to be represented in the various Security Sector structures; 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 on these platforms.

Security Sector Reform (SSR)

The SSR implementation started in 2000, as 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, took place within the SSR process. Although it does not explicitly

¹⁵ GNWP New York Coordinating Team and GNWP-SL members

factor gender mainstreaming, gender policies are in place in institutions within this sector, to promote gender focused development. However, a lot more still needs to be done.

(ai) 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 and fraternisation policy, which was passed 15th, March is being actively implemented and so, also is its gender mainstreaming policy. Female officers are trained and also nominated to participate in Peace Support Missions to, for example, Somalia. The most high-ranking woman in the RSLAF a Brigadier-General has retired. This is in fact the first female Brigadier in the West African Region. There is only one female of colonel rank, who heads the Gender Unit and by projection, it would take quite some years for another woman to rise to the rank of Brigadier-General.

In a 14th February Resolution on WPS tabled and passed in parliament by MPs, one of the calls is to the Sierra Leone military leadership and the Ministry of Defence (MoD) to increase the rate of recruitments and promotion of women in the RSLAF. In general, being gender responsive and applying gender mainstreaming approach would enhance the RSLAF's role in its security mandate.

(aii) 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 in the post-war recovery phase with UNIPSIL, UNFPA, UN Women 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. The Women's Situation Room worked actively with the Police at National and local levels and advocated for no violence during the March 2018 Presidential, Parliamentary and Local Councils 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 are far more likely can make to building and reaching stable, fair and prosperous post-conflict communities if involved in peace processes, at a critical mass.

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 Family Support Unit (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-led CSOs and mixed gender CSOs in communities contribute to providing intelligence to the Police to assist them in their duty of ensuring the safety and security of communities. However, the culture of silence which seems characteristic of some communities nowadays, poses a huge challenge to effective community policing and speedy apprehension of violators especially in VAW cases of rape and sexual penetration. Recently the Community Policing Unit dialogued with CSOs who work in communities and including LPPB members on making Community Policing approach more effective and efficient; detailed capacity building was conducted for LPPB members at the Sierra Leone Peacekeeping and Law Enforcement Academy (SILEA).

With support from UNDP, UNESCO and UN Women, the Sierra Leone Police have also taken the lead in training 700 Security Sector personnel (200 Female and 500 males) drawn from (police, correctional centre, fire force and chieftom police) equipping them with guidance on election security from a gender and human rights perspective. Consequently, Security forces were able to quickly identify and respond to gender related violence during the 2018 elections.

(a iii) Sierra Leone Correctional Services

The Sierra Leone Correctional Service, previously referred to as the Sierra Leone Prison was brought into operation by an Act of Parliament in 2014. The Sierra Leone Correctional Service works collaboratively with the Ministry of Social Welfare, Gender and Children's Affairs in ensuring the welfare of the female inmates. As part of its reforms, the Sierra Leone Correctional Services has established a Gender Unit and has separated the female correctional centre from the male correctional centre, especially in the capital city, Freetown, where the maximum prisons was known to be overcrowded. The female inmates are now occupying the former Special Court premises.

3.5.1.2 The role of Non-State and Private Sectors

Non-State Actors, in particular women-led CSOs, CSOs and NGOs with mandates on Peace, Human Rights, Rule of Law and Accountability are primarily in the frontline of implementing the WPS agenda. They work as individual organisations or in collaboration with others, while all of them engage with MSWGCA. Taking together, the UNSCR 1325, 1820, and subsequent related resolutions 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 which culminated in the elaboration of the SiLNAP I 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) was amplified with the transformation of the then Task Force to the National Steering Committee for the full implementation of UNSCRs 1325 & 1820/SiLNAP (NSC). The NSC comprises 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, INGOs UN agencies, especially UNFPA and UNWOMEN. The NSC is chaired by MSWGCA and co-chaired by CSO. Through the scaling up and application of a Localisation Programme strategy approach, Regional and District Steering Committees were established in 2012 with arrangements for the use of the localisation tool in chiefdoms. The establishment of Chiefdom Steering Committees is yet to be realised and it is an action in SiLNAP II. This action is a key aspect in the popularisation strategy of SiLNAP II. The Localisation approach is a practical mechanism which directs the effective embrace of community priority felt needs in the peace and security realms, of local councils' programming.

At the consultation workshops of the drafting process in September 2018, the responses to the Guiding Questions and Mapping Survey Questionnaire found out that a number of challenges constrain full implementation in the country. Among these are the average level of knowledge and understanding of the Resolution 1325 and its applications through SiLNAP. It is important for CBOs at chiefdom levels, with reinforcement from national/regional level CSOs and male champion advocates, to start and/or intensify initiatives (-which build/support the active leadership, empowerment, representation and participation of women in politics and peacebuilding-), so as to achieve the full advancement of the women, peace and security agenda and prevent future violent conflict in Sierra Leone

3.5.3 Coordination between and among stakeholders - Government, NGOs, CSOs, CBOs, INGOs

The effective implementation of SiLNAP is premised on a tripartite foundation consisting of the government of Sierra Leone (State Party), UN Agencies, and CSOs.

