



**MINISTRY OF SOCIAL WELFARE, GENDER AND CHILDREN'S  
AFFAIRS**

**REPORT**

**End of Plan Evaluation**

**THE SIERRA LEONE NATIONAL ACTION PLAN  
(SILNAP) IMPLEMENTATION OF UNITED NATIONS  
SECURITY COUNCIL RESOLUTIONS 1325 (2000) & 1820 (2008)**

**SUPPORTED BY:**



**DECEMBER 2015**

## **Preface**

Sierra Leone became the fourth and seventeenth in Africa and World for the crafting of the National Action Plan on United Nations Security Council Resolution 1325 and 1820. As a nation we ensured that the Plan did not just focus on UNSCR 1325 (women, peace and security) but brought onboard the sister resolution 1820 (sexual violence). Unlike the conventional “3Ps” (participation, protection and prevention), Sierra Leone National Action Plan included prosecution and coordination.

The plan was developed in a collaborative and consultative manner amongst the Government, UN Agencies and the Civil Society Organizations. The plan was very comprehensive with structured pillars, outcomes, output, activities, indicators, monitoring and evaluation and fully costed. The plan was showcased in New York during the Commission on the Status of Women in March 2010 and was officially launched for full implementation by His Excellency the President, Dr. Ernest Bai Koroma in June 2010.

Several activities have been implemented in the Sierra Leone National Action Plan amidst all the challenges including funding and effective coordination. Sierra Leone has recorded progress including the promulgation of laws and policies including Sexual Offences Act (2012); inclusion of females in peacekeeping missions; awareness raising on the resolutions; prosecution of sexual offences cases; addressing violence against women, establishing women’s situation room to address electoral related violence; appointment of females in key decision making positions including Ministers, Deputy Ministers, Ambassadors, High Commissioners, Heads of Parastatals among others; transformation of the National, Regional and District Taskforces into Steering Committees for full implementation.

The Sierra Leone National Action Plan on UNSCR 1325 and 1820 (2010-2014) expired in June 2014. In its final year of implementation, Sierra Leone was marred by the outbreak of the Ebola Virus Disease (EVD) on the 25<sup>th</sup> May 2014, which claimed the lives of so many Sierra Leoneans. Over four thousand Sierra Leoneans died, over four thousand Sierra Leoneans survived the virus. In a Multi Sector Assessment undertaken by the Ministry of Social Welfare, Gender and Children’s in collaboration with UN Women, Statistics Sierra Leone and Oxfam GB which highlighted among others that 56.7 percent of females were affected and 43.3 percent of males were affected. The United Nations Security Council Resolution 2177 could not have come at the right time to include the gender and women’s issues in the response to Ebola as the assessment pointed out.

112,500

The development of a comprehensive plan is as important as its full implementation. However, it is worthy to note that the SiLNAP was grossly underfunded and this affected the implementation. Sierra Leone is a member of the Financing Group for the implementation of NAPs around the world and supporting the development and implementation of NAPs is critical. The end of implementation evaluation supported by UN Women will provide a reflection of the status of implementation and provide guidance for its review going forward. Let me conclude by thanking UN Women for supporting the final evaluation of the SiLNAP and also thank Mr. Kalie Sillah, Consultant for the evaluation and the National Steering Committee for their technical support in the evaluation process.

Hon. Moijue Kaikai

**Minister of Social Welfare, Gender and Children’s Affairs**

## Executive Summary

This report presents the results of the End of Plan Evaluation commissioned by the Steering Committee of the Sierra Leone National Action Plan (SiLNAP) on the United Nation Security Council Resolution 1325 and 1820, and the Ministry of Social Welfare Gender and Children Affairs (MSWGCA); with the funding support from the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). The evaluation aimed at assessing the extents to which women, peace and security issues have been advanced in all works of lives since the National Action Plan was adopted in 2010, while determining the relevance, effectiveness, impacts and sustainability of the National Action Plan.

It has helped to identify how successful the approaches, strategies and practices have worked since the National Action Plan was adopted in 2010; thereby drawing out key results and achievements; having examined the set indicators and partnerships between institutions and CSOs actively involved in the designing and implementation of the National Action Plan.

More specifically, the evaluation aimed at establishing the results accomplished within the context of the five priority pillars set *vis-a-vis* the principles and provisions of 1325 and 1820. In the process, one was able to determine how state and non-state institutions have been able to promote women's participation through enablement strategies such as capacity building, coordination and ownership, prevention of gender-based violence, prosecution of perpetrators of gender-based violence; and protect women from sexual and gender-based violence.

One was able to particularly assess the extent at which SiLNAP has reached the objectives, and expected results, as stated in the Plan, while attention was paid to how the pre-determined baseline indicators provided the roadmap and underpinning logic, which has helped to effectively assessing the five Priority areas. Part of this also include tracking key performance indicators and determine if there has been positive or negative changes with attention paid to success stories, gaps, challenges and associated risk factors during the implementation of the priority areas.

In line with the Term of Reference, the report is embedded with critical analysis and presentation of the results and achievements, while relevance and sustainability in terms of ownership are also documented. The evaluation also examined how the respective partners of the steering committee have performed, the appropriateness of design, and how they were able to respond to the changing peace and security climate as a result of the Ebola and funding challenges.

## SUMMARY OF KEY RESULTS AND ACHIEVEMENTS

Some of the results and achievements of the Government, institutions and the people of Sierra Leone are stated as follows:

1. It emerged that some modest successes have been realized by the Government through the MSWGCA, the members of the Steering Committee and Civil Society Organization by enhancing legal protection of women: by supporting security institutions and the local authorities in the investigation and prosecution of cases of gender-based violence; whilst also educating citizens using several media such radio, TV and other public outreach programmes to enhance citizens understanding regarding rape and other forms of gender-based violence.
2. The Government of Sierra Leone has introduced some new legislatures and policies to address gender challenges in the country. Some of these positive strides include educating citizens to popularise National Policy on the Advancement of Women and the National Gender Mainstreaming Policy, which was developed in 2000. These were reinforced by the National Gender Strategic Plan (2009-2012), and the SiLNAP on United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security and UNSCR 1820 on Sexual Violence.
3. Both the 2008 Poverty Reduction Strategy *“Agenda for Change”*, and the progressive poverty reduction strategy paper of 2012 *“Agenda for Prosperity”* contains strong political commitments to gender empowerment that are aligned with the SiLNAP.
4. As part of its formal commitment to full implementation of Resolution 1325, the Government of Sierra Leone has incorporated into its three major gender laws (Domestic Violence Act, Divorce Act, Registration of Customary Marriage and Devolution of Estates) aspects of these distinctive Resolutions.<sup>i</sup> The country has also adopted and ratified a number of regional, sub-regional and international conventions and legal frameworks that promote gender equality and non-discrimination.<sup>ii</sup>
5. Institutions in the security and justice sectors such as the police, military and the correctional services have introduced policies that provide equal opportunities for female officers to prevent discrimination within their ranks and promote the rights of women. These policies are a clear reminder of the need to place women’s empowerment higher on the Governments political and development agenda.
6. In its effort to raise the number of female police officers in decision-making positions, the Sierra Leonean Police has introduced a gender mainstreaming policy named the Accelerated Promotion Scheme (APS),<sup>iii</sup> as part of the National Action Plan for Resolution 1325. This scheme, together with other policies such as the decentralization of recruitment and the lowering of entry requirements especially for female recruits, are set to increase the number of female police in Sierra Leone.
7. The political commitment of the Government has resulted to an unprecedented increased in female students’ enrolments and graduation as compared to pre-conflict period. This is consistent with the Millennium Development Goals (MDGs) on education as set out in the

United Nations Millennium Declaration of 2000. This has been to ensure that all children complete a full course of primary schooling, and eliminate gender disparity at all levels of education by 2015. This is explicit in the New Education Policy design to ensure its target and other international commitment in ensuring that all children, especially girls, children in difficult circumstances and from ethnic minorities have access to free and compulsory good quality Education.

8. The Sexual Offences Act was finally enacted in 2012. The Act prohibits marital rape and protects the girl child from abuse by teachers, religious and traditional authorities. It also stipulates stringent minimum sentences for offenders and increases the minimum jail term from two years to between five and fifteen years. This has been a clear manifestation of political will of leaders to harmonize national laws and policies with international conventions and resolutions including the Convention on the Elimination of Discrimination Against Women (CEDAW), the African Union (AU) Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, United Nations Security Council Resolutions 1325 and 1820.<sup>iv</sup>
9. Violence against women was recognized as requiring specific responses within the National Committee on Gender-Based Violence (NaC-GBV), which was established to prevent and respond to issues of gender-based violence in the country. The Committee comprises of Government Institutions, UN System, International and National Non-Governmental Organizations working on the prevention and response to gender-based violence across the country.<sup>v</sup> Furthermore, a National Referral Protocol for child victims or survivors of the sexual and gender-based violence was developed by the MSWGCA, with the support from its development partners. This Protocol outlines a holistic approach in addressing issues of sexual and gender-based violence.<sup>vi</sup>
10. The UPR recommendations accepted in 2011 by the Government have provided new hope and opportunity to improve on women rights in Sierra Leone. This is a positive development because many stakeholders are now fully committed to the implementation of UPR recommendations, especially those directly targeting gender justices. This was applauded as the Government promised to keep up to its commitments with legislative and policy changes to improve on women's rights in Sierra Leone. The recommendations of the UPR is therefore expected to make a major contribution to address the legal, administrative, social, psychological and economic barriers to equitable access to justice for women.

## TABLE OF CONTENTS

<b>Preface.....</b>	<b>.....</b>
<b>..1</b>	
Executive Summary .....	2
Table of Content .....	5
<b>Abreviation and Acronym .....</b>	<b>6</b>
Background .....	7
Contextual Analysis.....	9
<b>Nature of the Report .....</b>	<b>10</b>
<b>Purpose of the Evaluation .....</b>	<b>12</b>
<b>The Nature and Scope of the Evaluation.....</b>	<b>13</b>
<b>Objectives of the Evaluation .....</b>	<b>Error! Bookmark not defined.3</b>
The Evaluation Methods and Process .....	Error! Bookmark not defined.4
<b>RESULTS AND ACHIEVEMENTS OF THE PRIORITY AREAS AND</b>	
<b>INDICATORS</b>	
8.1. PILLAR I: PREVENTION OF CONFLICT INCLUDING VIOLENCE AGAINST WOMEN AND CHILDREN (SGBV).....	15
8.2. PILLAR II: PROTECTION, EMPOWERMENT OF VICTIMS AND VULNERABLE PERSONS ESPECIALLY WOMEN/GIRLS.....	19
8.3. PILLAR III: PROSECUTION AND PUNISHMENT OF PERPETRATORS.....	22
8.4. PILLAR IV: PARTICIPATION AND REPRESENTATION OF WOMEN IN GOVERNMENT AND SECURITY SERVICES.....	27
8.4. PILLAR V: PROMOTION AND COORDINATION.....	49
9. ANALYSIS OF RESULTS, ACHIEVEMENTS AND LESSONS LEARNT	
<b>9.1. Relevance .....</b>	<b>53</b>
<b>9.2. Efficiency .....</b>	<b>54</b>
<b>9.3. Effectiveness .....</b>	<b>56</b>
<b>9.4. Impacts .....</b>	<b>57</b>
<b>9.5. Sustainability and Ownership Cultivated .....</b>	<b>58</b>
<b>10. Conclusion.....</b>	<b>59</b>
<b>11. Recommendations and Suggestions .....</b>	<b>59</b>

## **ABBREVIATION AND ACRONYMS**

CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
<b>CAT</b>	Convention Against Torture
CSOs	Civil Society Organisations
DCAF	Democratic Control of Armed Forces
DPKO	Department of Peacekeeping Operations
ECOWAS	Economic Community of West African States
FSU	Family Support Unit
GNWP	Global Network of Women Peace builders
ICCPR	International Convention on Civil and Political Rights the ICESCR International Convention on Economic Social and Cultural Rights
ITGN	Interim Technical Guidance Note
MDGs	Millennium Development Goals
MARWOPNET-SL	Mano River Women's Peace Network – Sierra Leone
NAC GBV	National Committee on Gender-based Violence
NGSP	National Gender Strategic Plan
SGBV	Sexual and Gender Based Violence
SLP	Sierra Leone Police
SiLNAP	Sierra Leone National Action Plan
UPR	Universal Periodic Review
UNSCR	United Nations Security Council Resolutions
WANEP	West Africa Network for Peace building

## 1. BACKGROUND

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

Unfortunately, Sierra Leone is a highly patriarchal society whose features are self-explanatory in the discriminatory customary practices in relation to marriage, property rights and sexual offences.<sup>vii</sup> The high levels of illiteracy and poverty amongst Sierra Leonean women prevent them from enjoying their basic rights.<sup>viii</sup> This implies that women are still discriminated against and are under-represented in the political and socio-economic decision-making structures.<sup>ix</sup>

Engraved in the consciousness of every Sierra Leonean is the eleven years of armed conflict that left a deep-rooted legacy of sexual and gender-based violence in the psyche of Sierra Leoneans. During the civil war, women and girls suffered from several forms of sexual and gender-based violence. Some women abducted by fighting factions were forcefully conscripted as “*Bush Wives*” and suffered sexual slavery and forced impregnation.

Despite the progress that have been realized in Sierra Leone since the end of the Civil War in addressing some of these challenges, women and girls continue to suffer in different ways in recent period. That is to say, many women and girls continue to suffer physically and psychologically from experiences of physical and sexual violence at the current period. In other words, women are going through various forms of psychological violence – emotional torture as they live under terror in the hands of their closest relatives, which in most cases are often more unbearable than the physical brutality with mental stress. Likewise, there has been an increased amount of rape cases of children and murder of young women, which seems to take another forms of gender-based crime.

Though the war has long come to end since 2002, some of the pre-conflict experience in terms of sexual and gender-based violence still prevalent in the current period. Likewise, the long-term effects of the war are exacerbated for women and girls by the continuing challenges they face in the persisting structural gender inequalities in post-conflict Sierra Leone. Based on their lower gender status in society, women and girls have fewer education and paid work opportunities and remain at high risk of being victims of sexual and gender-based violence, often within their own



families (domestic violence), learning institutions by their teachers, bosses in work place – while many perpetrators do not face any legal recourse or prosecution for such crimes.

In recognition of these challenges, the Government of Sierra Leone (GoSL) launched its National Action Plan on the implementation of UN Security Council Resolutions 1325 and 1820 (SiLNAP) in 2010. To commence the process, a mapping survey was conducted to establish a baseline on implementing UNSCR 1325 in Sierra Leone and provide data to inform the crafting of the SiLNAP. It was developed through a nationwide consultative process, which commenced in 2008 that involved the Ministry for Gender and Children Affairs, civil society actors and international organizations. The final draft was adopted in September 2009 at a National Consultative Conference.

The objectives of the SiLNAP have been to ensure women's participation in all levels of decision making and to address their gender specific security needs. Therefore, translating the SiLNAP into practice represents an important and ambitious task that could potentially have a strong impact on address and reduction of SGBV and violence against women and girls (VAWG), and improvements to gender inclusive human security in Sierra Leone. Effective monitoring and evaluation of SiLNAP is thus key to ensuring commitments that must be transformed into effective action to address the real needs of women and girls in Sierra Leone.

## **2. CONTEXTUAL ANALYSIS**

The End of Plan Evaluation is being conducted at moment when the country is struggling to recover from the Ebola Virus Disease (EVD) that spilled over to Sierra Leone from neighboring Guinea in May 2014; and the flooding that recently displaced thousands of citizens as a result of the destruction caused by the monsoon rain of 17<sup>th</sup> September 2015. This explains that, the evaluation is being undertaken at moment when the Government and people of Sierra Leone are going through serious challenges in fighting and recovering from the Ebola epidemic, while equally addressing social and economic conditions of flood victims concurrently.

The evaluation is also being conducted when the country is on the verge of realizing one the most imperative TRC recommendations, which is the Constitutional Review Process. The hope is that the ongoing constitutional review process will help to fill the constitutional gaps in the 1991 Constitution by amending all discriminatory sections of the 1991 Constitution and the introduction of new clauses as a way to remedy the negative impact of longstanding and widespread discrimination against women. This also include, the right conferred on women to contest the Chieftaincy in Sec 8(1) (a) of Act No 6 of the 1991 Constitution of Sierra Leone that must be unequivocally confirmed so that qualified women can contest for this important decision-making office.

Sierra Leone was at a promising stage of addressing the baseline challenges that informed the design of SiLNAP when the country was struck by the Ebola outbreak in May 2014. In response to the national humanitarian crisis, the MSWGCA, the members of the Steering Committee as well as other state and non-state actors were obliged to re-adjusted their priority plans towards the fight against the Ebola aimed at complementing the efforts of the Government and other actors in line

with the Public Health sensitivity and operational guidelines provided by H.E the President; pursuant to Section 29 of the Constitution of Sierra Leone Act No. 6 of the 1991.

### **3. THE NATURE OF THE REPORT**

The report presents both qualitative and quantitative analysis to inform the extent at which the SiLNAP targeted priority areas were achieved within the period 2010-2014. In doing so, the reporting guideline and format presented in the Term of Reference has been adopted with slight modification to crystallise results and achievements in the implementation of the five pillars of SiLNAP.

Most importantly, the In-Country Monitoring Report of 2014 has helped to ease the evaluation burden as it paved the pathway to deepening understanding on how the targeted goals and the priority areas have been achieved during the stipulated timeframe. In other words, some of the statistical data and analysis presented are deduced from the In-Country Monitoring Report of 2014 to enhance understanding of the impacts, relevance, efficiency and ownership cultivated during the period.

The best practice here is how the data from the Civil Society In-Country Monitoring Report is helping to progressively realize the Evaluation of SiLNAP, which one could regard as indispensable or mutually reinforcing imperative to realizing one of the core components of the National Action Plan. This does not only explain the relevance and ownership of the programme in more practical terms, but how issues, indicators and timeline in the delivery of goals monitored and reported on are broadly evaluated to identify achievements, challenges and pitfalls. This report was able to present this component with much dependence on the statistical data presented in the In-Country Civil Society Monitoring reports which have been reinforced by in-depth analysis combined with key informants' interviews and literature presented in the report.

Inasmuch as the Five Priority Pillars of SiLNAP are mutually reinforcing, the report shows that while achieving one aspect of the Priority Area, one is equally realising the others concurrently. In this report, attention is being paid to how the members of the Steering Committee were able to achieve the targeted goals of SiLNAP, whilst attention is also paid at other institutions that are not directly aware of the existence of SiLNAP, but are equally knowingly realising activities set within SiLNAP. With that, one has come to the realisation that changing attitudes towards the prevention and addressing gender-based violence whether through awareness-raising initiatives or whether standalone interventions are all aiming at changing attitudes and behaviour towards gender-based violence, or as part of a broader programme have directly or indirectly helped to change community attitudes and perceptions in a number of ways.

### **4. THE PURPOSE OF THE EVALUATION**

The purpose of the evaluation is to enhance accountability, inform decision-making and to contribute to learning on the best way of achieving gender equality and women's empowerment through its operational and normative work. The evaluation has been conducted from the premise that protecting women from human rights violations, including sexual violence and discrimination in line with the UN Security Council Resolution 1325 and 1820 are part of fundamental prerequisite of democratic consolidation in a post conflict society like Sierra Leone. The hope is to

strengthen the implementation of SiLNAP, while recognizing its importance in addressing peace and security, and human rights challenges in the country.

In so doing, one was able to examine the current plan and identifies its important aspects. This has also been to assess whether the action is sufficient for reaching the Government's stated goals and how it is progressively realizing positive transformation in the lives of women in Sierra Leone through the five thematic programme areas. So far, the evaluation framework systemizes the methodology, identifying the issues to be addressed; questions that provide elaboration; and the performance indicators (variables to be considered), sources of information and method of information collection for each priority area are taken into consideration to determine outputs and outcomes. The evaluation framework contains retrospective issues that address performance, as well as forward-looking issues that will be used to inform future directions.

## **5. THE NATURE AND SCOPE OF THE EVALUATION**

The evaluation covers activities conducted either by state institutions and Civil Society Organisations directly involved with SiLNAP or other institutions that are knowingly or unknowing implementing activities that are aligned with the Five Priority Pillars of SiLNAP since its adoption in 2010 until October 2014. As guided by the Terms of Reference, the evaluation has helped to build on results and achievements at the national level rather than specifically limiting a success of institutions' achievements in implementing the five pillars stated herein:

1. Prevention of Conflict including Violence Against Women and Children (SGBV)
2. Protection, Empowerment of Victims and Vulnerable Persons especially women/girls
3. Prosecute, Punish Perpetrators effectively and Safeguard Women and Girls' Human Rights to Protection during and post conflict as well as Rehabilitate Victims/Survivors of SGBV and Perpetrators.
4. Participation and Representation of Women.
5. Promote Coordination of the Implementation Process, including Resource Mobilization, Monitoring and Evaluation of and Reporting on the National Action Plan.

## **6. THE OBJECTIVES OF THE EVALUATION**

- Review activities to determine whether the SiLNAP has been able to reduce the rate of SGBV by 50%.
- Examine the efforts of the Government and other non-state actors to understand whether state's institutions were able to increase number of women who feel better protected from sexual and gender-based violence in their communities by 50%, and reduce violence by 30% by means of empowerment and support.
- Assess efforts of the state and non-states actors determine whether the government was able to prosecute 75% of reported cases and increase the number of victims receiving reparations by 50%.
- Understand whether the government with the supports from other state and non-state actors have been able to increase the representation of women in political and public offices by 30%.
- Examine the degree at which women peace and security issues have been realised through facilitative-coordination of efforts in implementing the priority goals and objectives of SiLNAP.

- Assess the relevance, effectiveness, efficiency, impacts and degree of ownership cultivate in responding to the needs and priorities.
- Identify how successful the approaches, strategies and practices have worked – and what did not, thereby drawing out gaps and challenges, as well as key findings, lessons and good practices from the SiLNAP’s programming experience.
- Assess whether states and non-states institutions and other agencies were able to align their institutional programmes to SiLNAP.
- Proffer recommendations that will focus on the strengthening the relevance of the plan.

## **7. THE EVALUATION METHODS AND PROCESS**

The methodology adopted for this evaluation was designed to meet the requirements and expectations set out for the evaluation in the Terms of Reference. Given the range of information that is currently available, and the limited time, attention is being paid to extensive literature review and key informant interview during data gathering, which has helped to determine the relevance, effectiveness, impacts and sustainability of the SiLNAP from 2010-2014.

Available documentations related to the SiLNAP have been reviewed. Then a series of interviews were carried out with the implementing institutions, the partner organization, citizens of Sierra Leone and stakeholders. These interviews were focused on partners’ thematic expertise in implementing the respective Pillars of SiLNAP. The evaluation, method and process are further elaborated as follows:

### ***1. Inception Session***

At the inception stage of the process, one was able to hold several meetings with the Stakeholders involved in the designing, monitoring and implementation of SiLNAP programme in Sierra Leone.

### ***2. Debriefing Presentation:***

Several debriefing presentations, both formal and informal were conducted with stakeholders to discuss progress of the evaluation process, cross-check information, enable their inputs, provide objectives criticisms, make suggestions and discuss evaluation timeline. In the process, one has familiarized oneself with stakeholders and partner organizations of the SiLNAP to provide critical response and documents to be reviewed. On the suggestion of the National Steering Committee, a validation session was held to review the final draft document.

### ***3. Documentation Review:***

One was able to solicit internal documents and undertake a thorough literature review. The review has provided the background to the SiLNAP. The documents includes: reports received from respective partners including the In-Country Monitoring Report and any written materials associated with the initiative. Other documents also include:

- The Civil Society In-Country Monitoring Report 2014.
- The baseline document of the National Action Plan.
- Narrative reports from the Ministry of Social Welfare Gender and Children Affairs (MSWGCA).
- Narrative reports from International Non-Governmental Organisations actively involved in the SiLNAP.
- Narrative reports from states institutions actively involved in the design and planning and implementation.
- Narrative reports from Civil Society Organisations actively involved in design, planning and implementation
- Narrative reports from Gender Advocacy Groups in Sierra Leone.
- Web research.
- Other published and unpublished materials on women peace and security

#### 4. *Semi-Structured Interviews:*

Some key informant interviews were conducted to obtain qualitative information to deepened understanding of the issues with reference to the Term of Reference. These interviews have helped to provide in–depth information to gauge the program’s relevance, responsiveness, and results. In other words, one was able to conduct some semi-structured interviews with representatives of partner institutions and CSOs to deepen understanding of their involvement and the impact of the programme in general but with specific focus on relevance, effectiveness and impacts.

#### 5. *Ethical Considerations*

The first set of ethical principles has to do with the acceptable conduct of the evaluation *vis-à-vis* the rights, autonomy and dignity of the targeted respondents. So far, the following ethnical procedures were respected during the evaluation:

- ***Privacy and Confidentiality*** were respected throughout the evaluation, given the sensitivity of some of the issues involved. In the process, number of safeguards were respected and practiced throughout the data collection process.
- ***Informed Consent and Disclosure:*** one was able to comply with Marshall (2001) suggestions of informed consent, which he describes as a process in which an individual willingly agrees to participate in a research study after the purpose; procedures, risks, benefits and alternatives ideas have been thoroughly described to them.<sup>x</sup> It is based on the idea that individuals are independent and have the right to make a choice on their own free will. Throughout the research process, every participant of this survey was given the freedom to refuse to participate or withdraw at any given time.

## 8. RESULTS AND ACHIEVEMENTS OF THE PRIORITY AREAS AND INDICATORS

## **8.1. PILLAR I: PREVENTION OF CONFLICT INCLUDING VIOLENCE AGAINST WOMEN AND CHILDREN (SGBV)**

This section assessed whether the Government and other state and non-state actors have been able to reduce the rate of SGBV by 50%. In line with this target, the GoSL through the MSWGCA and complementary efforts of other state and non-state actors continues to exercise its international legal obligation under Resolution 1325 and 1820 to prevent violence against women through gender empowerment and by prosecuting and punishing perpetrators, and providing remedies to survivors.

As guided by SiLNAP set targeted, the evaluation adhered to the reality that engaging and including women in peacebuilding brings forward critical ingredients to reduction and prevention of gender-based violence. Likewise, reducing gender-based violence (GBV) and ensuring women's security has been one of priority focus of the GoSL and CSOs in Sierra Leone since the end of the Civil War. There have been significant efforts of the Government to address harm or suffering perpetrated against woman and girl through various peacebuilding and conflict prevention initiatives at various levels. Despite significant efforts in addressing some of these challenges, one has come to realization that violence against women is founded in gender-based inequalities and discrimination embedded in the social and patriarchal norms of Sierra Leone. This is expressive in various legal and practical ways.

### **Key Results and Achievements**

Activities under this Pillar include the delivery of programmes of training on human rights, gender equality, UNSCR 1325 and other UN obligations on Women, Peace and Security. The gender thematic programmes and activities of institutions are expected to be developed in line with SiLNAP's guidelines. So far, the Government and its partners including the UN Agencies continues to support CSOs to promote and address the needs of women in the prevention, management and resolution of conflict, while equally engaging in peace and security initiatives, raise awareness on UNSCR 1325 and 1820. Some of the results and achievements are stated below:

The Civil Society Organizations actively involved in the design of SiLNAP have put their thematic expertise to support the women, peace and security agenda by aligning their peacebuilding and conflict prevention programme and projects a complimentary effort with other state and non-state actors to achieve this goal. In other words, they are playing a vital role on the ground to prevent communal disputes, gender-based violence as well as early warning and conflict prevention. They actively engaged in dialogue with policy-makers, and play an important role in educating the general public about issues relating to women, peace and security.

1. With support of from the Peacebuilding Fund, UN Women established the Women's Situation Room during the 2012 Presidential, Parliamentary and Local Council elections. The initiative mobilized, harnessed and employed the expertise and experiences of women in taking action to prevent or mitigate potential conflicts and other threats that could emerge before, during and after the local, parliamentary and presidential elections in Sierra Leone in 2012. The Women's Situation Room created a space for consultations with all parties involved in the elections and encouraged women to be involved in peace advocacy, mediation, coordination, political analysis, observation and documentation.<sup>xi</sup>

2. Since ratifying the CEDAW in 1988, Sierra Leone has submitted six reports to the CEDAW Committee. The country sixth report, which came up for review on February 19, 2014, indicated strategies to enable response to general recommendation 30 of the CEDAW committee on women in conflict prevention, conflict and post conflict situations. In May, the MSWGCA, in collaboration with UN women, conducted a national committee and develop an action plan to implement the recommendations of the committee. Sierra Leone's seventh report is due in 2018<sup>th</sup>.

It has been noted that the effective application of these laws including the Registration of Customary Marriage and Divorce Law is being minimal in Registration fees. Similarly, a Memorandum of Understanding (MoU) prohibiting practicing FGM on children younger than 18 years old, which is in line with another important provision of CEDAW, has been signed by Traditional Authorities, Paramount Chiefs and FGM initiators, and witnessed by the FSU and MSWGCA.

The MSWGCA, with support from UNICEF, is currently engaged in stakeholders' consultative process to develop a National Strategy for the reduction of FGM in Sierra Leone. Multilevel advocacy for the ratification of the law is currently ongoing, and include the Office of the First Lady of the Republic of Sierra Leone, the Parliament and various Gender-Advocacy Groups and CSOs. In June 2014, the MSWGCA conducted a dialogue session and shared the information on their ongoing effort to put documentation to the Cabinet for approval prior to taking the Bill for ratification to Parliament.

The MSWGCA in collaborative engagement with CSOs embarked on awareness-raising programme across Sierra Leone, which has comparatively increased knowledge on the laws around sexual and gender-based violence, including the legal penalties for rape.

Regional Networks Organizations namely: the West Africa Network for Peacebuilding (WANEP-Sierra Leone), and Mano River Women's Peace Network (MARWOPNET) continues to exercise peacebuilding efforts in various communities in the urban and rural areas. MARWOPNET was also been particularly active at both the grass-roots and the highest levels in collaborative engagement with other Gender-Advocacy Groups to foster legislative and policy reform gearing towards prevention and protection of women in all works of life. MAWOPNET programme in some rural parts of the country is a typical example of an intervention deliberately designed to reduce other forms of gender-based violence, such as domestic violence and early or forced marriage.

WANEP believes that peacebuilding training must be able to complement and harmonise community initiatives at the horizontal level. Therefore, the capacity building component of its projects aligned with the SiLNAP has contributed to empowering women to be better aware and to act as resource persons to others, in terms of cross-fertilisation of knowledge and expertise. This has been to ensure that they are able to discover their values, beliefs and gain more knowledge in a way that would increase their self-worth and appreciation of their communities.

MAWOPNET have undertaken gender-based violence training, awareness-raising campaigns and open dialogue initiatives related to gender, family, violence and health. Interventions focused on training on GBV prevention, group discussions and awareness-raising efforts. As a result, awareness raising on key concepts around gender-based violence has grown significantly, and people are increasingly willing to be involved in community change projects and to become more knowledgeable about gender-focused peacebuilding issues.

3. The security institutions, CSOs and other gender-advocacy groups continue to advocate for policy reform and transformation aimed at preventing acts of violence and discrimination against women through a comprehensive approach that includes the justice, education, and health sectors, and that covers the various manifestations of violence and the contexts in which they occur.

### **8.1.1. Challenges Observed in the Implementation of Pillar 1**

1. The impact of widespread violence during the civil war and its following silence in the post TRC environment have not been adequately dealt with within the gender perspectives. As a result, the horrors of the past trauma are still haunting the present. Given the degree of atrocity committed against women during the eleven years civil war, the Truth and Reconciliation Commission Act sought special attention to the needs of women, with particular consideration to their experience of sexual violence. Both the TRC<sup>xiii</sup> and Special Court strongly emphasized gender justice within their legal structure and operational strategies. With respect to gender justice and the Special Court, Articles II and III of the court's statute includes broader range of gender crimes as constituting crimes against humanity. Of the 157 witnesses for the prosecution against AFRC and RUF<sup>F</sup> indictees, twenty-seven testified about sexual violence committed against them.<sup>xiiii</sup>
2. This thus explains the degree of unresolved accountability issues between 2010-2014 human rights landscape of Sierra Leone. Several years after the civil war in Sierra Leone, some female ex-combatants' ability to directly reintegrate themselves politically, economically, socially and culturally into society have been challenging despite efforts by the Government, through NaCSA to address some of these challenges. Particularly, women who were abducted as bush wives with children acquired in the bush with rebels are still struggling to survive. Unfortunately, some of this category of women are hardly mapped out and are mostly disregarded in gender advocacy intervention.
3. Women in Sierra Leone are facing numerous similar challenges. First among them is the lack of sense of safety owing to many factors including the proliferation of small arms and light weapons. They also suffer from a lack of educational opportunities as compared to men. Particularly, women in the rural areas also lack awareness of their rights and the need for equal access to justice particularly in the rural area.
4. Women have considerable rights enshrined in the 1991 Constitutions, but these rights are often not implemented effectively. Since the end of Civil War, women advocacy group such as the 50/50 Group, MAWOPNET and others have worked hard to bring the laws into practice. The law criminalizes child marriage, forced marriage, and the prevention of sexual harassment. Despite these efforts, many cases of violence against women are not implemented and enforced.
5. Despite the progress realised during this period, it is observed that some negative perceptions and gender norms are entrenched and very difficult to change particularly in security institutions like the RSLAF. Changing attitudes towards women's reproductive and sexual rights, and norms such as forced and early marriage and FGM within the rural communities is a long-term challenge requiring considerable resources, expertise and political will to address them. This is owing to the reality that these socio-cultural problems



are deeply embedded within social and cultural fabric of the society.

## **8.2. PILLAR II: PROTECTION, EMPOWERMENT OF VICTIMS AND VULNERABLE PERSONS ESPECIALLY WOMEN/GIRLS**

Protection of women and girls against sexual violence is one of the most important Pillars of SiLNAP in terms of what the Government of Sierra Leone has set to achieve with the complimentary effort of other state and non-state actors. Protection as such aim to create an environment in which abuses are prevented or their immediate effects alleviated, and dignified conditions of life are restored through reparations, restitution and rehabilitation.<sup>xiv</sup> This Priority area is in tune with the internationally recognized understanding that women's empowerment is about women taking control over their lives to prevent conflict and gender-base violence: setting their own agendas, gaining skills, building self-confidence and solving problems.

In view of the above, one is seeking to determine whether the Government was able to increase number of women who feel better protected from sexual and gender-based violence in their communities by 50%, and reduce violence by 30% by means of empowerment and support. This has also been to understand whether alliance building between law enforcement agencies and the courts, court monitoring and reporting, dialogue with parents and community leaders on women's rights, and strengthening existing community structures to seek redress against sexual and gender-based violence have helped to achieve these targets.

With reference to this Pillar, Sierra Leone has signed and ratified several International Treaties and Conventions including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1988, and its optional protocol in 2000, which provides significant protections for a range of women's human rights; and the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT),<sup>xv</sup> which prohibit torture, inhuman and degrading treatment by official or person acting in official capacity, which also impose legally binding obligations on the state to take action with respect to violence against women; the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa,<sup>xvi</sup> the Solemn Declaration on Gender Equality in Africa and the Beijing Platform for Action, among several others conventions and protocol at the international and regional levels.

These Conventions and Protocols imposed obligations under international law; and also recommend that the states are obliged to ensure effective investigations, prosecutions and punishment of perpetrators, provide reparation to survivors and prevention of sexual and gender-based violence. More so, the Government is expected to be accountable for the actions of non-state actors if they fail to act with due diligence to prevent, investigate or punish such acts and provide an effective remedy to victims of gender-based violence. The state is also required to provide support services, including psychological and medical support, to survivors of violence.

Though the GoSL has made significant progress in addressing wide-range of issues to mitigate the vulnerabilities of women and girls in Sierra Leone, there are still series of gaps and challenges affecting the successful implementation of this important Pillar of SiLNAP, and realize its set targets. One of the clear deficits is related to the continued existence of Section 27 (4d) exempting discriminatory practices relating to adoption, marriage, divorce, burial, and devolution of property

on death or other personal matters. This Section negates not only the Bill of Rights in the 1991 Constitution of Sierra Leone, but others outlined in Section 27 and 171 (15).

Some observers have argued that “the implication of this caveat-which is yet to be repealed-puts Sierra Leonean women in a limbo of having rights they cannot exercise because of the contradictory provisions contained in the Constitution”.<sup>xvii</sup> However, opportunities exist with the Constitutional Review Process (CRC) to ensure that these laws are reviewed and replaced in compliance with international norms and principles.

Implicitly, the Constitution of Sierra Leone has an entrenched Bill of Rights (Chapter III) that prohibits “any form of torture or any punishment or other treatment which is inhuman or degrading”.<sup>xviii</sup> According to the 2011 Universal Periodic Review report, the 1991 Constitution of Sierra Leone guarantees most, if not all the rights in the Universal Declaration of Human Rights, the International Convention on Civil and Political Rights (ICCPR), the International Convention on Economic Social and Cultural Rights (ICESCR), the African Charter on Human and Peoples Rights, the ECOWAS human rights regime.

However, long standing societal rules constraining females are still being practice in many rural areas including early marriage. Though some attempts have been made by the Government of Sierra Leone through the ratification and domestication of several international conventions, treaties and national legislatures including the three gender laws of 2007 of Sierra Leone, these laws are not fully implemented to protect women in desperate need of protection from gender-based violence.