The MSWGCA as the national principal focal point will be the primary stakeholder in the coordination of the overall implementation and monitoring of SiLNAP in conjunction with the NSC. The MSWGCA chairs the NSC which is co-chaired by civil society. The SiLNAP will be inclusively implemented and it will take strong and efficient collaboration and partnership through active coordination with other MDAs, especially DECSEC/Local Councils and other partners for its full implementation. SiLNAP II central implementation strategy will be the Localisation approach which directly engages local authorities, traditional leaders, local/community women, community youth groups/organisations, local

police, local military officers, ONS/DISEC/PROSEC/CHISEC ,and other key local actors to reflect the plan based on the Localisation Guidelines and address WPS issues in the locality. Hence, Local and Chiefdom Councils will lead in coordinating the implementation of SiLNAP II at District and Chiefdom levels in conjunction with the District Steering Committee (DSC), and the Chiefdom Steering Committee, respectively, while the MSWGCA with the RSC and NSC will lead coordination of the implementation of the SiLNAP at Regional level and National level respectively.

The NSC will measure progress on the execution of the NAP and proffer recommendations for its successful implementation. At the Regional Levels, implementation progress will be measured by RSC comprising the Assistant Directors, who chair, with CSO co-chair, Regional Gender Officers (MSWGCA and Local Councils,) other Local Council Representative, FSU/SLP, PROSEC, Traditional Authority, CSOs working on women, peace and security. The DSC will comprise the councillors, MSWGCA District Officer, FSU/SLP, DISEC, Traditional Authorities, Customary law courts, CSOs, CBOs, NGOs working on WPS agenda. The DSC will be chaired by the Local Council, with secretariat assistance from the MSWGCA District office.

The MSWGCA shall constitute a technical group for the monitoring of the SiLNAP. The Monitoring and Evaluation Framework is intricately designed to foster proper coordination between and among the various stake holders and actors, so as to achieve the deliverables of the plan. It includes a joint mid-year and annual monitoring mechanism to measure progress and ensure that the plan moves on track.

The MSWGCA/NSC will commission and produce an end of SiLNAP II evaluation.⁵²

3.5.4 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 for support.

3.5.5. 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 has to 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.

4.0: Monitoring and Evaluation Framework

4.1. Introduction to the M&E Framework

4.1.1 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 four gender laws 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, and the Sexual Offences Act. A strategic roll-out plan has been developed for the implementation of these Gender Acts. These laws need review because of the challenges in their effective application.

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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 Gender Justice Laws, the National Gender Strategic Plan and the New Direction Agenda ---Sierra Leone's Fourth Poverty Reduction Strategy Paper-The Medium Term National Development Plan, 2019-2023.

However, while the government has made laudable efforts on the conceptualisation 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.

4.1.2 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 monitor able 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.

4.2. Monitoring and Evaluation Matrix

Output Objectives	Strategy	Output	Indicator	MoV	Baseline data	Mile Stone 1	Mile Stone 2	Mile Stone 3	Mile Stone 4	Target
Communities' stakeholders' commitment to promoting peaceful coexistence by addressing the root causes of conflict at community level increased/strengthened	Advocate and Lobby for the harmonization appropriate Acts	A single Act bridging conflicting Acts	Content of the harmonized Acts	Harmonised Act	Two conflicting Acts	Consensus reached with stakeholders, including Cabinet, Parliament and Law Reform Commission, for the enactment of a harmonized Act	Harmonized Act enacted	Harmonized Act Enacted	Harmonized Act Enacted	Harmonized Act Enacted
	Enhance the communities understanding on the revised Acts	Communities aware of the revised Acts	Level of awareness of the revised acts.	Meeting records, Crime records at Police Stations. copy of the harmonized bill enacted	two conflicting acts	revision of the two acts	a draft harmonized Bill enacted	Communities aware of the harmonized Acts increased by 30%	Communities aware of the harmonized Acts increased by 40%	90% of communities in Sierra Leone are aware of the harmonized Act
Policies and mechanisms to protect Women, adolescent young adults and girls from SGBV improved and operated, their rights recognized, perpetrators are effectively being punished and impunity	Strengthening the capacity of institutions to implement policies in sentencing perpetrators to serve maximum penalties/jail terms	Adequately Campaign skilled women led CSOs and Male champions	# of SGBV perpetrators sentenced to maximum terms; #of cases reported # of advocacy workshops/c community engagement held	List of perpetrators sentenced Reports and attendance list of participants in the Workshop/Advocacy training Data base of cases reported	To be determined	Women led CSOs and Male Champion and their gaps identified	Perpetrators penalized for SGBV increased by 10%	Perpetrators of SGBV penalized increased by 10%	Perpetrators of SGBV increased by 15%	Perpetrators of SGBV penalized increased by 35%