### **8.2.1. KEY RESULTS AND ACHIEVEMENTS**

Government initiatives are designed to improve on access to legal services for survivors through referral to legal assistance services to pursue cases in court, as well as improving security through coordination with local police and security forces. There has been progress owing to significant complimentary efforts between institutions and authorities to achieve the targeted priority goal. It is evident that making progress in access to justice and security relies on the cooperation of amenable local and national authorities, all of which are willing to exercise their respective function towards the protection of women and girls. Some of the results and achievement are stated below:

1. The Government has committed itself to protecting women’s human rights and advance gender equality in Sierra Leone. This is implicit in Pillar 8 of the ‘*Agenda for Prosperity*’ strategy document that gears towards protection of gender equality rights, women’s specific needs and the physical and psychological needs of women. Today, there has been a greater awareness and monitoring which has contributed to changing norms and attitudes that allow women to speak about gender-based violence more freely with less fear of shame and social condemnation.

CSOs also continues to embarked on women empowerment programme aimed to enhance the capacity of women to exercise their rights and address the policy and cultural barriers to the implementation of UN Resolution 1325 on ‘Women, Peace and Security’ and 1820. Some of the

thematic programmes of these CSOs included economic empowerment such as micro-credits, psychosocial support, advocacy and human rights and peace-building components. The economic element aimed to increase the participation of women and girls in decision-making at household level through income-generating and other activities promoting shared access and control of resources.

2. In 2012, the Sexual Offences Law was passed in Parliament. This law covers issues, such as, unlawful carnal knowledge, cruelty to children, domestic violence, indecent assault, sexual harassment and rape. A standard operational procedure has been launched and disseminated to assist the SLP in handling sexual offences and domestic violence.
3. The MSWGCA with the support of partners (IRC (supported by UN Women), UNICEF) completed and launched the National Referral Protocols for SGBV and the National Action Plan on GBV on 19 October 2012 to serve as a seamless pathway and give better support services to victims of GBV throughout the country.
4. Another initiative to enhance political will is the inclusion of a separate Pillar (Pillar 8) on Gender Equality and the Empowerment of Women in the Government's Agenda for Prosperity (PRSP III). This Pillar deals with women's economic empowerment, education and health.
5. In August 2012, the Sexual Offences Act was passed into law and is now being implemented with the setting up of the Saturday courts to facilitate the timely prosecution of sexual offences. However, the passage of the Matrimonial Causes Bill, which went to Parliament at about the same time as the Sexual Offences Bill, is still pending.
6. The GoSL continues to take effective measures to strengthen legislations and policies that are gender responsive or focused. For example, the MSWGCA is actively working with particularly Justice sector institutions, NGOs (especially the Women's Forum, CGG, AMNet, IRC), the UN System (UN Women, UNICEF, UNDP, UNFPA) to develop and roll out implementation plans and ensure application of legislations and policies through strategies including sensitization, advocacy and capacity building for key actors particularly at community levels.
7. In addition to its gender mainstreaming policy and its affirmative action in recruitment and upward mobility of female officers, the RSLAF has developed a Sexual Harassment Policy, which was approved by the Defence Council on the 14<sup>th</sup> March 2013. In the same vein the SLP is currently implementing its affirmative action on the accelerated promotion of female police officers. UN Women also supported the development of the gender policy for the Sierra Leone Prisons in 2012.

### **8.2.2. Some Challenges towards the Protection of Women**

1. There is an overwhelming negative perception that a patriarchal-gender bias filtered through certain section of the 1991 Constitution of Sierra Leone tends to limit the scope of the legal protection and prevention system. This tends to cause many families to turn to traditional or local dispute management system as an alternative to the legal process. This observation is in line with the experiences of Sierra Leonean women and girls targeted during one-on-one interviews, some of who found little comfort in the current legal system and voice out their frustration over the services offered by institutions tasked with the responsibility to promote and protect women and girls from sexual and gender-based violence, though majority of women think the traditional authority will never offer redress in terms of deterrent to perpetrators.
2. In spite of an increased awareness around the need for an improved security and protection of women in Sierra Leone, one respondent argues that the issue still does not appear to be given the priority as it should be owing to technical, capacity, funding and logistical challenges within the institutions and justice service delivery system.

### **8.3. PILLAR III: PROSECUTION AND PUNISHMENT OF PERPETRATORS**

It is anticipated that the Government will successfully prosecute 75% of reported cases and increase the number of victims receiving reparations by 50%. The indicators used in this context are the number of incidents of sexual violence reported and acted upon. Again, this is perhaps more of a preventive measure, but within a protection lenses.

So far, the literature review and key informant interviews have provided that the Government has set up systems for better reporting of sexual violence in state institutions such as Family Supports Units (FSU) of the Sierra Leone police, Human Rights Commission of Sierra Leone and other institutional mechanism to report and refer gender-based offences to the Director of Public Prosecution (DPP) for onward decision.

In line with this priority area, Denney and Fofana Ibrahim (2012) recommended that “to seek redress for these forms of violence, at least three justice chains are potentially available for women in Sierra Leone and represent different, and intersecting redress ‘paths’ that women may explore”.<sup>xix</sup> These include the formal justice system; the customary justice system; and alternative dispute resolution (ADR) channels. However, they also warned that it would be wrong to consider these three separate chains as women often move between them and utilise aspects of the formal, customary and Alternative Dispute Resolution (ADR) channels.<sup>xx</sup>

An unwillingness to implement policies, allocate resources to programmes and take stands on legislation renders the existence of policy frameworks often meaningless. As Mary Wanda<sup>xxi</sup> argues, “the implementation of women’s rights standards should not depend on the occasional progressive politician to uphold women’s human rights, rather political will have to be extended beyond the individual and become institutionalized requiring all laws, policies and institutions to implement women’s rights obligations within their mandates”.<sup>xxii</sup> She further recommended that state agencies can play a positive role in promoting, protecting and fulfilling women’s rights by changing discriminatory laws and putting in place mechanisms to safeguard women’s rights.

However, the Africa Gender Development Index (AGDI), having tracked progress towards gender equality and women’s advancement in implementing international and regionally agreed commitments affirmed that African Governments of which Sierra Leone is no exception record high both in terms of ratification and developing policies for gender equality.<sup>xxiii</sup> However, their performance is rather poor when it comes to the implementation. The study further observed limited progress in advancing women’s human rights in Africa in the last five years and even regression in critical areas. According to the report, the lack of progress in the area of women’s rights also means the lack of progress for the continent because gender inequality is increasingly being recognized as a hindrance to the overall growth and development of a country.<sup>xxiv</sup>

Mary Wanda<sup>xxv</sup> further quoting UNIFEM (now UN Women) stated that, gender inequalities that disempowered women cut across all sectors, from health, economy, labour, agriculture and food security, to education, security and justice.<sup>xxvi</sup> As such, no one sector can provide a comprehensive response. She further pointed out that a multi-sectoral framework proposed by UNIFEM (now UN Women) emphasizes the need for women’s rights targets, based on regional and international instruments, to be integrated in national development plans and strategies including growth and poverty reduction strategies and budgets.

### 8.3.1. Statistical Presentation and Analysis

Table 1: Number of SGBV cases Reported, Investigated, Prosecuted and Penalized from January to December 2012

Number of SGBV cases reported, investigated, prosecuted and penalized in 2012							
Type of SGBV	Reported	Investigated	Percent Investigated	Prosecuted	Percent Prosecuted	Penalized	Percent age penalized
Domestic Violence, Unlawful carnal knowledge <sup>xxvii</sup> , Rape, Sexual Assault, Sexual Harassment, Indecent Assault, Child/Human Trafficking.	6,210	3,951	63.6	1,131	28.6	152	13.4
Percentage of SGBV cases reported and penalized from (2009-2012)							
		2009	2010	2011	2012		
Percentage of SGBV cases reported		Not readily available	Not readily available	Not readily available	78.9		
Percentage of SGBV cases penalized		Not readily available	Not readily available	Not readily available	13.4		

Source: Computed from data provided by Family Support Unit, Sierra Leone Police 2012 Report

In view of the targeted set to successfully prosecute 75% of reported cases and increase the number of victims receiving reparations by 50%, the table above indicates some degree of awareness to report SGBV owing to the increasing number of reported case which result to six thousand two hundred and ten (6, 210), out of which three thousand nine hundred and fifty one (3,951) being 63.6 percent were investigated. However, the percentage prosecuted tends to be very low since 2012.

A total of 6,210 cases of SGBV were reported at the national level (Eastern, Northern, Southern and Western Area). A total of 3,951 or 63.6 percent were investigated, and of the total number of cases investigated, 28.6 percent were prosecuted, with 13.4 percent of those prosecuted being penalized. These results suggest that though cases reported are large; the rate of convictions or penalties imposed on perpetrators is comparatively much lower. With respect to whether minority groups are targeted, the data is not available from the FSU but the data collection institutions (FSU, IRC) do not discriminate during reporting and as such they cannot be easily identified, though they might exist. The number of cases reported for January to December 2012 is two-and-a-half times the number reported for the same period for January to December 2011. However, the percentage convicted is only 13.4 percent for 2012 compared to an average of 17.5 percent conviction rate in 2009 for cases of sexual assault and domestic violence.

According to the In-country Monitoring Report, the culture of silence is gradually being broken due to continuous awareness raising initiatives by women's groups/and other human rights activists. However, the low percentage of cases penalized could weigh heavily on the fact that domestic violence constitutes 60.3 percent of all the cases reported, and are being settled by alternative dispute resolution measures where there is no grievous bodily harm and both parties are amenable to reconciliation.

### **8.3.2. KEY RESULTS AND ACHIEVEMENTS**

1. There have been significant strides in building the capacity of Local Court personnel and bringing them into the administration of the formal justice system. The Local Courts are presided over by local elders and they provide justice in most rural areas. Court Chairmen and Clerks have received training organized by the Ministry of Local Government and Rural Development. The Ministry has also re-assessed, re-organized and re-trained chieftdom police officers to enhance their understanding on modern trends in policing.
2. With support from GNWP, and in collaboration with the Ministries of Local Government and Rural Development, and the MSWGCA, the Local Councils have also developed Localization Guidelines on integrating women, peace and security issues into the local legislation process/development planning process in the local councils. These Localization Guidelines were launched on the 6<sup>th</sup> February 2013 to chart a way for the prioritization of women, peace and security issues in the development agenda of local councils. There is an urgent need to deepen awareness on this approach by rolling out the guidelines at town and district council's level, now that the recently elected councilors are being shaped into their ways of work.
3. The Standard Operating Procedures guide is another 'best practice' technical guide for developing and establishing procedures for reporting and referrals, data collection, and other interventions relevant to the implementation of the multi-sectoral model for prevention and response to GBV. This field guide was developed by GBV experts based on field experiences and lessons learned.

4. The Gender Unit was established to assist the SLP to be more gender responsive in all its policies, programmes and projects. The Unit was subsequently upgraded to a Directorate in December 2013 with responsibility to provide strategic direction to the Gender and Family Support Units.<sup>xxviii</sup> The enactment of the Gender Laws (Domestic Violence Act of 2007/~~2009~~, Devolution of Estates Act of 2007 and Registration of Customary Marriages and Divorces Act of 2009), the Child Rights Act of 2007, Anti Human Trafficking Act 2005, and the Sexual Offences Act 2012 further broadened the mandates of the FSU.<sup>xxix</sup>
5. There has been an enhanced chain-referral procedure. This shows that there is now an improved method of transferring cases from where they are first reported either to the police, Human Rights Commission of Sierra Leone (HRCSL), a hospital or legal aid providers until they are heard in competent courts of law. In view of this description, there are a clear referral directives and procedure contributing to an increased number of complaints and prosecution of sexual offenses than ever before. The challenge is that some cases are dropped somewhere within the chain-referral process owing to many factors some of which are discussed below.
6. The setting up of Saturday Courts supported by UNDP is another key achievement, Saturday Courts set up in Sierra Leone have helped to address major problems faced by survivors of SGBV. These Courts held on Saturdays addresses the issues of delays to bring perpetrators to justice and increased survivors confidence in the judicial process. The Saturday Courts was in response to the high level of impunity, which survivors of gender-based violence were suffering.
7. As part of Government's efforts to deal with legal aid challenges, a Pilot National Legal aid (PNLA) was established in 2010 through the support of the Justice Sector Development Programme. The principal objective of this establishment is to provide access to justice for Sierra Leoneans who cannot afford to pay for the services of a private lawyer. With the limited resources available, PNLA is confronted with several appalling Legal aid issues, which required almost similar effort. Unfortunately, many legal practitioners refused to involve in Government led initiatives either as a full time staff or as volunteer.<sup>xxx</sup>
8. Some provide referral services to non-legal mechanisms of redress to mostly professional counsellors or faith or traditional healers. Others provide referral to other Legal aid service providers; (LAWYERS, Lawyers Center for Legal Assistance –LAWCLA). These legally minded CSOs provide Legal advice, counselling and sometimes representation in court.

### **8.3.2.1. Key Challenges to Prosecution and Punishment of Perpetrators**

1. There are no laboratories with the capacity to collect, analyse and clarify forensic evidence in Sierra Leone. In other words, collection of forensic evidence is particularly vital owing to the fact that it is essential for addressing gender-base crimes.
2. It has been very difficult to determine with accuracy how many people have experienced or reported sexual and gender-based violence cases, and how many of these cases have been investigated, prosecuted or convicted during this period because some sexual violence cases are not reported particularly at the rural level. Though the MSWGCA was able to establish the Gender-Based Violence Committees at the districts and community

levels, some sexual and gender-based crimes are hardly reported particularly those involving closed relatives such husband.

3. Most cases and legal grievances in Sierra Leone are resolved through customary law, by traditional authority and elders particularly at the rural level. These cases are often not resolves in a survivor-centred manner. Experience shows that most survivors are reluctant to pursue prosecution or civil cases against their perpetrators (often, their husband, neighbour and boyfriends), due to the social stigma associated with rape, whilst some survivors' fear of reprisals against themselves and their families owing to the lack of an effective witness or survivor protection schemes.
4. The judiciary is comparatively ineffective at the district, chiefdom and rural levels. The judicial infrastructure is suffering from under-investment such as, accommodation for visiting judges and magistrates, road network and transportation facilities. In other words, the main impediments to the effective extension of the judiciary are the lack of infrastructure and logistics and the shortage of qualified staff to addressing gender-based violence at the rural level.
5. There is a shortage of female lawyers at the provincial, chiefdom and district levels. Ideally, female legal practitioners are best placed to assist female victim or survivors of gender-based violence. Experience has shows that, victims of sexual and gender-based violence feel more comfortable with female legal practitioners and counselling professional.
6. Despite the enormous amount of rights awareness-raising campaigned by MSWGCA, CSOs and other gender advocacy groups since the end of the civil war, as well as the designed and adoption of the SiLNAP, some CSOs participants of the evaluation argued that majority of Sierra Leonean women and girls are unaware of their rights and the current body of legislation recently enacted to protect them from sexual and gender-based violence. As one respondent bluntly put it, one of the main reasons that make women or girls being vulnerable to violence and feel insecure are as a result of their ignorance of the law, as well as their lack of understanding of their civic rights and responsibility.
7. Other sets of respondents challenged the belief stating that, rather than lacking legal or human rights knowledge, women are mostly afraid to seek support from the justice system because of their limited trust in security and justice providers.
8. Some male respondents still believe that religion and tradition dictate that husband can beat their wives if they are offended, and as such women must not challenge their husbands even if they are being offended.
9. Many Sierra Leone still hold on to the view that: *"justice belongs to the rich and powerful of the society"*. Similarly, some held to the traditional bias and stereotypical belief that, in fact mostly held by cross section of Sierra Leoneans is that taking a neighbour or close relative to the justice delivery system is a recipe for everlasting antagonism and hate between individuals, neighbours and within families. This often hinders an effective prevention and protection against sexual and gender-based violence.



10. One was able to observe that the shame and social stigma attached to seeking assistance outside of the local or traditional mean is often too much for women to manage when also having to also contend with an abusive relationship and family alienation. This contributes greatly to their hesitancy when seeking out justice service delivery system. As one legal practitioner argues, whether women and girls are truly unaware of their rights or not, the above statements by respondents are clear justification that current legislation is not effectively working in an optimal manner and is not serving the needs of Sierra Leonean women and girls as expected.
11. Despite domestication of significant legal instruments such as the Sexual Offence Act of 2012 that criminalize sexual offences, the recent sexual violence and murder of young women has created some deep concern across the country. However, until very recently, issues related to rape have been regarded as a taboo in some families in Sierra Leone. This mean, it is rarely discussed in the public sphere.
12. The lack of safety and fear of crime on women and their ability to take advantage of their rights to be able to participate in and move in and around freely in society has been a challenge. Women's activities are often limited as a consequence of insecurity and risk of violence.
13. Finally, sexual violence continues to be underreported owing to several factors including the risks, threats and trauma faced by those who come forward to report them. These risks affect not only the survivors, but also witnesses because of the lack of witness protection mechanism to ensure that sexual violence is no longer suffered in silence. Despite the political momentum and visibility gained in recent years, the reality on the ground is that the Governments have not been able to create an environment in which survivors feel safe to report sexual violence. The fear of stigmatization, and often compounded by limited services available and the painfully slow pace of justice. To be able to fully protect women from sexual and gender based violence, political will capacity-building and resources are urgently needed to help frontline staff deliver comprehensive care and psychosocial support to victims.

#### **8.4. PILLAR IV: PARTICIPATION AND REPRESENTATION OF WOMEN IN GOVERNMENT AND SECURITY SERVICES**

The pre-determined target has been to increase the representation of women in political and public offices by 30%. As a complimentary conduit of influence to the Resolution 1325 and 1820, the rights of women to participate and represent are also enshrined in several other domestic and international laws and Conventions stipulating that there should be no legal barriers to women's political participation and representation in decision-making positions in Sierra Leone.

This pillar is designed against the gender-insensitive argument that the poor participation of women in peace, security and governance processes is due to their lack of leadership skills, knowledge and attitude. Therefore, it seeks to address women's concerns against some of these misconception, negative perception as well as negative characterization of women. This resonates very well with the Protocol on African Charter on Human and Peoples' Rights where it is stated in Article 17 that women shall have the right to live in a positive cultural context and to participate at all levels. Despite the recognition of these regional and international rights, women in Sierra Leone continue to face inequality and inequity in many spheres of the societies.

Besides, men and women have an equal right to participate in all aspects of the political and governance processes. These are rights enshrined in *Article 21, of the Universal Declaration of Human Rights; Article 25 of the International Covenant on Civil and Political Rights (ICCPR, Article 31, 1991 Constitution of Sierra Leone; and Article 1 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).*

Irrespective of such international obligations and efforts by the Government to achieve these priority goals, political processes still rest on several governance structures that still discriminate against women. Under human rights law, any discrimination, which has the purpose or effect of nullifying or impairing equal enjoyment or exercise of rights, should be prohibited. In line with stated legal instruments prohibiting discriminatory practices with respect to women's participation and representation, the challenge remains how to set dependable structure for appropriate behaviour that provide equal opportunities to all citizens irrespective of gender, and the willingness to rid of discriminatory practices against women.