strongly deterred by the end of 2023	Reform and rehabilitate convicted perpetrator through counseling and productive skills	Refined perpetrators engaged in productive skills	#of inmates provided with counseling service/or other means ;	Counseling reports on life skills training conducted	Data of Perpetrator s jailed (to be determined	Perpetrators needs identified	Refined perpetrator s with productive skills increased by 10%	Refined perpetrators with productive skills increased by 10%	Refined perpetrator s with productive skills increased by 10%	Refined perpetrator s with productive skills increased by 30%
	Establish funding support for victims of SGBV in communities through local councils	Victims Basket funds	#of SGBV victims assisted by local councils to report and attend court sittings	Report/recor d on victims attending courts and reviving livelihood support	To be determined	Victims attending courts and receiving livelihood support increased by 10%	Victims attending courts and receiving livelihood support increased by 10%	Victims attending courts and receiving livelihood support increased by 10%	Victims attending courts and receiving livelihood support increased by 10%	Victims attending courts and receiving livelihood support increased by 40
Institutions and other justice sector mechanisms committed to protect women, adolescents and girls from, and respond to VAW and sexual violence offences	Enhance the effectiveness of gender justice institutions	Capacitated gender justice institutions	Number of gender related issues speedily investigated, prosecuted and verdict passed	FSU, Courts and related NGOs, e.g., Rainbow Centre records	To be determined	Gaps in gender justice sector institutions identified	Capacitated gender justice sector institutions	Period for investigation , prosecution and verdict passed on gender related issues reduced by 20%	Period for investigatin g, prosecuting and passing verdict on gender issues reduced by 20%	Period for gender related trials reduced by 40%
Policies' mechanisms and procedures for prevention of conflicts and how to address their root causes	Design and implement mechanism for prevention of conflicts by addressing the root causes at	Peaceful communities	Frequency of community engagements	Reports on community engagements	To be determined	Local councils mainstream peace initiatives in their programmes	Ward Committees and traditional authorities adopt peace initiatives	peaceful communities increased by 10%	Peaceful community increased by 20%	Peace in 30% in hot spot areas

at community levels	community level		content of community engagements	Community engagement modules and materials	none within the ministry	Local councils mainstream peace initiatives in their programmes	ward Committees and traditional authorities adopt peace initiatives	Peaceful communities increased by 10%		
			Coverage of communities engaged	Reports on peace initiatives	Zero community covered		Peace initiatives in 5 pilots communities in each region	Peaceful communities increased by 10%	Peaceful community increased by 20%	
Contributions by stakeholders in communities to finding solutions to women's and girls' peace and security issues, enhanced.	Raise awareness about women and girl's peace and security issues	Community stakeholders have knowledge about women and girl's peace and security issues	Level of knowledge on women and girls' peace and security issues among stakeholders	KAP survey report	To be determined	Community stakeholders can identify women and girls' peace and security issues	Communities can identify women and girls' peace and security issues	Existence of women and girls' peace and security community groups	Existence of women and girls' peace and security community groups	peace and security for women and girls enhanced by 40%.
	Train Community stakeholders on women and girl's peace and security issues	Trained and skill community stakeholders on women and girls' peace and security issues	# of women and girls' peace and security issues serving as barriers overcome barriers-e.g. ,access education ,life skills, and participating actively in	Community and social welfare workers report on women and girls peace and security barriers successfully managed	To be determined	Availability of skilled and trained community stakeholders on women and girl's peace and security issues	Existence of community action plans to address women and girls' peace and security barriers	Women and girls' accessing education and life skills, and their meaningful and active participation community level decision-	Women and girls' accessing education and life skills, and their meaningful and active participation community level	

			community level decision-making, and recognizing women's ideas					making increased by 15%	decision-making increased by 30%	
	Lobby and advocate for women and girl's education and sustainable peace	Bye laws to overcome barriers against women and girls' peace and security issues	# of doable bye laws that supports breaking women and girls' peace and security barriers, e.g every girl child of school going age should be in school	Community byelaws	Existing byelaws	Review of byelaws	Revised bylaws based on harmonized Act	Women and girls' accessing education and life skills, and their meaningful and active participation community level decision-making increased by 15%	Women and girls' accessing education and life skills, and their meaningful and active participation community level decision-making increased by 30%	

Mechanisms undertaken to ensure women, girls and other vulnerable groups are protected from SGBV and their dignity enhanced.	Design/strengthen structures to enforce the three gender act with cooperation and collaboration among strategic stakeholders and institutions	Functional structures and institutions for the enforcement of the Three Gender Acts at all levels	# of SGBV issues and cases judiciously addressed and successfully completed at community, district, regional and national levels	SGBV issues, case files and verdict records	To be determined from police and court records	Gaps identified in dealing with SGBV issues and cases at community and institutional levels, including the FSU, and the courts	Community structures re-established /strengthened and national institutions capacitated to deal SGBV issues and cases	SGBV issues and cases reduced by 15%	SGBV cases reduced by 15%	Comprehensive data base on SGBV/VAW
	Establishing and equipping safe homes in all sixteen districts	Functional SGBV safe homes	No. of functional Safe Homes	Reports on Safe Homes	No. Government owned Safe Home	Establishment of safe homes included in GoSL National budget	Safe Home equipped and operationalized in three regional towns	Safe Home equipped and operationalized in the two remaining regional towns	Safe Home equipped and operationalized in three-fourth of the districts in Sierra Leone	
	Establishment of a comprehensive data base of report of incidences of GBV/VAW, through the justice institutions onto the outcome stage	GBV/VAW electronic data base	Extent of details of reported and trial cases of SGBV/VAW contained in the database	GBV/VAW reports	Non-availability of a comprehensive data base on SGBV/VAW	Social welfare workers and community volunteers identified and trained in the use of toll free lines	Equipment and gadgets available across the country	Comprehensive data base on SGBV/VAW	Comprehensive data base on SGBV/VAW	

Lower rates of Violence against Women/Gender Based Violence at national level are achieved.	Strengthen through cooperation and collaboration VAW/SGBV justice sector institutions to fast track related cases	Reduced reported VAW/SGBV cases in communities	#of cases reported, charged with satisfactory outcome/con conviction;	VAW/SGBV records at FSU/SLP and in the courts	To be determined	Trial period of VAW/SGBV increased by 10%	Trial period of VAW/SGBV increased by 10%	Trial period of VAW/SGBV increased by 10%	Trial period of VAW/SGBV increased by 10%	SGBV issues reduced by 40%
	Constructively involve the public and other stakeholders in the fight against VAW/SGBV including journalist, the executive and Law Officers Department	Reduced reported VAW/SGBV cases in communities	# articles published/or trends in the print media on SGBV; Local Council's Reports/Local Councils Development Plans	Published Articles, Newspapers, Local Council's Reports/Local Councils Development Plans	To be determined	Memorandum of understanding signed between MSWGCA and SGBV actors including SLAG/Local Councils	Newspaper /local council coverage on VAW/SGBV increased by 20%	Newspaper/local council coverage on VAW/SGBV increased by 20%	Newspaper /local council coverage on VAW/SGBV increased by 20%	SGBV issues reduced by 40%
Teenage Pregnancy in Local Communities reduced	Build resilience against VAW/SGBV and other harmful traditional practices within communities and national,	Communities are aware of the hazards of teenage - pregnancy and other harmful traditional practices	Communities level of knowledge, attitude and practice on the hazards of teenage pregnancy and other harmful traditional practices	KAP survey report	To be determined	Awareness level on the hazards of teenage pregnancy increased by 10%	Awareness level on the hazards of teenage pregnancy increased by 10%	Awareness level on the hazards of teenage pregnancy increased by 10%	Awareness level on the hazards of teenage pregnancy increased by 10%	Teenage Pregnancy reduced to 60%

	regional and district levels	Functional structure at community and other levels to fight against teenage pregnancy and related harmful traditional practices	# of functional structures at community and other levels	Reports on capacity building initiatives at community, district, regional and national levels	0	10% of structures established/strengthened at community and other levels	10% of structures established/strengthened at community and other levels	10% of structures established/strengthened at community and other levels	10% of structures established/strengthened at community and other levels	
			# of persons, particularly women actively involved in VSLAs	List women participants	0	Women received training on VSLAs	Women actively involved in VSLAs	Families/Communities engaged in FGM/C are provided with alternative Livelihood support		
			Assessment of traditional view; Extent of appreciation of appropriate SRHRs and negative consequences of Teenage pregnancy; % of early marriage stopped	Assessment report	0	Survey on traditional views of teenage pregnancy and early marriage conducted	Possible gaps in the survey report addressed	Advocacy on free Medical treatment for all SGBV survivors		

		SGBV survivors are accessing Free Health Care Services	% of SGBV survivors accessing the Free Health Care services at district levels	Health Care services records	To be determined	Database on SGBV survivors accessing the Free Health Care services set at district and national levels	SGBV survivors accessing Free Health Care services increased by 20%	SGBV survivors accessing Free Health Care services increased by 10%	SGBV survivors accessing Free Health Care services increased by 10%	SGBV Survivors access the free health care increased by 50%
Institutions and other justice sector mechanisms committed to protect women, adolescents and girls from, and respond to VAW and sexual violence offences	Review the gender justice laws and addressing conflicting causes and/or magnitude of sentences	MSWGCA in partnership with the justice sector including FSU organize a policy dialogue and trainings on gender laws.	# of participants, including legal practitioners, FSU, Social Workers trained on/provided with gender justices	Training report, Training List	The old gender policy	Training module & manual on gender laws developed	Training personnel of gender laws identified	Community engagement and coordination meetings held	Communities are aware of gender laws	Institutions and other justice sectors committed to protect women, adolescents and girls from SGBV
			#of forums held and #of pictorial IEC flyers distributed;	Pictorial IEC flyers	0	Forums on gender laws held	Communities are aware of gender laws	Gender Laws information shared with key stakeholders		
			% of bye-laws approved	Approved bye-laws	0	Community bye-laws on VAW and sexual violence offences established	Community bye-laws on sexual violence offences implemented	women/girls are protected from SGBV		