For instance, Article 2 of CEDAW obliges states to eliminate discrimination against women by adopting legislative and other measures, whilst Article 5 of CEDAW requires states to take all appropriate measures: "to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of inferiority or the superiority of either of the sexes or on stereotyped roles for men and women."<sup>xxxii</sup>

During the 57<sup>th</sup> Session in February 2014, the CEDAW Committee of experts observed that the definition of discrimination in CEDAW is not in conformity with the 1991 Constitution of Sierra Leone, with particular reference to section 27 (4) (d) and (e). The Committee notes that the provision is an entrenched clause that is discriminatory against women and wanted to know whether the current Constitutional Review will ensure its complete repeal. The CEDAW Committee also affirmed that to fulfil women's human rights, states must use all appropriate means to promote substantive equality, including adopting temporary special measures.<sup>xxxiii</sup> The CEDAW Committee also noted that "the Convention requires that women be given an equal start and that they be empowered by an enabling environment to achieve equality of results" and that "[t]he position of women will not be improved as long as the underlying causes of discrimination against women, and of their inequality, are not effectively addressed."<sup>xxxiii</sup>

It also worth reminding that, patriarchal values also continue to frown on women's participation in political processes and representation in decision-making position. That is to say, women participation and representation are subjected to cultural challenges that do not recognize their rights to play leadership role in society. Besides the cultural challenges, women generally continue to face visible and invisible barriers to participate in political processes which ultimately require the exercise of fundamental human rights including: freedom to speak out, to assemble and to associate.

While much has been achieved through effective engagement with gender advocacy groups and other civil society organizations, much collective efforts is needed to address the challenges and cultural barrier to women participation and representation in decision-making positions. These challenges particularly justifies the need to engage the principal stakeholders and collectively undertake effective advocacy-oriented civic activities to ensure women's rights are respected in every stages of political processes, and be represented at the top-decision-making level.

In essence, the Universal Periodic Review (UPR) provided an a renewed prospect to uphold the principles of non-discrimination and equality as among the most fundamental elements of international human rights law that have been accepted by the GoSL. During the ``18<sup>th</sup> Session held on the 22 September 2011 in Geneva, the Attorney General and Minister of Justice reiterated Government commitment to the UPR process and further stated that Government had approved “the 30% quota in principle and policies to implement this was being worked out”, and that Government was “formulating the bill for the establishment of a Gender Equality Commission”. Also, in his Keynote address, His Excellency the President, Ernest Bai Koroma reaffirmed that “Government is supportive of the 30% quota for women in elective offices and we look forwards to the private member’s bill in that direction that is been drawn by women’s group.” These are forward-looking promises gearing towards the promotion and protection of women’s rights as well as their representations.

#### **8.4.1. Women Participation and Representation in Political Processes and Governance**

Though there have been some progress in the appointment of women in leadership position in Sierra Leone, it emerged that there are no significant changes in women’s representation in Government. This explains that the trends remained the same since the adoption of SiLNAP in 2010. This brings one to the position that women in the higher echelons of governance machinery remained well below the 30% threshold promised by the Government. However, there are some improvements in the appointment of women in several leadership positions across many sectors during this period. Though perceptions are slowly transforming towards gender-mainstreaming norms, the high male representation in leadership position explains a persistent traditional view of women as better suited in the lower cadre of administrative functions.

Today, there is only one female Minister being Minister for Local Governance. However, earlier than this, nine women were appointed as ministers, although only two had cabinet rank in the Ministry of Health and Sanitation (MOHS), and the Ministry of Local Government and Rural Development (MLGRD).<sup>xxxiv</sup> The other four women are deputies in key ministries, which traditionally are occupied by men.

#### **8.4.2. Paramount Chieftaincy and Gender Concerns**

Chieftaincy is a key cultural and political institution in Sierra Leone. The Chiefs are the custodians of the land whose formation constituted along lineages and lineage segments, and also divided into hereditary chieftaincy structures with hierarchical order from lower level Chiefs to Section Chiefs and Paramount Chiefs.<sup>xxxv</sup> There are traditional ruling houses based on inherited chieftaincy structures who acquire Chieftaincy position as custom and traditions dictates. However, today, Paramount

Chiefs are elected in accordance with 1991 Constitution of Sierra Leone and the Chieftaincy Act 2009.

According to the TRC report, the failure of chieftaincy system was among the root causes of the civil war. Irrespective of that, some recent events have revealed general crisis of confidence in the governance mechanism through which Paramount Chiefs exercise their local authority as a result of discriminatory practices against women in the election of Paramount Chiefs in the Northern parts of the country.

The finding here is reinforced by the 2014 Civil Society In-Country Monitoring report which pointed out that women are participating at all levels of governance, but with exception being the absence of female Paramount Chiefs in Parliament to represent districts in the Northern Region of the country. To reinforce this viewpoint, some respondents argue that Sierra Leone has been implementing the laws relating to the election of Paramount Chiefs in a very discriminatory manner in violation of several international legal instruments such as CEDAW and the 1991 Constitution of Sierra Leone. Implicitly, the 2014 Monitoring report also re-affirmed the position of many respondents in the End of Plan Evaluation that institution of Paramount Chiefs is one of the greatest barrier to women's empowerment and participation in all spheres and levels of development in the rural parts of the country.

In reality, the 1991 Constitution is the Supreme Law of Sierra Leone, which stipulates that any other law found to be inconsistent with any provisions of this Constitution shall to the extent of the inconsistency, be void and of no effect. This also means that the law covers the sovereignty of Sierra Leone. When it comes to Chieftaincy, like all other sectors or regions, whatsoever is applied to one part of the country ideally must be applicable to other parts of the country. However, in the Northern region and parts of the Eastern region of Sierra Leone, women are disqualified and prevented from contesting for these positions. In regions that have female Paramount Chiefs, no woman was elected by her peer paramount chiefs to represent their districts in Parliament. The elections failed to enhance women's representation, which is characteristic of what obtains at all levels of governance.

In essence, Section 27 (2) of the Sierra Leone Constitution 1991 provides that "subject to sub-sections (6), (7) and (8), no person shall be treated in a discriminatory manner by any person acting by virtue of any law or in the performance of the functions of any public office or any public authority"; whilst Section 8 (1) (1b) of the Chieftaincy Act 2009, provides that "a person is qualified to stand as a candidate in a Paramount Chieftaincy Election if where tradition so specifies, he or she has direct paternal or maternal lineage to a rightful claimant in a recognized ruling house, whether born outside wedlock or not". The term ruling house is defined in section 8 (2) to mean "...one that has been established and in existence as such at independence on 27 April 1961".

The act is in contravention of Article 7 of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which provides that "States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right: (a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies; (b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government; (c) To participate in non-governmental organizations and associations concerned with the public and political life of the country".

### 8.4.3.1 Statistical Presentation and Analysis

With reference to the pre-determined target to increase the representation of women in political and public offices by 30%, the statistical tables and analysis presented above explains that the status of women in terms of the numbers of women in decision-making, the status of women in positions of power, and the importance of going beyond numbers has helped to qualitatively and quantitatively assess the impact of women's contribution to democratic good governance in top governance positions.

So far, the statistical data reaffirmed the qualitative analysis that women's persistent exclusion from formal decision-making position thus raises a number of specific questions regarding the achievements of effective post-conflict gender-responsive reform in accordance with Truth and Reconciliation Commission (TRC) recommendations, and the level of democratic consolidation promised by the '*Agenda for Change*' and the '*Agenda for Prosperity*'. This undermines the principles of democratic good governance, which also implies that the right to vote and to be elected should be equally applied to all citizens, both women and men as stipulates in several international legal instruments signed and ratified by Sierra Leone.

This is also in line with the viewpoint that absence of women from political decision-making has a negative effect on democratic rating of the country. In addition, democratic institutions, including parliament, do not automatically achieve gender equality in terms of representation, or in terms of policy agenda setting and accountability. This shows that, women's equal participation and representation in decision-making according to the Sierra Leonean experience is not only a quest for justice or democracy, but can also be seen as a necessary condition for women's interests to be taken more seriously.

#### **Index of women's participation in governance (% of women in senior positions in cabinet/ministries and departments, in parliament, in senior position in local governance structure**

**Table 2(a) Index of Women's Participation in Governance in 2013**

<b>Index of women's participation in Governance in 2013</b>			
	<b>Number of women</b>	<b>Number of men</b>	<b>Percentage of women</b>
<b>National government (total) 185</b>	<b>23</b>	<b>162</b>	<b>12.4</b>
<b>Executive</b>			
<b>President</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Vice President</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Cabinet Ministers</b>	<b>2</b>	<b>25</b>	<b>7.4</b>
<b>Deputy Ministers</b>	<b>5</b>	<b>21</b>	<b>19.2</b>

Ministers of State	1	5	16.7
Legislative			
Parliamentarians	15	109	12.1
Speaker of Parliament	0	1	0
Deputy Speaker of Parliament	0	1	0
Sessional Committees of Parliament (32) <sup>1</sup>	15	109	12.1
Local government (total) 624	102	522	16.4
Mayors of Local Councils	1	5	16.7
Chairpersons of Local Councils	1	12	7.7
Deputy Mayors of Local Councils	4	2	66.7
Deputy Chairpersons of Local Councils	1	12	7.7
Paramount Chiefs	13	136	8.7
Councilors	87	369	19.1
Total All Local Government <sup>624</sup>	102	522	16.4

Source: National Electoral Commission Report, 2012

Table 2(b): Percentage of women's participation in Governance

Percentage of women's participation in governance from (2009-2013)					
	2009	2010	2011	2012	2013
National government	11.3	11.3	11.3	11.3	12.4
Local government	16.9	16.9	16.9	16.9	16.4
Total	28.2	28.2	28.2	28.2	28.8

Table 2(c): Number of women and men in Decision Making Positions in the Diplomatic Service and NEC 2013

	Number of women	Number of men	Percentage of women
Diplomatic/Public Service	4	22	15.4
High Commissioners	0	2	0
Ambassadors	3	14	17.6

<sup>1</sup>Women chair only three of the thirty-two (i.e. 9.3 percent) Parliamentary Oversight Committees which are Health and Sanitation; Fisheries and Marine Resources; as well as Social Services.

Deputy High Commissioners	1	2	33.3
Deputy Ambassadors	0	4	0
National Electoral Commission – Chief and Regional Commissioners	3	2	60
<b>Total</b>			

*Source: Ministry of Foreign Affairs and International Cooperation; National Electoral Commission (NEC)*

**Table 2(d): Number of women and men in Positions in the Civil Service**

Position Type and Level		2012			2013		
		Number of women	Number of men	Percentage of women	Number of women	Number of men	Percentage of women
<b>Civil Service</b>	<b>Grade<sup>2</sup></b>						
<b>Junior Level</b>	1-6	5,556	8,865	38.5			
<b>Middle Level</b>	7	93	247	27.4			
	8	47	173	21.4			
	9	59	273	17.8			
	10	6	48	11.1			
<b>Total</b>		<b>205</b>	<b>741</b>	<b>21.7</b>			
<b>Senior Level</b>	11	6	78	7.1			
	12	1	35	2.8			
	13	2	28	6.7			
	14	1	7	12.5			
<b>Total</b>		<b>10</b>	<b>148</b>	<b>6.3</b>			
<b>Civil Service in Ministries and by Grade 11 upwards (Total) 366 for 2013</b>					<b>38</b>	<b>328</b>	<b>10.4</b>

*Source: Civil Service Records, Human Resource Office, Ministerial Building, George Street, Freetown; Sierra Leone's Third Generation Poverty Reduction Strategy Paper (2013-2018) at Pillar 8*

As the statistic presented above explains, women's representation is on the increase at a slower rate since 2010, but also fluctuating.<sup>xxxvi</sup> As can be seen from the tables, very little has changed in female

<sup>2</sup> Grade means 'Level'

Grade 1 – 6: Junior Employees; Grade 7, 8, 9: Medium Employees; Grade 10-14: Senior Employees

representation since the 2012 In-Country Monitoring report was published. In the Legislature, women’s representation is on the decrease since 2002 and 2007 when 18 and 16 women were elected respectively out of a required number of 124 Parliamentarians<sup>xxxvii</sup>. The monitoring report further point out that, in the 2012 elections the number of women elected was again 16. The type of voting system employed in the 2007 and 2012 elections, “First Past the Post”, did not favor women, especially in the absence of an official policy on affirmative action. Women have to depend on the goodwill of the party symbols committee, which is predominantly male dominated.<sup>xxxviii</sup>

As a reason proffered to justify the cause for the decreased in the percentage of women Parliamentarians, the 2014 Monitoring Report pointed out that;

*“there is no statute/law which requires political parties to give a quota of their party symbols to female candidates; hence parties did not pursue a policy of affirmative action in the award of party symbols to capable and competent women to run for elective seats”.*<sup>xxxix</sup>

The report further stipulated that,

*“political parties did not give financial assistance to female candidates so that they can run effective campaigns. As a result, women’s low levels of education, low self-esteem regarding political positions and discriminatory traditional beliefs regarding women’s ability to head decision-making bodies were barriers that prevented them from running effective campaigns and winning”.*<sup>xl</sup>

With respect to substantive representation, the tables also revealed some evidence explaining that woman representatives at the Executive, Parliamentary or at the Communal levels are fluctuating (rising and falling). Several interviews conducted with women in several professional capacities equally complement the statistical data which revealed that woman in leadership positions thus join efforts with CSOs and gender-advocacy groups to address women issues at all levels. However, there are also expressed concerns by several respondents both male and female that the few women appointed to senior governance machinery are mostly not given the opportunity to make any significant shifts in the status of other women to address their rights particularly in security institutions such as the RSLAF, the Correction Services and the Police. Respondents from the SiLNAP Steering Committee and other actors have identified the potential of SiLNAP, owing to the reality that it enables women to work collectively with nationalistic spirit towards the advancement of women.

**Table 2(e): Female Participation in Sector Committees 2013**

Council	Female Mayor	Female Deputy Mayor	No. Councilors	No. Female Councilors	% Female Councilors	Sector Committees chaired by Women
Bo	0	0	15	3	20	Health, Social Welfare, Establishment
Bo District	0	0	26	8	30.8	
Pujehun District	0	0	22	1	4.5	Budget and Finance
Moyamba District	0	0	24	2	8.3	Establishment, Social Welfare
Bonthe District	1	0	18	2	11.1	Social Welfare, Agriculture



Bonthe Municipal	0	0	12	3	25	Social Welfare & Gender, Fire Prevention
Kenema City	0	1	12	3	25	Social Welfare
Kenema District	0	0	34	4	11.8	Social Welfare & Gender
Kailahun District	0	0	26	12	46.2	Health, Development Planning, Water and Sanitation, Agriculture
Kono District	0	0	24	3	12.5	Developing Planning, Solid Waste Management
Koidu New Sembahun	0	1	15	7	46.7	Budget and Finance, Agriculture, Education, Lands, Trade, Social Welfare.
Makeni City	1	1	15	7	46.7	Education, Health, Agriculture, Social Welfare
Bombali District	0	0	27	3	11.1	Development Planning, Social Welfare
Tonkolili District	0	0	28	4	14.3	Development Planning
Port Loko District	0	0	46	2	4.3	Social Welfare
Koinadugu District	0	0	24	8	33.3	Social Welfare, Water and Fire Prevention, Health and Sanitation, Solid Waste Management
Kambia District	0	0	25	2	8	Health
West Area Rural District Council (WARDC)	0	1	20	2		Education
Freetown City	0	1	49	11		Social Welfare, Municipal Trade

*Source: Decentralization Secretariat, Youyi Building, Freetown Sierra Leone*

Table 2 (e) above gives a detailed breakdown of the different councils, their composition and the different sectoral committees chaired by women. In Makeni City council, the mayor and her deputy are both females. This is remarkable especially for northern districts, such as Makeni, and Bombali, where it is a taboo for women to become Paramount Chiefs. This is a breakthrough for women's empowerment. Some of the female councilors head important committees, such as budget, finance, fire prevention, and waste management, which deviate from the traditional committees that they used to head.

The information in Table 2(a) reveals that women's participation in parliament is much lower than at local council level. The differing male and female socialization process conditions men to aim for higher position and for women to aim for less challenging positions and/or professions. Men prefer to run for positions deemed to be of a higher status, such as, MPs, Mayors and Chairpersons of councils. Women are more likely to start small and then graduate to higher levels. Local councils are an entry point for women's participation in politics and a breakthrough considering the structural, social and traditional barriers they face.

Only 8.5 % of women are top managers in the public sector and 20 % in the diplomatic service and boards of parastatals. The National Gender Strategic Plan, 2010-2013 attributes this to the structural discrimination which women face in law and in practice; the pervasive beliefs surrounding women's roles in decision making, coupled with their multiple roles as wives mothers, family caregivers and employees.

Overall there has been slight progress in women's participation in governance and in peace and security. Rating: There is a slight to moderate increase of women's participation in some governance sectors. Such is observed for example, in mayoral positions in the Northern Province, at the Civil Service Senior Level, the Constable rank and in the Peace Support Operations of the Sierra Leone Police (e.g.UNAMID & UNMISS).

### **Women's Participation in the Justice, Security Sector And Peacekeeping Missions**

Since the end of civil war, security institutions and justice sectors have benefited from several donor-led gender-sensitive security and justice sector reform initiatives gearing towards promoting the incorporation of gender into the post-conflict process of reforming security and justice institutions. The aim here is to ensure transparent and accountable security and justice delivery system. The rationale, according to one respondent is to promote the mainstreaming of gender and women's perspectives in security institutions and mechanisms; while at the same time mainstreaming gender concern within institutional policies and operations. It is anticipated that this will help to influence policy and institutional transformation in line with international norms and guiding principles set to achieve women, peace and security.

The question here is to what extent has SiLNAP contributed to the ongoing gender-responsive security and justice sector reform addenda of Sierra Leone? To what extent is gender-responsive to the operational machinery of the security institutions towards promoting gender mainstreaming, as well as protection of female personnel from sexual and gender-based violence? What are the prospects and challenges in translating policies to practice?

Before highlighting respondents' opinions complemented by literature review in response to these questions, as a way of deepening understanding on the status of women within security and the justice sectors, one is first of all making conceptual and operational clarification of the gender-sensitive security sector reform process, which is being referred to as changes in the security institutions to reflect societies at large in terms of sex, ethnicity, tribal affiliation, religion and sexual orientation, and are more likely to be trusted and considered legitimate.<sup>xii</sup> According to the UN Interim Technical Guidance Note (ITGN),<sup>xiii</sup> it is aiming to:

- a) facilitate the participation of women in SSR decision-making, planning, implementation and over-sight;
- b) ensure that the resulting security sector institutions and policies respond to the different rights, perspectives and needs of women, girls, men and boys – and in particular provide effective human rights protection, including protection from and response to sexual and gender-based violence (SGBV); and
- c) ensure that governmental comply with the standards set forth in various international human rights instruments.