Processes and laboratory analytical facilities to enable speedy trials, especially in cases of rape and sexual penetration improved.	Lobby with key stakeholders to establish SGBV cases laboratory analytical facilities	Laboratory analytical facilities to enable speedy SGBV cases investigation established	Progress towards the setting up of an in-country DNA testing service;	DNA testing laboratory progress report	0	Central Government and Partners contract agreement for the setting up of SGBV Laboratory and analytical facilities	Inclusion of the setting up of a DNA laboratory in the national budget	SGBV Laboratory and analytical facilities operationalized	DNA testing of SGBV cases	DNA evidence base of SGBV trials
Advocacy outreach to Government to implement the remaining recommendations, on women and girls, in the TRC report conducted.	Embark on constructive engagement with the GoSL on the exhaustive implementation of the TRC recommendations on women and girls	Sustaining peace for women and girls promoted	No. TRC follow up Committee established.	List of Committee members	0	Contractual agreement by the GoSL to implement the outstanding TRC recommendations on women and girls	40% of outstanding TRC recommendation on women and girls implemented	20% of outstanding TRC recommendation on women and girls implemented	20% of outstanding TRC recommendation on women and girls implemented	All TRC recommendations on women and girls implemented
Minimum of 30% women's active participation and representation in decision-making positions at all levels, especially, in peace building, and governance institutions moved towards/or attained by 2023	Advocacy and lobby government and other strategic institutions to uptake women and girls in structures at all levels	Women and girls in peace building and governance leadership positions	% of women and girls in leadership positions	Representations in decision making and governance structure reports	To be determined	Memorandum of understanding with peace building and governance structure key stakeholders for 30% minimum representation for women and girls	Peace building and Governance structures/institutional policies reformed to reflect 30% minimum representation for women and girls	Women and girls representation in peace building and governance structures increased to a minimum of 10%	Women and girls representation in peace building and governance structures increased to a minimum of 20%	Minimum 30% participation and representation in peace building and governance decision making and leadership structures

	Support and motivate the increased voice of male counterparts for increased representation of women and girls in peace building and governance decision making and leadership positions	Male champion are existing at community and national levels	Level of coverage of male champion groups that support women's representations in peace building and governance decision making and leadership structures	Male champion groups survey report	0	At least four pilot male champion Groups In each region	Male Champion available in four districts	Male champion support groups in 8 districts	Male champion support group in all 16 districts	and institutions
	Empower women and girls to assume leadership positions in peace building and governance institutions including political parties	Women and girls winning leadership contest at all levels	% of women and girls winning competitive leadership contests	Women and girls participation in leadership contests survey reports	To be determined	Empowered women and girls participating in competitive governance positions increased by 15%	Empowered women and girls participating in competitive governance positions increased by 15%	Empowered women and girls participating in competitive governance positions increased by 15%	Empowered women and girls participating in competitive governance positions increased by 15%	

			GEWE Policy finalized and Bill passed by Parliament	Enacted Law	Draft Policy in Place	GEWE Policy finalized	GEWE Bill drafted	GEWE Bill enacted by Parliament	Availability of PPRC reviewed code on political parties registration criteria to include minimum 30% quota of women in leadership positions	GEWE Act implemented
Communities' capacity to generate sustainable livelihood strengthened, their resilience and coping strategies to environmental disasters and health emergencies improved	Cooperate and collaborate with other livelihood support MDAs, e.g. Agriculture and Youth, and other national and international organizations to support sustainable livelihood generation and build resilience and emergency response initiatives	Sustainable Livelihood initiatives are ongoing in communities	# of ongoing sustainable livelihood interventions	Reports on ongoing sustainable livelihood activities or projects	To be determined	2 pilot sustainable livelihood groups in each of the five regions	Sustainable Livelihood groups in each region increased by 4	Sustainable Livelihood groups in each region increased by 4	Sustainable Livelihood groups in each region increased by 4	80 sustainable livelihood groups spread across the country
		Resilience and emergency environmental disaster preparedness and response initiatives are ongoing in communities	Types and number of resilience and emergency preparedness and response initiatives in communities	Report on community emergency preparedness response initiatives	To be determined	2 pilot Resilience and emergency preparedness and response initiatives in each of the five regions	Resilience and emergency preparedness and response initiatives increased by 4 in each of the five regions	Resilience and emergency preparedness and response initiatives increased by 4 in each of the five regions	Resilience and emergency preparedness and response initiatives increased by 4 in each of the five regions	80 Resilience and emergency preparedness response initiatives spread across the country