In view of the above, the rationale here is to strengthen the integration of gender issues in SSR processes and support the full participation of men and women in the democratic governance of the security sector. Though SiLNAP stresses the need for better security sector responses to protect women from violence, while emphasizing their participation and representation, the gaps between policy and practice remains very wide in the Sierra Leonean context. Particularly, cultural stereotypes and traditional gender roles are often characterized as one of the main challenges to female participation in security sector decision-making process.

One can judge from the above analysis that this is a process that helps to transform a security apparatus into professional, transparent and accountable institutions. This transformation process offers opportunities to engage with men and women in security sector institutions so as to increase their knowledge of and responsiveness to the rights, perspectives and needs of women and men, and to promote security institutions that operate within a framework-comprising rule of law and respect for human rights.<sup>xliii</sup>

In line with the above descriptive and prescriptive analysis, the state's security institutions such as the police, military and the correctional services have introduced policies that advocate for equal access to opportunities for female officers, prevent discrimination within the institutions and promote the rights of women in tune with Resolution 1325 and 1820. These policies are a clear reminder of the need to place women's empowerment higher on the institutions' operational and administrative framework of their respective security institutions. However, beyond these efforts, the commitment of the Government and the political elites to fully implement this Resolution has been slow.<sup>xliv</sup>

#### **8.4.5 The Judiciary and Gender Concerns**

Gender-sensitive legislative reform is specifically expected to responds to the particular justice needs of women and girls, increases the state's response to gender-based violence, eliminates gender-based discriminatory laws and practices, and ensures the government exercise its responsibility to prevent and protect human rights of women and girls as stipulated in international law.<sup>xlv</sup> Implicitly, the government has the moral and international obligation to ensure an inclusive legislative reform, whilst also putting in place an oversight mechanism in place for effective monitoring of state compliance to it international obligation and social and moral contracts to the citizens. With this, according to one respondent, this will result to efficient and effective operationalisation of justice delivery system in line with international models of best practices.

The question is how gender-sensitive is the legislative reforms of Sierra Leone since the end of the eleven year civil war? How responsive is the current legal framework towards the prevention and protection of women and girls against Sexual and Gender-based violence in the country since the adoption of the SiLNAP in 2010?

In response to these questions, gender-sensitive justice and legal reform has been regarded as an important step by post conflict Governments of Sierra Leone to provide security to women and girls. As pointed out by a key informant from the legal profession, gender-sensitive justice and legal reform has always been part of the Sierra Leonean human rights promotion agenda in the aftermath of the civil war. With the complimentary supports from international community, the Government through the Sierra Leone Bar Association, the MSWGCA, CSOs and other gender

advocacy groups such as the Women Caucus in Parliament have been lobbying and advocating for legislative reform and an enactment and domestication of laws gearing toward addressing systemic inequalities and eliminate any potential discriminatory practices within the justice delivery system in the country. The ideal is that equal access to justice, the protection and means of redress, irrespective of gender, are significant initiatives that the reform must seek to achieve. This advocate for the amendment and an effective implementation of the legislative structure of Sierra Leone to sustain the principle of equality stipulated in the 1991 Constitution of Sierra Leone, to ensure justice and equality, participation are dispense in compliance with the UN resolutions 1325 and 1820.

### 8.4.5.1 Statistical Presentation and Analysis

**Table 3(a): Participation of women in the Judiciary - the Courts**

Index of women participating in the justice sector in 2013						
Sector of Judiciary	2012			2013		
	Number of women	Number of men	Percentage of women	Number of women	Number of men	Percentage of women
Justice of the Peace	3	7	30.0	2	11	15.4
Magistrates	2	18	10.0	2	23	8.0
High Court	3	11	21.4	3	13	18.7
Court of Appeal	3	2	60.0	3	2	60.0
Supreme Court	3	2	60.0	3	2	60.0
Law Courts - Chief Justice	1	0	100.0	1	0	100
Solicitor-General	1	0	100.0	1	0	100
Administrator-General	1	0	100.0	1	0	100
<b>Total</b>	<b>17</b>	<b>40</b>	<b>29.8</b>	<b>16</b>	<b>51</b>	<b>23.9</b>

*Source: Sierra Leone Courts Registry, Law Courts Headquarters, Freetown, June 2013*

The table 3(a) above explains that between 2012 and 2013, the total number of females in the judiciary declined by 1 (in the Justice of the Peace Sector). In the same period the number of males increased from 40 to 51. This increase was in the three lower court sectors. Irrespective of the gaps and challenges highlighted in the qualitative analysis provided in other section above, the statistic

presented here acquired from 2014 In-Country Monitoring Report shows that women have done extremely well in the judiciary particularly at the higher echelons of justice delivery infrastructure of Sierra Leone. As far as participation and representation are concern, the Former Chief Justice, the Solicitor General, the Chair of the Law Reform Commission (see table below), and the Administrator -General are all women, in addition to the three out of the five Supreme Court judges and Appeals Court judges. Although Female representation on the higher bench surpasses that of the males, however at the high court, there are only 3 female judges out of 16, while at the magistrate courts, female representation is 2 out of 25. However, women’s participation in the lower echelons of the judiciary (the first three courts) is minimal.

**Number and percentage of women participating in each type of Constitutional Review Process (including security sector review)**

**Table 4.a – Number and Percentage of Women in the Law Reform Commission**

Staff Rank	Number of women	Number of men	Total	Percentage of women
Commissioners	2	5	7	28.6
Professionals	4	4	8	50
<b>Total</b>	6	9	15	40

The table above explains that the Law Reform Commission comprises of seven Commissioners, including the Chair who is a woman. She chairs all meetings of the Commission and most of the important review processes e.g. the review of the Electoral Laws of Sierra Leone. The other members of the Commission are drawn from the Judiciary, including the Attorney General and Minister of Justice, the Sierra Leone Bar Association and the Faculty/Department of Law at Fourah Bay College, University of Sierra Leone. The Secretary and Assistant Draft person are women. The Law Reform Commission has staff strength of 23, distributed as follows.

**Table 4. b: Number and percentage of women participating in each type of Constitutional Review 2013 (including security sector review)**

Number and percentage of women participating in each type of constitutional review 2013 (including security sector review)			
	Number of women	Number of men	Percentage of women
Constitutional review	18	62	22.5
Security sector review	N/A	N/A	N/A
<b>Total</b>			

The tables presented above shows that women constitute 22.5 percent of the Constitutional Review Committee (CRC). They are actively contributing to the deliberations CRC process to ensure that the amended clauses of the 1991 Constitution provides an adequate blueprint for achieving social cohesion, good governance, application of human rights, including women’s rights and afford equal opportunities to Sierra Leonean women, men, girls, and boys. During the Constitution Review process in the period 2006 to 2008, women recommended that the discriminatory provisions against women in Section 27(4d & 4e) of the 1991 Constitution should be expunged and others such as that relating to citizenship be amended. The recommendation on 27 (4d) featured in the Committee’s report to

Government. On the 30<sup>th</sup> July 2013, Government inaugurated a new 80 member Constitutional Review Committee with 22.5 percent female representation.<sup>xlvi</sup> It emerged that the 2008 report of the previous Committee will form part of the background documents to the work of the Committee. One of the critical concern raised in the In-Country Civil Society 2014 Monitoring report is that women’s organizations/groups and mixed gender human rights activists expect that the recommendations for the removal of Section 27 sub-sections 4d & 4e<sup>xlvii</sup> will be upheld in its outcome report to government.

So far, there has been little or no progress as women’s participation on the Constitutional Review Committee has failed to reach at least the critical mass of 30% in consideration of equity and gender parity principles in line with such frameworks/instruments as the BPF/ Sierra Leone TRC.

**8.4.4 The Sierra Leone Police (SLP) and Gender Concerns**

According to the UN-Woman, Gender-sensitive police services aim to prevent and respond to the specific security needs of women and men, boys and girls.<sup>xlviii</sup> Therefore, gender-sensitive police reform is expected to contribute towards building police institutions that are non-discriminatory, reflective of the diversity of citizens and accountable to the population at large.<sup>xlix</sup>

After the adoption of Resolution 1325 fifteen years ago, a number of critical concerns have been raised regarding the extent to which the Sierra Leone Police was able to mainstream the participation of women within its operation framework. The general perception is that the SLP is a male dominated institution with 82% male and 18% female officers.<sup>1</sup> However, some of the recent achievements or outcomes of various policy review and reform have shown that serious attention have been given to gender needs and differences by the leadership of the Sierra Leone Police. In other words, there has been significant degree of efforts dedicated to the protection, promotion and integration of women’s rights and gender equality issues within the police with consideration to the Resolution 1325 and 1820.

In view of the above gender-sensitivity within the SLP, the institution has been fortunate to undertake several gender sensitive training with the complementary financial and technical supports from several international donor agencies including the UN Women and GIZ. These trainings aimed at reinforcing changes in operating protocols and procedures in compliance with gender equality mandate as directed by the Resolution 1325 and 1820 in line with international models of best practices. In this regards, performance measures are assed by institutional commitment to gender equality principles, as reflected by new types of policing that respond to positive discriminatory lenses as well as the need of women’s and men proportionally.

**8.4.5.1. Statistical Analysis and Presentation <sup>ii</sup>**

**Table 4(b): Participation of women in the Sierra Leone Police (SLP) and the Republic of Sierra Leone Armed Forces (RSLAF)**

The Sierra Leone Police

Index of women participating in the Sierra Leone Police 2012 &2013						
	2012			2013		
	Number of women	Number of men	Percentage of women	Number of women	Number of men	Percent age of women
Police 2013 (total) 13,036				2,320	10,716	17.8

Inspector General	0	1	0	0	1	0
Deputy Inspector General	0	1	0	0	1	0
Assistant Inspector General	1	16	1.5	1	16	5.9
Chief Superintendent	2	15	1.5	2	27	6.9
Superintendent	10	99	9.7	11	99	10
Assistant Superintendent	40	262	5.2	41	254	13.9
Inspector	148	514	4.2	144	497	22.5
Sergeant	276	2,009	15.67	265	1,920	12.1
Constable	1,388	6,270	19.3	1,853	7,585	19.6
Support Staff	48	393	9.35	3	316	0.9
<b>Total</b>	<b>1,893</b>	<b>9,575</b>	<b>16.5</b>	<b>2,320</b>	<b>10,716</b>	<b>17.8</b>

*Source: Systems Administration, Sierra Leone Police, Headquarters, George Street, Freetown, 23 May 2013*

The table above explains that the highest-ranking officer in the Police Force is the Inspector General (I.G). Both the I.G. and the Deputy Inspector General (DIG) are men. There are 16 male Assistant Inspector Generals (AIG) and only one female at this level. The IG, DIG and AIG are the decision makers and the line managers assist them: Chief Superintendent and a Superintendent.<sup>liii</sup> No woman has ever reached the level of Inspector-General or Deputy Inspector-general in the history of the police force. There are 27 female university graduate (10.5 percent) compared to 256 males. Only university graduates can aspire to the top cadre of the police force and since female graduates comprise only 10.5 percent, it explains the paucity of women at the top cadre from Inspector General of Police to Assistant Superintendent, where decisions are taken.

The highest number of women can be found among constables. The number of women at the constabulary level in 2012 was 1,388; currently it is 1,853. This marks an increase of 465 females at this level. The educational requirements to enter the force as a constable are minimal. The stipulated age for men is 18-25 and they should have an aggregate of 30 at the Basic Education Certificate Examination (BECE) in order to be accepted, while for women the age limit is 28 and the educational requirement is 35 at BECE. The police are pursuing a targeted form of affirmative action policy, which is creating space for women in order to close the gender gap in the force.

Women are highly represented as nurses, laborers, administrative and clerical staff that are less likely to be involved in decision-making, as they often are the support staff. Women dominate in this category because of stereotypes relating to subject and career choices: clerical work and nursing require less education so they opt for these careers, which are an extension of their reproductive roles as care givers.

#### **8.4.4.1 SLP's Contribution to Peacekeeping Operations**

1. The Sierra Leone Police has made significant progress in representing the country in Peacekeeping operation as compared the RSLAF. This is due several efforts by the GoSL and the leadership compliance to UN Security Council Resolution 1325 and 1820. Some of the efforts leading to this positive standpoint by the SLP are as follow:
2. In 2009, the UN Police Division launched the global effort to increase the number of female police officers working for the UN. They set a global target indicating that at least 20% of all UN Police must be females by 2014. As of June 2012, the SLP has more than 15 % females and 77 out of the 180 SLP officers serving in CIVPOL as part of PK missions are females<sup>liiii</sup>. The UN Police Magazine (2012) placed Sierra Leone fourth out of

the top ten contributors of female police officers. Thus, Sierra Leone has passed the 20 % global goal set for 2014.

3. The SLP also has a policy framework on peace keeping operations<sup>liv</sup> which is based on internationally acceptable human rights frameworks, instruments and protocols ratified or adopted by the Sierra Leone government. It has applied special measures to recruit and train women so as to ensure inclusivity and gender equality.
4. There has been a gradual increase in the participation of SLP personnel in peacekeeping operations as well as increase in female participation from 22% to 53.7% between 2010 – 2012. Thus, Sierra Leone was ranked fourth amongst the top ten (10) contributors of female police officers and third amongst the top ten (10) Individual Police Officers (IPOs) contributors’ (without Formed Police Unit by June 2011).

#### **8.4.5 The Military and Gender Concerns**

In discussing the role and status of women in the military, a common concern is the under-representation of women in senior ranks at both officer and non-commissioned officer levels. A critical question is whether specific policy, strategies or political will exist within the RSLAF to transform this situation in compliance with international models of best practices?

In essence, gender mainstreaming in the Republic of Sierra Leone Armed Forces (RSLAF) is being regarded by some respondents targeted within the military as a wishful thinking. In reality, these are issues that take equity and equality into account – a position that is central to the acceleration and achievement of change within the RSLAF.

Since the end of the eleven years civil war in 2002, there have been several efforts by the UN, the British Forces and other donor agencies providing general technical supports to the RSLAF, whilst absorbing gender-sensitive strategies into some of these supports. Part of these efforts also includes legislative reform to eliminate obstacles to recruitment, retention and promotion of women’s within security institutions, whilst also providing assistance in the development of policies to increase female recruitment, retention and promotion. Such support also geared towards providing special training opportunities for women to bridge the education gap in some cases in order to acquire the required skills or certifications to join the security institutions, police and armed forces. As one respondent put it, these gender sensitive reform processes were undertaken in compliance with the guiding principles of the UN Resolution 1325. However, the question is to what extent the RSLAF was able to align their gender programmes or projects to the SiLNAP?

In responding to this question, a very Senior Military Officer stated that RSLAF lack a clear broad base gender infrastructure, and that there is no clear-cut strategy to align their programme activities with SiLNAP. Other respondents within both the Senior and Junior ranks also pointed out that though some efforts have been made to bring onboard some gender concerns through the only female Brigadier within every decision making process, the journey to cover is still much longer than the one that has already been covered in terms of providing opportunity to female members of RSLAF of all ranks.

A Gender Equality and Opportunity Unit was created in 2009, which aims to “achieve and maintain a gender balanced Armed Forces... incorporate gender mainstreaming across the Ministry of Defence



(MoD)/ RSLAF operations... [and] identify gender specific needs and institute appropriate action” in order to obtain operational effectiveness and ensure that the RSLAF’s composition is adequately representative and the military embodies republican values. The policy was developed through a consultative process and contains an introduction, a rationale, areas of engagement and a framework for implementation. The framework includes guidance on leadership, budgeting, monitoring and implementation and policy review.

According to a senior male respondent in RSLAF, the introduction of the Gender Equality and Opportunity Unit represents a positive attempt to strengthen the institutional mechanisms including the gender perspective into all aspects of military operations, and their task of meeting the specific needs of women and men; whilst other senior respondent of similar senior rank argues that though the establishment of Gender Equality and Opportunity Unit within the RSLAF is a step in the right direction. However, the lack of willingness on the part of the decision making structure of the RSLAF has render the entire Unit a toothless bulldog. For instance, though the Unit has been able to advocate for several gender-sensitive reforms of policies and operational function, the patriarchal psyche of the operational management of the military still remain the same according to a senior female officer within the RSLAF.

As indicated in the 2014, In-Country Monitoring Report, the military has no affirmative policy for women in place, such as the accelerated upward mobility, which exists in the police for graduate females entering the force. A sexual harassment and fraternization policy was passed on March 15, 2013. A review of the Defense White Paper is being undertaken to make it gender sensitive. Also a policy on gender mainstreaming and office practicalization is in progress at the MoD/RSLAF.

Arguably, these policies could only be functional if resources are allocated to popularize them within the military. The lack of these thus call for an effective oversight and monitoring of the operation and administrative management of the RSLAF by the government to be able to align their policy and operation with the international norms and principles.

#### 8.4.6.1. Statistical Presentation and Analysis

**Table 4(b): Distribution of Military Personnel disaggregated by Sex**

Class	Level	Rank	2010		2012		2013	
			Female %	Male%	Female %	Male%	Female %	Male%
<b>Commissioned</b>	Senior Officers	Major General to Major	19.0	81.0	7.5	92.5	7.0	<b>93.0</b>
	Junior Officers	2 <sup>nd</sup> Lieutenant to Captain	4.0	96.0	5.1	94.9	6.0	<b>94.0</b>
<b>Non Commissioned</b>	Senior Officers	Sergeant to Warrant Officer Class 1 & 2	3.0	97.0	2.4	97.6	2.0	<b>98.0</b>
	Junior Officers	Corporal to Recruit	4.0	96.0	4.7	95.3	5.0	<b>95.0</b>

*Source: Republic of Sierra Leone Armed Forces Ministry of Defense Headquarters, State Avenue, Freetown, Sierra Leone, 2010; August 2012 & August 2013*

*Table 4(c): Index of Women participating in the Military 2012/2013*

Index of Women participating in the Military 2012/2013			
No	Rank	Percentage of Female	Percentage of Male
1	Major-General	0	100
2	Brigadier-General	17	83
3	Colonel	0	100
4	Lieutenant-Colonel	12	88
5	Major	5	85
6	Captain	7	93
7	Lieutenant	6	94
8	2nd Lieutenant	10	90
9	Warrant Officer Class1	5	95
10	Warrant Officer Class2	4	96
11	Staff Sergeant	1	99
12	Sergeant	3	97
13	Corporal	2	98
14	Lance Corporal	5	95
15	Private	7	93

*Source: Ministry of Defence Headquarters, Tower Hill Freetown, August 2013*

There are several biases and systemic discriminatory practices manifested in the RSLAF, including women's confinement to traditional roles and tasks, conditions of work and employment that hamper their full and equal participation (e.g. maternity policies), and women's lack of access to higher ranks within the military. It emerged from key informant interviews that the military has one of the worst maternity policies. Upon joining the armed forces, women must serve for five years before getting married, which does not apply to men. This equally means that, women can only serve for five years before getting married or pregnant.