Institutional and technical capacity of the MSWGCA and other relevant entities for the coordination and management of the SiLNAP for full implementation and promotion of UNSCRs 1325, 1820 and their supporting UN Resolutions, strengthened by 2023	Embark on comprehensive institutional and technical capacity audit and gap analysis	Institutional and technical capacity gaps for the exhaustive implementation of SILNAP 2, in terms of human, equipment, materials and other resources are identified	Variety of institutional and technical capacity gaps	Institutional and technical capacity gap analysis report	Existing institutional and technical capacity gaps, if any	MGSWCA's national budget costs for interventions to address the gaps	Ongoing interventions to address the institutional and technical capacity gaps	Ongoing interventions to address the institutional and technical capacity gaps	Ongoing interventions to address the institutional and technical capacity gaps	MSWGCA's scores high performance rating in the performance contract signed with the president of Sierra Leone
Monitoring framework strengthened, institutionalized and operated with adequate funding for the purpose	Conduct capacity scan of the MSWGCA's M and E system	MSWGCA's M&E capacity gaps	Variety of M and E gaps	M and E capacity scan reports and action plans	Existing M and E gaps, if any	MSWGCA's budget reflecting costs to address M and E gaps	Ongoing actions to address M and E gaps	Ongoing actions to address M and E gaps	Ongoing actions to address M and E gaps	MSWGCA's scores high performance rating in the performance contract signed with the president of Sierra Leone

			Existence of MSWGCA's Unit/program and Individual operating plans	Unit plans and IOPs	No unit operational plans and IOPs for personnel	Unit operational plans and IOPs designed	Performance appraisal system institutionalized	Performance appraisal system institutionalized	Performance appraisal system institutionalized	MSWGCA's scores high performance rating in the performance contract signed with the president of Sierra Leone
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4.3 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, as shown below in section 4.3.1, for the various M&E needs identified therein.

4.3.1. Budget for the Implementation of the M&E Plan	
Budget Heads	Cost USD 2019-2023
Capacity Building	
Personnel Support	30,000
Equipment & Logistics	25,000
Training	60,000
Sub Total	115,000
Running Institutional Framework	
Coordination of Meetings (National, Regional, Districts and Chiefdom level)	50,000
Capacity Building MSWGCA, FSU, Justices, Local Council and other community structures	45,000
Documentation, communication and Information Dissemination	40,000
Sub Total	135,000
Support to Routine Data System	
Data collection and processing	80,000
Analysis and Dissemination	30,000
Central Level Institution	20,000
Local level institution	20,000
Sub Total	150,000
Grand Total	400,000

4.4 Structure of the Plan

The M&E plan is structured as follows. Section 4.4.1 presents an organizational landscape enumerating the various institutions and actors that carry out activities related to addressing gender and women's issues, 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 4.4.2 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?.

4.4.1. 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 in our national peace and development processes.

However, while these well-intentioned institutions have contributed towards gender development and working with government to reach Sustainable Development Goal (SDG) especially 5 and 16, a major factor constraining the operations of many is the lack of adequacy of capacity to fully implement programmes.

4.4.2 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-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 GEWE 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 aligned to elements of Cluster Five in the National Medium Term Plan (2019-2023).

The actors expected to play critical role in the monitoring of the NAP include: MSWGCA, Sierra Leone Parliament, Ministry of Finance, Ministry of Planning and Economic Development, Ministry of Foreign Affairs and International Cooperation, Ministry of Defence, and International Cooperation, Local Government and Rural Development,/DecSec/Local Councils, NaCSA, SLP/Family Support Units (FSUs)/Special Unit on Sexual Penetration of Minors and the Sierra Leone

(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.

4.4.3. 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/National Steering Committee for full implementation of SiLNAP II (NSC), Ministry of Finance, Ministry of Planning and Economic Development, Ministry of Foreign Affairs and International Cooperation, Ministry of Defence, Ministry of Internal 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 (MENSC). The CTG will be providing technical support to the National Steering Committee for the full implementation of SiLNAP (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, Parliament through the Social Welfare Oversight Committee, the Female Parliamentary Caucus, the UN and the donor community in general regarding progress on the implementation of the SiLNAP II/ 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.

4.4.4. Coordination of M&E Activities at 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 M&E officer-Local council, regional judiciary system, FSU/SLP, the Provincial Secretary's Office, Regional Minister's Office, MPs 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.