#### **8.4.6 Peacekeeping Missions**

Women's participation in the peacekeeping missions has been recognized as a right of women rather than a privilege. The ideal is that participation of women could contribute to success of peacekeeping operations, which is slowly being accepted in police but distance journey to cover in the military according to some respondents.

So far, some key informants interviews within the military shows that the greatest obstacles to women participation in peacekeeping operations is the gender discrimination based on prejudice and stereotypical mindset that women do not have the required psychological disposition, physical abilities, the courage and rigor required to perform successfully in the peacekeeping operations. This therefore affirmed that most of the reasons that hinder women’s participation in peacekeeping operations are based on gender bias and traditional understanding of social roles of man and woman within the military.

Many experts and scholars have justified the need for female staff members of military to participate in peacekeeping operations, in view of the reality that women are more sensitive to the needs and problems that women are facing during conflicts. Therefore, women and the girls exposed to sexual and physical violence are more likely to report these cases to the female personnel of peacekeeping mission.<sup>lv</sup>

#### 8.4.6.1 Statistical Presentation and Analysis

**Table 4(d): Participation of women in Peacekeeping Missions as compared to the Police**

<b>Index of women participating in peacekeeping missions (TROOP CONTRIBUTING) in 2013</b>			
	<b>Number of women</b>	<b>Number of men</b>	<b>Percentage of women</b>
<b>Peacekeeping missions (total)</b>			
Military experts	0	12	0
Troops	0	864	0
Abeyei Province (UNISFA)	0	2 (ME)	0
Lebanon	0	2 (ME)	0
AMISOM	14 (Police)	850 <sup>3</sup> (Troop)	10.6
<b>Individual police</b>	79	47	62.7
<b>Formed police units</b>			
UNAMID	55 (Police)	40 (Police), 10 (ME), 4 (Troop)	57.9
AMISOM	14 (Police)	40 (Police), 10 (ME), 1 (Troop)	27.5
UNMISS	8 (Police)	7 (Police)	53.3
<b>Countries/Missions where peacekeepers are deployed</b>			

<sup>3</sup>DPKO Sierra Leone, June 2013, MOD, State Avenue, Tower Hill, Freetown

Darfur/UNAMID	57(Police)	40(Police),10(ME),11(Troop)	48.3
Lebanon/UNIFIL	0	3(Troop)	0
Abeyei Province/UNISFA	0	2(ME)	0
South Sudan/UNMISS	8(Police)	7(Police)	53.33
Somalia/AMISOM	14(Police)	41(Police)850(Troop)	25.5(Police);1.5(Troops included)
MINUSMA (Mali)	0 (Troop)	4 (Troop)	0
Sierra Leone/UNIPSL		1(Police)	

Source: UNDPKO website Accessed 20 July, 2013; - Peacekeeping Operations Department, MOD, State Avenue, Tower Hill.

**Table 4(e): Participation of women in Peacekeeping Missions**

Mission/Country	Post	Number of Men	Number of Women	Percentage of Women
MINUSMA (Mali)	Contingent Troop	4	0	0
UNAMID (Darfur)	Individual Police	40	55	57
	Military Experts on Mission	10	0	0
	Contingent Troop	4	0	0
UNIFIL (Lebanon)	Contingent Troop	3	0	0
UNISFA (Abyei)	Military Experts	2	0	0
UNMISS (South Sudan)	Individual Police	7	8	53.33
	UNMISS			
Total		0	63	47.36

Source: [http://www.un.org/en/peacekeeping/contributors/2013/jul13\\_3.pdf](http://www.un.org/en/peacekeeping/contributors/2013/jul13_3.pdf) Accessed on Sept 24, 2013.

It emerged in the evaluation that, unlike the Sierra Leone Police with an outstanding record in peacekeeping operations, no Sierra Leonean female soldier has taken part in peace enforcement operation although Sierra Leone has taken part in peace keeping operations as far back as 1960 in the then Congo.<sup>lvi</sup> According to the Civil Society Monitoring report, RSLAF is committed to training women to serve as combatants and to generate a force that will enable it to fulfill its obligations to the UN, AU and ECOWAS.

#### **8.4.8. KEY RESULTS AND ACHIEVEMENTS**

- The MSWGCA in close working relation with CSOs, the Women Caucus in Parliament, and the Gender Directorates and Units of security institutions continue to push for measures and launch information campaigns targeting the ranks of their institutions, and the general public to educate them about the duty to respect women’s civil, political, economic, social, cultural, and sexual reproductive rights, as well as the legal services and judicial remedies available to women whose rights have been violated and the legal consequences for offenders.
- The Government of Sierra Leone continues to demonstrate its commitment to achieving gender equality and through the enactment of gender responsive laws and policies. However, the political will to implement the laws have been minimal according to majority of respondents including influential voices. In the recently launched Third Generation Poverty Reduction Strategy paper III (The Agenda for Prosperity, 2013-2018), the government adopted a twin track approach by not only mainstreaming gender across Pillars 1-7, but also including a separate pillar on Gender Equality and Women’s Empowerment.

#### **8.4.8.1. The Sierra Leone Police <sup>lvii</sup>**

1. In 2011, with the support from the Geneva Centre for the Democratic Control of Armed Forces (DCAF), the SLP conducted a self-assessment survey whose findings and recommendations led to the creation of the Gender Unit and reviewing key SLP policies including: Peacekeeping, Gender Mainstreaming, Sexual Exploitation, Abuse and Harassment, Recruitment and Promotion policies from a gender perspective. A case study on “The Integration of Gender in the SLP” was also launched.
2. SLP has made reasonable efforts to increase the total number of women within the Police force each year through improved recruitment and retention initiative.
3. SLP leadership drive to have more female officers at strategic decision making levels i.e. the Accelerated Promotion Scheme for Female University Graduates. Promotion of two senior female officers to the position of Assistant Inspector General of Police making a total of three at strategic decision-making level. Likewise, female officers deployed as Regional and Divisional commanders, Support and Operations Officers and Heads of some specialized units.
4. Establishment of sixty-six (66) Family Support Units with a total strength of 528 personnel (female: 292 and male: 236).
5. Free medical assistance to victims of SGBV by the Rainbo Centers (supported by the Rainbo Initiatives) in some areas in the country.
6. Joint investigation with Social Workers assigned by the MSWGCA to work with Family Support Units.

#### **8.4.8.2. Republic of Sierra Leone Armed Forces (RSLAF)**

1. In February 2011 WIPSEN-Africa conducted gender training for RSLAF personnel covering basic gender concepts; sexual violence and GBV; international, regional and national laws protecting women in Sierra Leone; mainstreaming gender and women's issues in the RSLAF; decentralizing security structures and entry points for women's active participation; and conflicts, conflict resolution and conflict management.
2. Currently, there are five staff Officers in Mali, two in Lebanon, two in Abeyei, and 850 in Somalia. They are all male combatant personnel. RSLAF provided pre-deployment training to 31 women and 840 men to equip them for peacekeeping operations. Upon completion of the training, they were expected to be sent on rear operations as administrators and logistic officers if the environment is benign and then proceed to trenches. The unfortunate part is that, these women were denied the opportunity to joint their male counterpart despite the successful completion of the training. Senior military personnel expressed feeling of dismay and the extent of discrimination manifested by the senior management of the RSLAF.
3. In general, gender and gender mainstreaming forms part of the RSLAF training in all modules within all training institutions. This is to contribute to preparing the minds of soldiers, especially male personnel at all levels, to gender sensitivity. It appears from discussions with various ranks within the RSLAF that the notion of gender awareness and sensitivity through training and mentoring is gradually taking hold.
4. Overall females' representation and participation remain lower than males in all sectors. For example, women constitute 23.9 percent of the judiciary; 17.8 percent in the Police (total); 7.5percent among Commissioned ranks and 2.4 percent among non-commissioned rank in the Military. However women made progress occupying the higher echelons in the Judiciary. In some areas of Peace Support Operations such as the CIVPOL sector, more women feature than men e.g. UNAMID (Dafur) and UNMISS (South Sudan).

## **8.5 PILLAR V: PROMOTION AND COORDINATION**

This section seeks to determine the degree at which women peace and security issues have been realised through facilitative-coordination of efforts and resource mobilisation to implement the priority goals and objectives of SiLNAP. For the purpose of this evaluation, one is regarding facilitative-coordination in implementing the priority goal of SiLNAP as the extent at which the design and implementation features of the programme deliverables reflects a joint institutional approach, with a leadership and facilitative roles of the MSWGCA and the Steering Committee. This is also reflective of the extent to which activities of individual institutions (member institution of the Steering Committee) are integrated within gender programmes and activities of other as they collectively address national gender challenges for which the SiLNAP was designed.

The goal of this pillar of SiLNAP gears towards stimulating the spirit of self-determination, self-reliance and self-realization of women through empowerment. This context adheres to the universal ideal that gender mainstreaming in all works of life is expected to grow from within structure that respects equal participation of all segment of the society. It also adheres with the understanding that to enable women strength for action, one need to expand opportunities, being a segment of society that has been deprived throughout generation. In order to succeed in this task, a broad partnership and collaborative engagement and resource mobilization are imperative. This includes groups and

likeminded Civil Society Organizations who are actively advocating for peace and creating various spaces for active participation thereby helping to overcome peace and security challenges.

### **8.5.1. KEY RESULTS AND ACHIEVEMENTS**

1. A UN Trust Fund set up to end violence against women was managed by UNWoman and provided 650 female victims with skills training. The funds allocated in 2010 were USD 999,999 for two years. There are 685 female victims of sexual violence who still need to receive skills training.
2. The NaCSA/UNWomen/Victims of Sexual Violence (VSVs) Project provided training (the first phase started in 2010) based on the prioritised needs of women, which lasted for three to six months. Beneficiaries received skills training conducted by local NGOs and skills training institutions. During the training, they received a micro grant of USD 40 per month. At the end of the training, they received a macro grant of USD500 and a tool kit worth USD 60. This was meant to assist the beneficiaries in starting productive activities.
3. National Gender Strategic Plan 2010–2013 (2010): Developed by the Ministry of Social Welfare, Gender and Children’s Affairs, the plan aims to achieve gender equality, particularly in legislation, representation, empowerment and the distribution of resources. It also serves as a tool to advocacy, resource mobilisation, coordination and monitoring and evaluation. It calls for 30% women’s representation in politics and governance as well as increased gender training for legal officers.

The Government, through the MSWGCA has demonstrated its commitment to report on progress made under the National Action Plan. This end of Plan evaluation has tracked targeted implemented well against its responsibilities under the National Action Plan. For example, a gender perspective has been integrated into official Government policy and guidance documents related to peace and security, and the Women, Peace and Security agenda embedded into the Government’s approach to human resource management.

4. As indicated in the In-country Monitoring report, a number of representatives of gender advocacy organizations like MARWOPNET, Women’s Forum and Gender Empowerment Movement benefited from a training programme of ECOWAS and the United Nations Office for West Africa (UNOWA) on negotiation and mediation techniques. Before the 2012 National elections, CSOs including these gender-advocacy groups have worked together with male –led/mixed gender CSOs on peace consolidation projects within the framework of the Civil Society Platform for Non-Violence set up with funding from UNIPSL. Among such groups is HOPE Sierra Leone - an organization campaigning for peace that attempts to mediate conflicts by directly working with communities on reconciliation initiatives. Another organization, Fambul Tok, has trained community women, referred to as Peace Mothers, to mediate peace in their communities.
5. The joint Bureau for Crisis Prevention and Recovery/UNDP Access to Justice Programme work plan for 2010–2011 includes developing a prosecutorial training manual on sexual and gender-based violence (SGBV); training judges at magistrate and local court

levels to be SGBV sensitive; promoting awareness of SGBV and related national legislation among paramount, section and town chiefs; and training workshops for media personnel on SGBV legal matters.

With funding support from various donor agencies namely the UN Agencies, CSOs continue to devise and institutionalize training programmes on peacebuilding geared toward state officials involved in monitoring and supervising protective measures intended to prevent acts of violence against women particularly in the case of the police, to instruct them about the need to ensure proper enforcement of and compliance with these measures and the consequences of non-compliance and non-enforcement.

With technical and financial support from the GNWP, the Decentralization Secretariat, the MLGRD including the nineteen Local councils and the MSWGCA jointly developed localization guidelines on integrating women, peace and security issues into the local legislation/development planning process in the local councils. The Localization guideline was launched on the 6<sup>th</sup> February, 2013 to guide the prioritization of WPS issues in the development plans and programmes of local councils. This was designed to monitor the implementation of SiLNAP at the Provincial/District/Chiefdom Steering Committees levels.

6. Some degree of synergies has been created between the different members of the Steering Committee working toward the same goal of promoting all priority goals of SiLNAP. It further helped to avoid duplication of efforts.
7. The evaluation has found limited harmonized approaches by the members of Steering Committee in addressing the gender challenges for which the SiLNAP was designed. Meanwhile, harmonized approaches in addressing some of the gender challenges particularly at the chiefdom and rural community levels are crucial to the realisation of the set goals and objectives of SiLNAP. In the absence of this, the implications for operational coordination could not lead to the attainment of desired results as expected, which thus necessitate review and modification of strategies and modality to achieve the target set.
8. The design phase of SiLNAP shows higher degree of coordination role by MSWGCA that allowed for a common visioning process, sharing of priorities, approaches and experience to inform the priority goals. An effective coordination in the promotion of women peace and security could have resulted to unified programme frameworks and a clearer division of roles and responsibility, according to the thematic expertise of every member of the Steering Committee and other institutions.
9. The Government also works with civil society organisations to promote the role of women in peace-building and conflict prevention including the prevention of gender-based violence, and raise awareness and provide education on Women, Peace and Security. This ranges from providing annual government subvention to MDAs working on women issues across the country.



10. CSOs continued to forge partnership and collaborative relationships with relevant Government Ministries, Departments and Agencies (MDAs), Parliaments and the media to support the implementation of SiLNAP. The Government, through the MSWGCA continues to collaborate and seek synergy with others CSOs working on justice issues to enhance impact.

### **8.5.2. Challenges to Promotion and Coordination**

Several factors are responsible for the effective implementation of this Pillar including fiscal circumstances of the government as well as donor funding availability that often dictated implementation of activities towards the realization of the targeted goals of SiLNAP. Some of these challenges are stated below:

1. There have not been sufficient budget allocated annually towards the implementation of SiLNAP, owing to several challenges including the Public Health crisis throughout 2014. As result, main activities of SiLNAP were funded through independent, partially coordinated donor projects. Also, the lack of joint implementation plan and competition of funding by CSOs created a partly unconnected chain of activities throughout the lifespan of SiLNAP. However, several independent efforts by MSWGCA and CSOs, with the support of UNWomen have resulted to some positive results between 2010—2014.
2. Some human rights organizations are not effectively collaborating or coordinating efforts around the human rights issues as expected. Information sharing is often uncoordinated owing to perceived reluctance amongst some organizations to cooperate with others towards attaining the same goal.
3. The duplication of efforts and competition to secure funding from the same donor institutions weakened cooperation and collaboration which evidently leads to a range of challenges notably rendering it harder to identify the protection needs of women and girls.
4. It emerged that international donors often focused on the short term, which occasionally led to prescriptive attitudes, a results-driven approach, and a lack of trust in local partners. This led to inadequate strategic planning on women's longer-term needs. However, other than programmes supported by UN Women and UNDP in Sierra Leone, and in concerted efforts with other institutions, there has been a serious resource constraint to foster activities of the Steering Committee. Resource shortfalls and unclear lines of responsibility to raise funding to implement the priority goals is still unclear.

## **9 ANALYSIS OF RESULTS, ACHIEVEMENTS AND LESSONS LEARNT**

### ***9.1. Relevance***

Relevance of the SiLNAP is related to the extent to which all gender-related activities by state and non-state institutions are aligned with the underpinning principles of Resolutions 1325 and 1820 that have been interpreted as the five guiding priority areas of SiLNAP. This is central to how gender programmes activities of the MSWGCA and the Steering Committee, Security Institutions

as well as other Civil Society responds to the needs and priorities of national gender challenges for which the SiLNAP was designed to resolve. In view of this directive, one was able to observe the following:

The SiLNAP created a more structured manner and opportunity to monitor and evaluate success in engaging and bringing critical issues such as human rights, justice, and the principles of democratic governance in general, which are key to the ongoing Constitutional Review Process.

1. It emerged that gender programmes reviewed, analysed and reported have proven to be contextually relevant to national gender needs and in view of Sierra Leonean experience. Therefore, creating a SiLNAP enables relevant Government institutions, as well as civil society groups to align their institutional gender priority goal in tune with SiLNAP.
2. MSWGCA has succeeded in bringing relevant actors together to address issues around the priority areas. These activities are also closely intertwined with other actors that have major roles to play to ensuring peace and security in their respective constituencies are progressively realised using their thematic expertise.
3. SiLNAP enjoys strong buy-in from the office of His Excellency the President, the MSWGCA, the Steering Committee and CSOs involved in the designing, planning and implementation of the thematic programme areas. However, ownership remains weak overall, with limited involvement from policymakers, and the private sector.
4. While SiLNAP has the potential to become a significant transformative tool to women situation in Sierra Leone, there appears to be a growing disconnect between the evolution of the programme and the way resources are allocated to achieve the intended goal. The absence of financial resources serious political will to effectively implement the programme tends to weaken the Programme's ability to achieve its intended results.

## ***9.2. Efficiency***

The designing stage and process has been very consultative involving wider audience. However, it emerged that the programmes resolve gender challenges as quickly as possible using joint programming approach; rather individual institutions or members of Steering Committee have to deal with issues affecting the welfare of women in Sierra Leone using their institutional supports from other donor agencies. Some of the issues observed are stated below:

1. Attaining the five priority areas of SiLNAP is core to the central premise of joint gender programmes planning and execution by the MSWGCA and the Steering Committee. However, it emerge that the thematic programmes implemented under the SiLNAP, hardly result to quick results. Instead, it commonly left the total volume of burdens unchanged or even increased particularly during the fight against the Ebola Virus Disease.

2. In many of the operating contexts analysed, the national gender architecture and operating context is fragmented, and poorly resourced. The gender equality objectives face more challenges to be achieved alongside public health crisis in this respect. These deficits were clearly pointed during fight against the Ebola Virus Disease and the declaration of state of Public Health Emergency.
3. It emerged that the joint gender programme philosophy of the Steering Committee has been misleading owing to the conspicuous lack of efficient coordinating machinery. Likewise, some of the programmes were not implemented within the timeframe owing to funding shortfall, as well as peace and security challenges posed during the fights against the Ebola. This also explains that SiLNAP is timely and the projects implemented by MSWGCA and other state and non-state institutions were in great demand to the country, communities and individuals.

### ***9.3. Effectiveness***

Though SiLNAP stressed the need for better security sector responses to protect women from violence, and that policies are expected to be interpreted since its adoption in 2010, the gaps between policy and practice still remains wide. Particularly, cultural stereotypes and traditional gender roles are often characterized as one of the main challenges to female participation in decision making process in the country. One was able to observe the following:

1. The response to certain gender challenges by the Office His Excellency the President and the Government through the MSWGCA shows commitments to gender issues in general; as a result some gender issues are effectively and efficiently resolved.
2. With regards to outcomes, the programme is credited with raising awareness on the critical importance of SiLNAP and the need for stakeholder engagement, as well as providing a unique platform for women to voice their rights, needs, and concerns. While contributing to the expansion of the sustainable development paradigm and the development of country capacities in a number of areas, achieving and sustaining outcome-level results is an ongoing challenge.
3. The Steering Committee is not progressing as planned. The time, effort, and resources needed to achieve the objective deliverables were greatly under-estimated. Though state and non-state institutions involve aligning their thematic programme SiLNAP tend to differ considerably in terms of their initial capacity and ability to achieve stated objectives, all face considerable challenges, and none of the reviewed have so far achieved satisfactory ratings in all outcome areas.
4. Eight out of ten reported incidents are brought to the attention of the police, with the remainder being reported to other agencies, indicating that awareness campaigns on the importance of accessing legal protection and clinical services have been effective (albeit traditional approaches and stigma can still prohibit the reporting of incidents).

5. There is now an increased capacity of the Family Support Units of the Sierra Leone Police to respond to the needs of GBV survivors in terms of better case management and counselling and legal assistance, as well as enhancing the technical capacity of implementing staff.
6. In some rural parts of the country, the police and justice services are not very effective, and the number of GBV perpetrators arrested was very low. Discussion with some targeted respondents revealed a lack of trust in the police, who let perpetrators go free, and people generally preferred to resolve cases through customary justice structures.
7. Despite some of the challenges discussed above, there has been some attentions paid to training and-equipping for security forces, while gender departments or Directorate in a collaborative efforts with the Ministry continue to push for sustainable policy formulation, interpretation and implementation through an effective lobby and advocacy initiatives. As a result, some women, peace and security issues, as well as access to justice related challenges are often effectively and efficiently resolved.
8. Despite the ongoing efforts by the Government, the Police, justice sector and CSOs to improve on effectiveness of mechanisms put in place to prosecute, protect and prevent sexual and gender-based violence of women and girls, thousands of women hardly make effective use of the service available owing to perceived dependence on traditional dispute mechanism in the rural areas.
9. Though it is also equally anticipated that institutions are expected to be more receptive to the changes needed to attain a holistic, integrated, focused, tailored and locally owned justice-sensitive or gender-sensitive security sector reform process, one could observed that this has not been efficiently and effectively realized in Sierra Leone owing to inadequate human and financial resources-backed by cultural stereo-type embedded within security institutions.
10. Owing to continuous advocacy and lobbying role by women in leadership position, in line with the SiLNAP goals and objectives set, there has been an increased degree of awareness about women peace and security issues in governance sectors than ever before in Sierra Leone. This is for instance evident by the growing amount of women in leadership position within the ranks of the police. This is also evident by the amount of female police officers opportune to participate in the international peacekeeping operations.
11. There have been more trained numbers of personnel from the judiciary, police and other gender-advocacy groups in how to receive, investigate and prosecute cases of sexual and gender-based violence, and how to support victims and survivors. More so, there is now a specialized police unit (Family Support Units) to address sexual and gender-based violence SLP working closely with various actors from the rural areas through Gender-based Violence Committees set up, to other players including the Human Rights Commission of

Sierra Leone (HRCSL), as well as Civil Society, and Gender Advocacy Groups across the country.

#### ***9.4. Impacts***

The gender-oriented programmes reviewed, analysed and presented especially, activities of the Police mostly show significant degree of impacts in their delivery of results with respect to their institutional operation standards and procedure. Some of the general impacts are summarised as follows:

1. The SiLNAP has contributed to some policy and regulatory reforms. Changes expected in relation to the targeted deliverables might take a longer time to achieve except for political will, higher levels of commitment of state and non-state institution as well as resources allocated.
2. Working through a civil society network rather than individual CSOs, the Government of Sierra Leone through the MSWGCA have achieved significant amount of impacts in terms of promotion of women issues, peace and security in Sierra Leone within the general framework of priority areas of SiLNAP. Particularly, trainings conducted by institutions have increased the knowledge of the targeted women peacebuilding practitioners and security institution as indicated by respondents within the security institutions.
3. The Government and it's partners have made significant degree of impact since the adoption of SiLNAP by creating new laws, reforming and development new gender-sensitive policies and enable state institutions to adopt and imbibe those policies in the operational and administrative framework of institutions gearing toward the promotion of women participation and representation, as well as fostering prosecution of sexual and gender-based offences.
4. The Government has also signed, ratified and domesticate some of these laws to complement the normative principles of Resolution 1325 and 1820, though the implementation of these laws are slow owing to lack of resources as well as peace and security challenges posed by the Ebola outbreak.
5. The presence of uniformed female peacekeepers has had a positive impact in terms of women participation in peacebuilding and conflict resolution thereby shifting the traditional mindset of gender roles and encouraging many women to enter the security sector.
6. MSWGCA continue to support capacity development of actors and institutions that have a role in management of conflict at different levels during the course of their involvement in processes of dialogue and cooperative-problem solving.
7. These target groups have increased their technical skills, knowledge and capacity as necessitated by their role in peacebuilding and conflict prevention initiatives at the national, institutional and community levels. Target groups are informed of lessons and principles derived from the five pillars linked to the Resolution 1325 and 1820.

8. By successfully integrating Government, partners and community stakeholders into the design of SiLNAP has significantly increased awareness among institutions, local stakeholders and beneficiaries about the need to cascade the initiatives in their respective programmes.
9. High level of female representation in these sectors contributes to helping the situation, to improving efficiency in handling women's specific justice and security concerns and keeping them on the national justice and security agenda

### ***9.5. Sustainability and Cultivation of Ownership***

Sustainability and ownership are critical to the promotion of gender equality, the prevention and prosecution of perpetrators of gender-based violence. Commitments to the implementation of SiLNAP provide the Government through the MSWGCA, the Steering Committee and civil society with an especially strong rationale to cultivate ownership of individual institutional project implementation as well as joint gender programmes and activities to be cascaded at various sectors and level. This means that, SiLNAP initiatives are expected to be cascaded to the districts, chiefdom and village levels. The following were observed:

1. So far, the SiLNAP has generated great degree of ownership since the planning and design stage in 2008. The planning involved stakeholders from across the country at the vertical and horizontal levels to ensure ownership of the National Action Plan. The MSWGCA, with supports from UN Agencies and other international and state institutions were able to play an active part in developing national strategies through broad consultative processes. This resulted to the translation of national gender challenges to prioritised, results-oriented operational programmes.
2. Aligning with and providing support for national strategies on the prevention of Gender-based violence, and promoting women's empowerment has ensured that the UN Woman in Sierra Leone is supporting ownership of the policy agenda, and legitimizing the implementation of Resolution 1325 and 1820 as a serious human rights concern. Such strategies have provided the Government and the Steering Committee with a sound basis, and usually an accompanying institutional mechanism for promoting nationally-owned processes involving vertical and horizontal representations.
3. In view of the set indicators and directives of the SiLNAP, the steering Committee has helped to widen ownership in implementing the thematic project related to the five priority areas following the decision of each members of the Committee to adopt a country-led and community-driven strategy from the design, planning and implementation in the targeted districts, Chiefdom and communities in the country. Unfortunately, there has not been the reality in terms of actively educating people about SiLNAP and to imbibe its priorities into institutional planning process by other state institutions and CSOs not related to the Steering Committee.

4. Civil Society Organisations like WANEP-Sierra Leone and MAWOPNET have been strategic partnership with increasing presence in terms of aligning their respective peacebuilding and conflict prevention activities with the guiding principles of 1325 and 1820. Overall, their engagement, particularly with women's representatives, has thus far been consistent with the need of women, during both design and implementation. Most of these activities were funded by the UN Women, UNFPA and UNDP.

## 10. CONCLUSION

This End of Plan Evaluation report has established programme accomplishments vis-à-vis targets towards the attainment of the outcomes set in the SiLNAP. This report identifies what has been done and what still needs to be done with a clearer pathway for government agencies and civil society to engage more proactively in the design and implementation of the next National Action Plan. This proactive engagement must take onboard some of the residual issues not included in the 2010-2014 National Action Plan. Some of these include [measures to prevent and or/control misuse of illicit small arms and light weapons](#).

The SiLNAP has so far consolidates and builds on efforts to integrate a gender perspective into peace and security efforts, protect women's and girls' human rights, especially in relation to gender-based violence, and promote their participation in conflict prevention, management and resolution. The evaluation revealed that Government, through the MSWGCA and other state institutions has demonstrated some degree of commitment to ensuring the implementation of all actions under the National Action Plan. The result also shows that despite the gaps and challenges in implementing the programme, the country have been making gradual progress before the Ebola outbreak in 2014.. This also means that raising gender on the political and policy agenda shows some shifted in positive direction, which offers optimism and insight into the possibilities for the future.

Most importantly, the SiLNAP provides a comprehensive framework for the mainstreaming of women, peace and security issues in Sierra Leone. In addition to the activities at multi-sectoral level, a number of concrete programmes have been implemented as part of Sierra Leone's agenda through partnership programme, with numerous stakeholders and Civil Society Organization engagement including gender advocacy groups.

The SiLNAP has proven both comprehensive and relevant, and especially the emphasis on the importance of women's full and equal participation in all aspects of conflict resolution, peacebuilding and reconstruction as well as governance, combined with a strong focus on protection of women and girls. This has given Sierra Leone a profile within the SCR 1325 agenda, which is expected to continue. Other lessons learned point to the need to be specific regarding activities to be implemented in order to facilitate follow-up and delivery of results.

While some results are satisfactory, it is hopeful that the gains achieved will be sustainable in the long term. For joint gender programmes which have focused on improving the enabling environment for women and girls through policy, legislative or governance reforms, arguably greatest comparative advantage lies in the nature at which the Government and CSOs could helped to progressively realised some positive changes in this direction in Sierra Leone. This also

explains the need to implement and monitor the implementation of international legal instruments complimentary to the UN Resolution 1325 and 1820.

One is therefore arguing that, the prevention of gender based violence in its many forms must be specifically addressed in the national crime prevention strategy. At present, there is still a limited data on the nature and incidence of this type of violence in Sierra Leone. Of course, a good starting point for a national strategy has been the SiLNAP with a more systematic analysis of the phenomenon in the country. However, much strategic country gender assessment or, a nationwide study on the prevalence of violence against women must be conducted. Absence of such makes it difficult to draw definitive conclusions on its prevalence. However, limited studies and police and both social and mainstream media reports thus indicate that incidence of violence against women has been on the gradual increase.

Finally, if only the principles of democratic good governance depend on principles of social justice, equality and non-discrimination in public rights of men or women, on grounds of race, religion, colour or sex, under the auspices of the 1991 Constitution of Sierra Leone which ensures the rule of law and an independent judiciary, then there is an overarching need to take the SiLNAP to the next level, and align its tenets into all democratic institutions.

## **11. RECOMMENDATIONS AND SUGGESTIONS**

The following recommendations were proffered by respondents supplemented by critical observations and results.

### **Investigation, Prosecution and Punishment**

- To promote the safety and self-reliance of girls and women, full access to legal assistance and support services must be provided. It is also necessary to ensure compensation for victims of violence. This also mean, creating a special focus on emotional violence which is usually neglected in comparison to physical and sexual violence.
- Build up the capacity of Judiciary, such as the Public Prosecutor's Office, the Police especially FSU, the courts and forensic medicine services, by increasing the financial and human resources to be able to combat the pattern of impunity in cases involving violence against women. This involves the procurement of the technical equipment needed to do chemical and forensic tests and to compile all the evidence needed to solve the case under investigation.
- Take immediate steps to ensure that the public officials involved in prosecuting cases of violence and discrimination against women (including prosecutors, police, judges, court-appointed attorneys, administrative personnel and forensic medicine professionals) are properly educated about women's rights so that they apply the domestic and international laws when prosecuting these crimes. This is also to ensure that integrity and dignity of the victims and their relatives are respected.
- Take measures to institutionalize collaboration and information sharing among the authorities in charge of investigating acts of violence and discrimination, particularly between the public prosecutor's office and the police.



## **SGBV- Protection and Prosecution**

- Enforcement of legislations like the three gender justice laws continues to be a challenge. MSWGCA, international partners and women's groups should continue to engage relevant stakeholders like the Family Support Unit of the Police (FSU), the Police Medical Doctor and the Judiciary to ensure timely dispensation of justice to victims seeking redress in the courts of law
- FSU currently has limited geographic coverage nationwide. There is a need to build the institutional capacity of the FSU to increase its geographic coverage as well as strengthened its logistical capacity.
- Capacity constraints of the judiciary negatively impact on the administration of justice, thus creating room for impunity. Advocacy efforts for capacity strengthening of the judiciary needs to be considered.

## **Prevention of Gender-Based Violence**

- Prevention begins with respecting the community's capacity to make positive change. Efforts need to be premised on understanding a community's views on gender based violence as a framework for strengthening its response to such violence. Prevention should recognize the multifaceted relationships between community members and socio-cultural institutions and acknowledge the complex history, culture and experiences that shape each community.
- Preventing gender based violence must involve addressing the root causes of such violence and challenging communities to examine the assumptions and norms that perpetuate it, including women's lower status and inequality within male-female relationships. In this context it is especially urgent to connect prevention and response strategies with community initiatives that support peace, social justice, and development, and which address current misperceptions about the national action plan on UN Resolution 1325 and 1820.
- Improving women's safety must be one of the main objectives of a national crime prevention strategy. It should encompass a range of preventive approaches which can be used to promote the safety of women, whether public or private violence, or fear and insecurity in a range of contexts. Insecurity and fear of violence or sexual harassment can limit the mobility of women and girls, restrict their work or education choices, and violence itself has huge social and economic costs.

## Community Engagements

- Initiatives should seek input and participation from a cross-section of individuals, women's groups, traditional authority and secret societies to galvanize momentum for action. While NGOs and local authorities can play an important role in catalysing support for preventative action, the process must ultimately be spearheaded and sustained by community members.
- Conducting periodic risk assessments through community mapping exercises, in close collaboration with community groups, traditional and religious leaders, men, youth and survivors of SGBV should be conducted to identify high-risk areas where sexual violations occur with a view to mobilising community-based strategies and resources for response.
- Building short- and long-term training programmes to strengthen the capacities of local resources (community groups, traditional and religious leaders, men, youth and survivors of SGBV) to identify, create awareness of and put in place community-based strategies and resources for response could help to compliment the efforts of mainstream justice system.

## BIBLIOGRAPHY

Abdullah, H. J. & Fofana-Ibrahim, A. (2010) The Meaning and Practice of Women's Empowerment in Post-Conflict Sierra Leone, *Development* 53 (2) PP 25—266.

African Union Commission and United Nations Economic Commission for Africa. *Assessing Progress in Africa towards the Millennium Development Goals Report 2008*. March 2008. E/ECA/COE/27/10 AU/CAMEF/EXP/10(III) p. 9 also see African centre for Gender and Social Development-UNECA.

Anette Funk, James L. Lang and Juliane Osterhaus (2005) *Ending Violence against Women and Girls – Protecting Human Rights, Good Practices for Development Cooperation*. Eschborn: GTZ: 6.

Bayratay, A (2012), "Passing of the Sexual Offences Act cannot be so timely", [www.sierraupdate.co.uk/readmore.php?news\\_id=852](http://www.sierraupdate.co.uk/readmore.php?news_id=852) accessed 10<sup>TH</sup> October 2012.

Barnes K. Albrecht P. and Olson M (2007) *Addressing Gender-Based Violence in Sierra Leone: Mapping Challenges, Responses and Future Entry Points*; International Alert. [www.international-alert.org](http://www.international-alert.org)

CEDAW Committee, General Recommendation No. 28: The Core Obligations of States Parties under Article 2 of the Convention on the Elimination of All Forms of Discrimination against Women, (47th Sess., 2010), In *Compilation of General Comments and General Recommendations Adopted by Human Rights Treaty Bodies*, para. 20, U.N. Doc. CEDAW/C/GC/28 (2010).

Civil Society In-Country Monitoring Report on the Status of the Implementation of the UNSCRs 1325 and 1820; UN WOMEN

Constitution of Sierra Leone (1991) Chapter III – The Recognition and Protection of Fundamental Human Rights and Freedom of the Individual: S. 20(1).

DPKO Sierra Leone, June 2013, MOD, State Avenue, Tower Hill, Freetown

Edu-Afful Fiifi: 1325 And Policing In West Africa: Interrogating The Sierra Leonean Case; Kofi Annan International Peacekeeping Training Centre Policy Brief 8/2013

Gorana Odanović, Participation of Women in UN Peacekeeping Operations; Category: original scientific article UDK: 355.357.08-055.2 ; 341.231.14-055.2

Interim Technical Guidance Note (ITGN) is a resource for UN-supported Security Sector Reform (SSR) initiative; [www.unddr.org/](http://www.unddr.org/).

Lisa Denney and Aisha Fofana Ibrahim (2012) Violence against women in Sierra Leone 'How women seek redress; December 2012; UK Department for International Development (DFID) [www.odi.org.uk/pogo](http://www.odi.org.uk/pogo)

Marshall P. (2001). The Relevance of Culture for Informed Consent in U.S. Funded International Health Research. In: Ethical and Policy Issues in International Research:

Mary Wandia (2009) '*How States can deliver on the AU Declaration for an African Women's Decade 2010-2020*': Policy briefing for African delegations attending the AU Ministerial Conference of Gender Ministers and the 8<sup>th</sup> African Regional Conference on Women to review 15 years of the Beijing Platform of Action, The Gambia, November 2009; [www.soawr.org](http://www.soawr.org)

Nana Pratt, Elizabeth Sam and Rosaline McCarthy, (2010). Security Council Resolution 1325: Civil society monitoring report on Sierra Leone. Global Network of Women Peace builders. Available at <http://www.gnwp.org/wp-content/uploads/2010/02/Sierra-Leone.pdf> (Accessed 5 September 2013).

OCHA Gender Toolkits, Gender Definition and Mandates 2; <http://ochanet.unocha.org/TI/Gender/http://gender.humanitarianresponse.info>.

Quast, S. (2008). Justice reform and gender. Gender and security sector reform toolkit. In M. Bastick & K. Valasek, (Eds). Geneva: DCAF, OSCE/ODIHR, UN-INSTRAW.