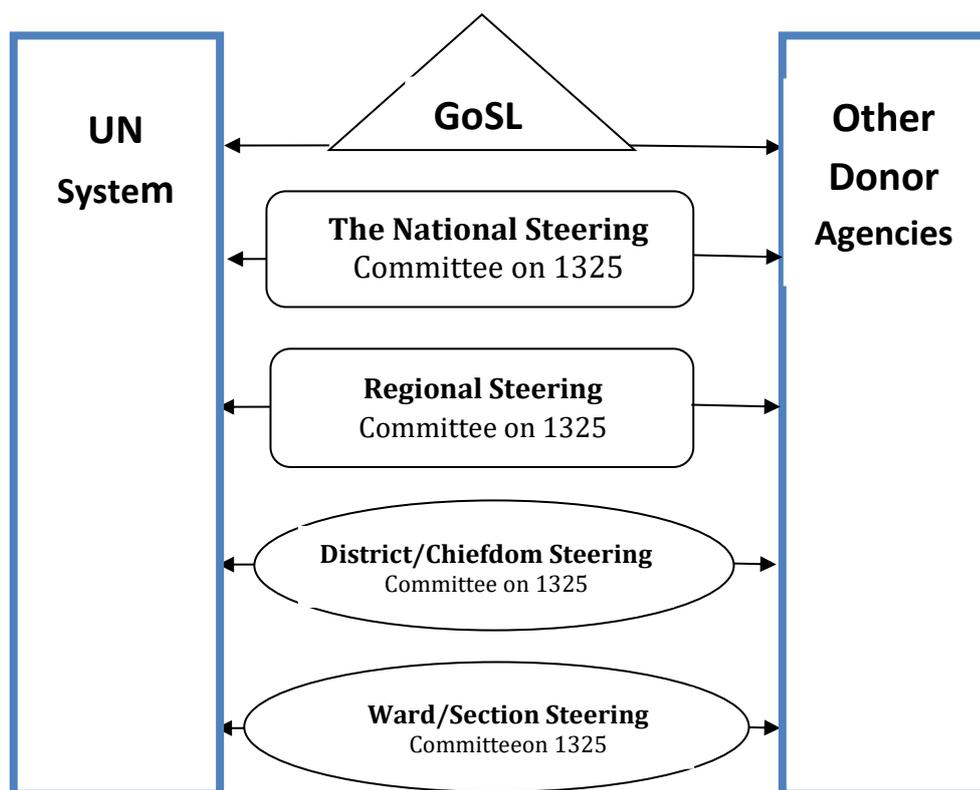
4.4.5 Coordination of M&E Activities at District and Community/Chiefdom Level

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 (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 collaboration with CBOs and community women's organisation, shall gather data and submit to the DSC 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 2, below showing relations and information flow. Data collected at the community level flows up to the district level, where the DSCs carry out basic analysis 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.

Figure 2: M&E Institutional Framework



4.5 Indicators for Monitoring the SiLNAP

In Sierra Leone, the NAP on UNSCRs 1325 and 1820 has been developed around six 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; Pillar Five relates to human security perspective and emergencies;-and Pillar Six 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 pillars. The vast majority of these indicators are qualitative in nature, and they are mainly process and output indicator.

In all, about 33 indicators have been developed: 11 impact indicators; 23 output indicators. The agreed indicators are elaborated in the SiLNAP II matrix and M&E Framework presented under section 4.0 showing indicators at their respective levels, arranged by policy pillars, with baseline information and annual targets.

4.6 Data Requirement for Monitoring and Evaluation of the SILNAP

4.6.1 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 equality, women's empowerment, and women, peace and security.

Civil Society Organisations, more so women's movements are also engaged in routine generation of data relating to gender and women's situation and position. These are also a 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.

Stats 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.

4.6.2 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.

4.7. Budget for Implementing the M&E Plan

The table under 4.3.1 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.

5.0. Conclusion

The development of a second generation of the National Action Plan for the continuing implementation of the United Nations Security Council Resolution 1325 (2000) and 1820 (2008) will remain a welcome and invaluable tool. It is opening important channels for women's agency in peace, security and development, with consideration of meeting elements of the SDGs, in particular 5 and 16, as well as policy measures and strategies mapped out to better respond to challenges addressing harm suffered by women and girls not only, during the war and its lingering negative fallout, but also in the prevailing marginalised position and situation, and including emerging context of violent weather events (such as flooding, mudslides), as well as ravaging health emergency (e.g. Ebola Virus Disease).

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.

There is continued enthusiasm regarding organisations' determination to pursue programmes and projects aimed at addressing gender and women's concerns. Most NGOs/CSOs/CBOS would be excited and willing to align their activities to the provisions of UNSCR 1325. The trend of responses in terms of those expressing interest, (including men), to address protection of women/girls, prevention of abuse/curtailment of women's/girls' rights, and promotion of meaningful gender inclusive representation and participation aspects of the resolution is high. As reflected by the Pillars, focus will specifically be made in the following priority policy areas applying a Localisation Strategy:

- Implementation of the Gender Justice Laws
- Implementation of programmes to address women's economic, social and environmental security
- Women's, Adolescent and girl Child protection from all forms of VAW and SGBV
- Human capacity building
- Development of advocacy skills
- Environment and Energy
- Follow-up on disciplinary actions
- Health/Hygiene and Sanitation

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.