Sieber, J. (1992) Planning Ethically responsible Research: A Guide for Students and Internal Review Boards. Newbury Park, California: Sage Publications.

Riecken, H. and Boruch, R. (1979) Social Experimentation Orlando, Florida: Academic Press.

Sierra Leone Police Policy on Peacekeeping Operations 2013, Pg 3.

Sierra Leone Police (SLP) Responsiveness to Gender Issues; Presented by Elizabeth A. Turay (*Assistant Inspector General of Police*) Director of Gender Affairs Police Headquarters (PHQ)

Sierra Leone Ratified the CAT on 1<sup>st</sup> March 2001.

UN Police Magazine, 9<sup>th</sup> Edition July 2012, p.56

UN Women; The United Nation Entity for Gender Equality and Empowerment of Women, "Gender-Sensitive Police Reform in Post-Conflict Societies"; policy brief Second Edition 2012.

World Bank (2007), Gender Equality as Smart Economics (A World Bank Group Gender Action Plan (2007-10,p.2

Wyllie, K.C. (1977) *the Political Kingdoms of the Temne: Government in Sierra Leone 1825 1910*. New York: Africana Publishing Company.

## ANNEX

### **Female Appointees Approved by Parliament 2015**

1. Ms Georgette Ayomi Monica Greene - Proposed Board Member, SLRA
2. Mrs. Kadie Sawyerr- Proposed Board Member Sierra Leone State Lotter
3. Mrs. Mariatu Bangura – Member, Board of Trustees, Sierra Leone Social Security & Insurance Trust (NASSIT)
4. Ms. Lucy Nicol – Member, Public Service Commission
5. Mrs. Rossetta Sovula - Member, Board of Trustees, SLBC
6. Mrs. Doreen Zephina Faux –Member, Judicial & Legal Service Commission
7. Mrs. Josephine Estherline Ekundayo Mac-Thompson - Board Member, Sierra Leone Road Authority (SLRA (Rept. Western Area)
8. Haja Fatmata Manso -Kamara – Member, Environmental Protection Agency
9. Mrs. Hasiatu Gbassa Jalloh-Agbaje- Member, National Commission for Privatization
10. Mrs. Agatha Evelyne Benjamin, Member, Minerals Advisory Board
11. Mrs. Haddi-jatou Jallow -Member, Minerals Advisory Board
12. Gladys Bamijoko Branche – Board Member, Sierra Leone Airport Authority
13. Mrs. Ayodele E. O. Cream-Wright- Board Member, National Insurance Company
14. Ms Virginia R. Kamara, Board Member, Road Maintenance Fund Admin.
15. Hon. Salamatu Turay- Board Member, SIERRATEL
16. Madam Sarah A. A. Lewis- Member, Local Government Service Commission
17. Ms. Miatta Maria Samba – High Court Judge
18. Ms. Fatmatta Bintu Alhadi - High Court Judge
19. Hon. Justice Umu Hawa Tejan Jalloh- Sierra Leone High Commissioner to the Republic of Ghana
20. Hon. Haja Afsatu Olayinka Ebishola Kabba – Sierra Leone High Commissioner to the Federal Republic of Nigeria
21. Memuna Kumba Jalloh-Deputy Director General, Sierra Leone Roads Authority (SLRA).

### **2014**

1. Ms. Yeabu Mariama Deborah Kamara – Chairman, Board of Trustees, NASSIT
2. Ms. Melinda A. Princess Davies – Board Member, Independent Media Commission
3. Ms. Kadiatu Haja Kamara – Member, Petroleum Regulatory Agency
4. Ms. Jeneba Sesay, Board Member, Road Maintenance Fund Administration
5. Ms. Esther Panda, Board Member, National Public Procurement Authority
6. Ms. Monica Kabia – Proposed Member, National Commission for Children.
7. Mrs. Alice Onomake – Proposed Chairman, Sierra Leone Telecommunication company Limited (SIERRATEL)
8. Ms. Isatu Smith – Chairman, Monument and Relics Commission
9. Madam Kitty C. S. Fadlu-Deen (Dr.) - Member, Monument and Relics Commission
10. Ms. Gertrude Olu Taylor- Member, ACC Advisory Board
11. Hon. Salamatu Turay- Board Member, Sierra Leone Commercial Bank
12. Madam Rosaline Yenkin Fadika nee Turay -Board Member, Bank of Sierra Leone
13. Madam Mariama Aminatta Diarra Sesay – Chairman, National Commission for Children
14. Madam Aminata Baby Kallay –Proposed Member, NATCOM
15. Ms. Ada Conteh,-Proposed Member, S. L. Electricity & Water Regulatory Commission

16. Madina S. Rahman - Deputy Minister of Health & Sanitation
17. Ms. Margaret Vandy - Commissioner, East, The Right to Information Commission
18. Ms. Yeama Sarah Thompson - Proposed Commissioner, The Right to Access Information Commission
19. Mrs. Willette James - Proposed Chairman, Independent Media Commission
20. Mrs. Fatmata S. Mustapha - (P. S. Ministry of Mineral Resources) Proposed Board Member, Electricity Generation and Transmission Company
21. Miss. Patricia Ganda – Proposed Member, Independent Media Commission
22. Haja, Alimatu Abdullah - Proposed Member, National Commission for Children
23. Fatmatta Bintu Taqi – Member, Petroleum Regulatory Agency Board

### 2013

1. Mrs. Marie M. Jalloh nee Conteh – Deputy Minister, Ministry of Agriculture & Food Security
2. Ms. Finda Diana Konomanyi- Minister of Local Government & Rural Development
3. Ms. Miatta B. Kargbo - Minister of Health and Sanitation
4. Dr. Ebun Jusu y- Deputy Minister of Foreign Affairs & Intl Cooperation
5. Mabinty Daramy- Deputy Minister of Finance and Economic Development.
6. Haja Isata Kallah Kamara – Proposed Commissioner-General, National Revenue Authority (NRA)
7. Ms. Feremus Konteh - Deputy Minister of Youth Affairs
8. Mrs. Harriette Turay – Proposed Minister of State, V.P. Office
9. Ms. Kadija O Seisay – Proposed Deputy Minister of Tourism & Cultural Affairs
10. Mrs. Isatu Kamara nee Bah - Proposed Deputy Commissioner, NaCSA
11. Mrs. Doris Saffa Nyangbe Sannoh Ngaliwah - Proposed Member, Police Council
12. Ms. Augusta Bockarie - Proposed Electoral Commission, (Southern Region)
13. Ms. Fatmata Bintu Alhadi – Proposed Member, Corporate Affairs Commission

### 2012

1. Mrs. Rugiatu Kamara Bienz - Member, National Tourist Board
2. 25 Mrs. Rosemarie I. D. Cole - Member, National Tourist Board
3. Mrs. Mballu Mamadi Kamara - Member, Local Govt Service Commission
4. Ms. Hannah I. A. Ahmed -Member, Independent Media Commission.
5. Ms. Millicent Hamilton-Hazely- Board Member (Rept. of ICT Council) Sierra Leone Cable Limited
6. Mrs. Ferehmusu Konteh -Deputy Minister of Fisheries & Marine Resources
7. Mrs. Rasie Binta Kargbo - Ambassador Extraordinary Plenipotentiary
8. Ms. Dankay Neneh Cole – Board Member, NRA
9. Dr. Marcella Ekuu Davies - Board Member, SALHOC
10. Mrs. Adama Renner - (Rept. S. L. Inst. of Chartered Accountants) Member, Corporate Affairs Commission
11. Mrs. Yvette Elizabeth Stevens- Ambassador Extraordinary Plenipotentiary to the Confederation of Switzerland Permanent Representative to the United Nations in Geneva
12. Mrs. Konah Cecilia Koroma - Board Member, National Tourist Board
13. Ms. Daphne A. L. O. Olu-Williams - Proposed Member, Human Rights Commission of Sierra Leone
14. Dr. Mrs. Eva Roberts - Proposed Member, Corporate Affairs Commission
15. Ms. Yeabu Mariama Deborah Kamara - Board Member national Mineral Agency
16. Mrs. Rugiatu Kamara Bienz - Member, National Tourist Board
17. Mrs. Rosemarie I. D. Cole - Member, National Tourist Board

### 2011

1. Madam Haja Kaday Sesay - (Civil Society Representative) Board Member, Road Maintenance Fund Administration
2. Mrs. Estina A. Kabia - Member, Audit Service Board
3. Mr. Alousaine A. Kamara - Board Member, Sierra Leone Cable Ltd (Northern Province Rept.)

4. Ms. Khadijatu Bassir - Proposed Ambassador Extraordinary and Plenipotentiary to the Republic of Senegal
5. Mrs. Musu Damba Kamara – High Court Judge
6. Ms. Aminata Sillah - Deputy Commissioner, National Youth Commission
7. Madam Haja Hawa Turay – Member, Anti-Corruption Advisory Board
8. Mrs. Cassandra Davies - Member, National Telecommunication commission
9. Mrs. Rugiatu Kamara Bienz - Member, National Tourist Board
10. Mrs. Rosemarie I. D. Cole - Member, National Tourist Board
11. Hon. Justice Mrs. Nyawo Finda Matturi-Jones - Appeal Court Judge
12. Ms. Adelaide Dworzak - High Court Judge
13. Mrs. Lara Ellen Taylor-Pearce - Auditor-General

## END NOTES

<sup>i</sup>Nana Pratt, Elizabeth Sam and Rosaline McCarthy, (2010). Security Council Resolution 1325: Civil society monitoring report on Sierra Leone. Global Network of Women Peacebuilders. Available at <http://www.gnwp.org/wp-content/uploads/2010/02/Sierra-Leone.pdf> (Accessed 5 September 2013)

<sup>ii</sup>Sierra Leone has stratified the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform of Action, the African Union Gender policy, Solemn declaration and the Dakar Declaration on Gender Parity, among others.

<sup>iii</sup>This policy places women at the rank of sergeant once that person meets the basic entrance requirements and has completed six months' training at the Police College

<sup>iv</sup> Bayratay, A (2012), "Passing of the Sexual Offences Act cannot be so timely",

[www.sierraupdate.co.uk/readmore.php?news\\_id=852](http://www.sierraupdate.co.uk/readmore.php?news_id=852) accessed 10 th October 2012.

<sup>v</sup> Ministry of Social Welfare, Gender & Children's Affairs Government of the Republic of Sierra Leone

<sup>vi</sup> Ibid

<sup>vii</sup>Barnes K. Albrecht P. and Olson M (2007) Addressing Gender-Based Violence in Sierra Leone: Mapping Challenges, Responses and Future Entry Points; International Alert. [www.international-alert.org](http://www.international-alert.org)

<sup>viii</sup>Ibid

<sup>ix</sup>Anette Funk, James L. Lang and Juliane Osterhaus (2005) Ending Violence against Women and Girls – Protecting Human Rights, Good Practices for Development Cooperation. Eschborn: GTZ: 6.

<sup>x</sup>Marshall P. (2001). The Relevance of Culture for Informed Consent in U.S. Funded International Health Research. In: Ethical and Policy Issues in International Research:

<sup>xi</sup> A contribution from a Key informant from UN Woman.

<sup>xii</sup> S. Mohamed Gibril and S. Mohamed; Transitional Justice and DDR: The Case of Sierra Leone; Research Unit International Center for Transitional Justice June 2009

<sup>xiii</sup> Ibid

<sup>xiv</sup> OCHA Gender Toolkits, Gender Definition and Mandates 2;

<http://ochanet.unocha.org/TI/Gender/http://gender.humanitarianresponse.info>.

<sup>xv</sup>Sierra Leone Ratified the CAT on 1<sup>st</sup> March 2001.

<sup>xvi</sup>Sierra Leone Signed the African Charter on Human and People's Rights on Rights of Women in Africa on 9<sup>th</sup> December 2003.

<sup>xvii</sup>Abdullah, H. J. & Fofana-Ibrahim, A. (2010) The Meaning and Practice of Women's Empowerment in Post-Conflict Sierra Leone, *Development* 53 (2) PP 25—266.

<sup>xviii</sup>Constitution of Sierra Leone (1991) Chapter III – The Recognition and Protection of Fundamental Human Rights and Freedom of the Individual: S. 20(1).

<sup>xix</sup>Lisa Denney and Aisha Fofana Ibrahim (2012) Violence against women in Sierra Leone 'How women seek redress; December 2012; UK Department for International Development (DFID) [www.odi.org.uk/pogo](http://www.odi.org.uk/pogo)

<sup>xx</sup>Ibid.

<sup>xxi</sup>Mary Wandia of Oxfam wrote this policy briefing for the Solidarity for African Women's Rights Coalition (SOAWR).

<sup>xxii</sup>World Bank (2007), Gender Equality as Smart Economics (A World Bank Group Gender Action Plan (2007-10.p.2

<sup>xxiii</sup>African Union Commission and United Nations Economic Commission for Africa. Assessing Progress in Africa towards the Millennium Development Goals Report 2008. March 2008. E/ECA/COE/27/10 AU/CAMEF/EXP/10(III) p. 9 also see African centre for Gender and Social Development-UNECA

<sup>xxiv</sup> World Bank (2007), Gender Equality as Smart Economics (A World Bank Group Gender Action Plan (2007-10.p.2

<sup>xxv</sup> Mary Wandia of Oxfam wrote this policy briefing for the Solidarity for African Women's Rights Coalition (SOAWR).

<sup>xxvi</sup> Mary Wandia (2009) "How States can deliver on the AU Declaration for an African Women's Decade 2010-2020": Policy briefing for African delegations attending the AU Ministerial Conference of Gender Ministers and the 8<sup>th</sup> African Regional Conference on Women to review 15 years of the Beijing Platform of Action, The Gambia, November 2009; [www.soawr.org](http://www.soawr.org)

<sup>xxvii</sup>Unlawful Carnal Knowledge is an offence under the sexual offence law before the new /strengthened sexual offences law of August 2012.It applies to sexual penetration of a girl above 13 but below 14years of age; the new sexual offences law has

incorporated this offence and marriage to or consent of the victim is no longer a defence. Indecent Assault/Sexual Assault is when a person intentionally, without the victim's consent touches that person in a sexual manner or compels that person to touch the accused person in a sexual manner and in this case defence can use consent for women but not for girls under 14 years

<sup>xxxviii</sup> Sierra Leone Police (SLP) Responsiveness to Gender Issues; Presented by Elizabeth A. Turay (*Assistant Inspector General of Police*) *Director of Gender Affairs Police Headquarters (PHQ)*

<sup>xxxix</sup> Ibid

<sup>xxx</sup> See Overview of the Work of the PILOT Legal Aid Scheme (PNLA); GoSL, Justice Sector Development; and DfID)

<sup>xxxi</sup> CEDAW Committee, General Recommendation No. 28: The Core Obligations of States Parties under Article 2 of the Convention on the Elimination of All Forms of Discrimination against Women, (47th Sess., 2010), In Compilation of General Comments and General Recommendations Adopted by Human Rights Treaty Bodies, para. 20, U.N. Doc. CEDAW/C/GC/28 (2010).

<sup>xxxii</sup> CEDAW Committee, General Recommendation No. 28: The Core Obligations of States Parties under Article 2 of the Convention on the Elimination of All Forms of Discrimination against Women, (47th Sess., 2010), In Compilation of General Comments and General Recommendations Adopted by Human Rights Treaty Bodies, para. 20, U.N. Doc. CEDAW/C/GC/28 (2010).

<sup>xxxiii</sup> Ibid

<sup>xxxiv</sup> Civil Society In-Country Monitoring Report on the Status of the Implementation of the UNSCRs 1325 and 1820; UN WOMEN

<sup>xxxv</sup> Wylie, K.C. (1977) *the Political Kingdoms of the Temne: Government in Sierra Leone 1825 1910*. New York: Africana Publishing Company.

<sup>xxxvi</sup> Civil Society In-Country Monitoring Report on the Status of the Implementation of the UNSCRs 1325 and 1820; UN WOMEN

<sup>xxxvii</sup> Ibid

<sup>xxxviii</sup> Ibid

<sup>xxxix</sup> Ibid

<sup>xl</sup> Ibid

<sup>xli</sup> Interim Technical Guidance Note (ITGN) is a resource for UN-supported Security Sector Reform (SSR) initiative; [www.unddr.org/](http://www.unddr.org/).

<sup>xlii</sup> Interim Technical Guidance Note (ITGN) is a resource for UN-supported Security Sector Reform (SSR) initiative; [www.unddr.org/](http://www.unddr.org/).

<sup>xliii</sup> Interim Technical Guidance Note (ITGN) is a resource for UN-supported Security Sector Reform (SSR) initiative.

<sup>xliv</sup> Edu-Afful Fiifi: 1325 And Policing In West Africa: Interrogating The Sierra Leonean Case; Kofi Annan International Peacekeeping Training Centre Policy Brief 8/2013

<sup>xlv</sup> Quast, S. (2008). Justice reform and gender. Gender and security sector reform toolkit. In M. Bastick & K. Valasek, (Eds). Geneva: DCAF, OSCE/ODIHR, UN-INSTRAW

<sup>xlvi</sup> The initial female representation was only 14 (17.5) Women CSOs wrote a letter to the Attorney- General (AG) and Minister of Justice on this low participation, and advocated for more space to be given to women. In an interview with the AG, it was learned that the smaller political parties who were given three slots each, had been encouraged to nominate at least one woman each. They have responded and this has resulted in an increase representation of women from 14 to 18.

<sup>xlvii</sup> See 'Women Count' 2010 ,pg 100-Indicator 8 & 'Women Count' 2012,pg 95-Indicator4 at para4.

<sup>xlviii</sup> UN Women; The United Nation Entity for Gender Equality and Empowerment of Women, "Gender-Sensitive Police Reform in Post-Conflict Societies"; policy brief Second Edition 2012.

<sup>xlix</sup> Ibid.

<sup>l</sup> Sierra Leone Police (SLP) Responsiveness to Gender Issues; Presented by Elizabeth A. Turay (*Assistant Inspector General of Police*) *Director of Gender Affairs Police Headquarters (PHQ)*

<sup>li</sup> The Results presented here is an extract from the In-Country Monitoring Report of 2014.

<sup>lii</sup> (Source: Key informant interview 23/06/13).

<sup>liii</sup> UN Police Magazine, 9<sup>th</sup> Edition July 2012, p.56

<sup>liv</sup> Sierra Leone Police Policy on Peacekeeping Operations 2013, Pg 3.

<sup>lv</sup> Gorana Odanović, Participation of Women in UN Peacekeeping Operations; Category: original scientific article UDK: 355.357.08-055.2 ; 341.231.14-055.2

<sup>lvi</sup> Civil Society In-Country Monitoring Report on the Status of the Implementation of the UNSCRs 1325 and 1820; UN WOMEN

<sup>lvii</sup> The results and achievements stated in this section were directly acquired from Elizabeth A. Turay (*Assistant Inspector General of Police*) *Director of Gender Affairs Police Headquarters (PHQ)*;