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 w

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 community and chiefdom 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 national funding, with assistance from international partners an enabling environment and sheer commitment from all stakeholders to move coordinated implementation process forward.

In all of this, individual women and in collectives as in women-led CSOs, CBOs are at the centre of the entire scheme of things. With championing by men, especially Traditional Authorities, women-young and old-are called upon to take ownership of the implementation process, so that Sierra Leonean women can avail themselves of the opportunity for reaping the benefits of effectively implementing this new results-based WPS agenda in Sierra Leone.

6.0. Appendices

6.1. Appendix 1 –United Nations Resolutions on Women, Peace and Security

UNSCR 1325 (2000): 1st recognition of the unique role and active agency of women in conflict, peace and security.

UNSCR 1820 (2008): Recognition of sexual violence as weapon of war

UNSCR 1888 (2009): Reiteration of the threat of sexual violence and call for deployment of experts to areas sexual violence is occurring.

UNSCR 1889 (2009): Focus on the importance of women as peacebuilders at all stages of the peace process.

UNSCR 1960 (2010): Reiteration of the importance of ending sexual violence in conflict.

UNSCR 2106 (2013): Addressing the Operational details for combating sexual violence.

UNSCR 2122 (2013): Focus on stronger measured monitoring mechanisms to allow women engage in conflict resolution and recovery

UNSCR 2242 (2015): Further focus on 1325 and its obstacles including incorporation of 1325 in the UN itself.

CEDAW General Recommendation 30 (2015); Links the women peace and security agency to CEDAW including measures to ensure protection of women during and after conflict and promote reporting on progress.

UNSCR 2250 (2015): Youth, Peace and Security; deals specifically with the role of young people in issues of peace and security, recognizing the positive role young people can play in conflict setting to build more peaceful and safe societies.

UNSCR 2272 (2016): Provide measures to address sexual exploitation and abuse in peace operations.

UNSCR 2349 (2017): Peace and security in Africa.

6.2 Continental commitments and instruments

- Protocol to the African Charter on Human and People's Right on the Rights of Women in Africa
- Common Africa Defence and Security Police
- Framework for Post conflict Reconstruction and Development 2008
- A. U Gender Policy (2000)
- Africa Women's Decade (2009) 2010 -2020
- African Union Convention for the Protection and of internally Displaced Persons in Africa (2004)
- Policy Framework for Security Sector Reform (2011)
- African Union Aide Memoire on the Protection of Civilians (2013)

- AU Agenda 2063, First 10 Year Implementation Plan (2015)
- African Union Declaration on 2015 Year of Women's Empowerment and Development towards Africa Agenda 2063(2015).

6.3 Regional&Sub-RegionalInstruments and Commitments

- ECOWAS Protocol on Democracy and Good Governance (2001)
- ECOWAS Conflict Prevention Framework, Women, Peace and Security Act 2008
- POA for the implementation of UNSCRs 1325 & 1820 (2010)
- ECOWAS Parliament Gender Strategy, 210-2020 (2011)
- Mano River Union 15th Protocol

6.4 National Policies and Legal Framework

The Government of Sierra Leone has passed various policies, laws and ratified several conventions in order to protect and promote women's and children's human rights and to also address gender inequalities:

- Policy on the Advancement of Women and the National Gender Mainstreaming Policy (2000)
- The Domestic Violence Act of 2007: which allows for alternative dispute resolutions in cases where there are no injuries, which further limits justice for women
- The Devolution of Estates Act 2007
- The Registration of Customary Marriage and Divorce Act 2007- states that a person can only legally marry if they are over the age of 18years, however, it has a critical loophole which permits that marriage of 16year old boys and girls with parental consent, thus there is need for these two Acts to be harmonised.
- The Child Rights Act of 2007: articulates the minimum age of marriage;
- The Chieftaincy Act of 2007
- The Sexual Offences Act of 2012 – specifies that a person aged less than 18 years cannot consent to sex, making sex below this age illegal.

Appendix II

- Parliamentary Motion for Adoption of Resolution on the Women, Peace and Security Agenda tabled and adopted on 14th February, 2019

 **OFFICE OF THE CLERK OF PARLIAMENT**
PARLIAMENT BUILDING
OAU DRIVE, TOWER HILL
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PoSL/OC/CERT/5/001 VOL II

FROM: The Clerk of Parliament

TO: The Permanent Secretary Ministry of Social Welfare,
Gender and Children's Affairs

11th April, 2019

cc: The Minister of Social Welfare, Gender and Children's Affairs

MOTION FOR ADOPTION OF RESOLUTION

I hereby refer to the above-subject and to inform you that Parliament at its sitting on Thursday 14th February, 2019 adopted the following Motion, which was laid on the table of House on Thursday 14th February, 2019:

A Certificate of Adoption is enclosed for your further action.


Mohamed Lebbie
For: **Clerk of Parliament**

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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).
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