

REPORT

THE BEIJING + FIVE (5) LIBERIA COUNTRY REPORT

ON

GOVERNMENT

GENDER EQUALITY AND WOMEN

1995-1999

II. INTRODUCTION:

A. BACKGROUND

Liberia's seven-year civil war resulted in wide-scale destruction of human and material resources as well as personal properties. An estimated 200,000 Liberians lost their lives during the war, while close to half of the pre-war population of 2.5 million was displaced, out of which about 750,000

Leone, Guinea Conakry, Ivory Coast and

ons were women and children who were

to meet the challenges of involuntary

the print of the war. They normally

abuses such as sexual assault, murder and

sought refuge primarily in the neighboring countr

Ghana. The majority of the displaced and refug

neither positioned technically, financially or

displacement.

In any civil conflict, women and children ge

experience a high proportion of the victims of hu

In addition, residual negative socio-cultural beliefs and practices, notably male preference, early marriage and female genital mutilation (FGM), pose enormous challenges to women's reproductive health rights. Early marriage and early motherhood have equally curtailed young women's educational and employment opportunities and are likely to have long-term adverse impact on the quality of their lives and that of their children. The trend towards early sexual experience combined with limited access to basic health services, information, communications and education services has

increased the risks of unwanted pregnancies, sexually transmitted diseases, including HIV/AIDS. Although women are visible in the health care system, there are still significant gender inequalities in access to and use of health services. TMR and MMR remain high at 1.34 and 1.24 respectively. The human development index was also rated 158 out of a total of 175 countries (1996 HDI). The human development index was also estimated to an average of 0.379 for Sub-Saharan Africa.

The main constraints include the budget, low profile and limited material resources. The Unit is an administrative support staff, thereby impeding its effectiveness. Women organizations has given rise to instances of inefficiency in their effective functioning. A National Gender Unit of the MPEA (1994) and the CBOs (1996-1999).

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in the planning and plan implementation processes.

The absence of a National Gender profile for socio-economic gender-enabling environment also pose as challenges women's empowerment.

Recognizing the negative implications of the low status for gender mainstreaming for the country's overall development, articulated its commitment to engendering the development and the BFA. The Programme aims at achieving a

other things, making women and men's aspirations. The multi-dimensional problems of an economy that needs the advancement of

Other planning of required by the B out that will pro rehabilitation ser empowerment of households

As a result of these realities, the initial actions for the effectuation of Beijing have involved support for the establishment of structures, formation of networks as well as the building and strengthening of capacities of women related institutions at both the Governmental and NGOs levels. It is anticipated

that these activities will not only produce the appropriate synergies for effective and efficient implementation, but also ensure that the requisite foundations as prescribed within international guidelines particularly UNEF are in place to ensure successful implementation, empowerment and sustainability.

Given the above, this document reports on the status of programmes implementation at both the Governmental and NGO levels. Other areas include the achievements, constraints and lesson learned. Most information is anecdotal due to the inadequacy of empirical information.

STRATEGY FOR IMPLEMENTATION OF THE BEIJING

III. FRAMEWORK AND PLATFORM OF ACTION

Implementation Strategy:

The formulation has been delayed by the 7 year civil crisis, the implementation strategies, measurements and their respective criteria and indicators are still under development. The major priorities within the context of the

A. Framework and Platform of Action
In the absence of the objectives of the present NRP (1999)

quality and Liberia women's advancement has been handled as a cross cutting issue of all the six (6) programmatic areas of the NRP. The Government through the NRP to reflect the views and needs of vulnerable groups especially women and children most affected by the war. Priority reconstruction measures concentrates on the restoration of housing, promotion of sustainable livelihood, social services and institutions which together provide the conducive conditions for repatriation and resettlement of returnees.

The issue

In view of this, the NRP focused during 1998-1999 on measures to support peace through strengthening socio-economic stability. Their fundamental immediate goals of the NRP are:

1. Restoring peace and stability, national security and

ii. Restoring the social and economic viability of the war-torn

iii. Laying the foundation for long-term national economic

Within this context, gender equality and empowerment activities for are designed as OIP conducive for the creation of a positive security, good governance and stability for the implementation and rehabilitation activities. This framework is the key to Liberia. The seven (7) programme areas focus of the NRP, under which being implemented are:

1. Post-war Security and Governance
2. Repatriation, Resettlement and Reintegration
3. Rehabilitation and Revitalization of Social Services
4. Productive Capacities and Sustainable Livelihoods
5. Rehabilitation and Reconstruction of Infrastructure
6. Special focused programmes on women and girl in Disarmament

B. Breakdown of NRP major programmes and their respective Gender Equality and Empowerment Components

No	Major NRP Programmes	Gender Equality and Empowerment Components
1.	<p>Post-war Security and Rehabilitation, implementation and reporting on CEDAW</p> <p>Capacity building to enable women's role in the peace building, reconciliation and good governance processes.</p> <p>Coaching skills development and other support for Resettlements and Reintegration</p>	<p>a. Women's human and legal rights promotion</p> <p>Community based integration activities</p> <p>b. Participation of women returnees in the decision-making process at the community level through leadership and literacy training.</p> <p>c. Women shelter and resettlement.</p> <p>d. Community development activities to unite families and strengthen the family units for the restoration of family values, chastity and other positive values.</p>
3.	<p>Rehabilitation and Revitalization of Social Services</p>	<p>a. Institutional arrangement and capacity building of coordinating structures (with G.O. and NGOs)</p> <p>b. Rehabilitation of social services programmes in health and education.</p> <p>c. Revitalization of positive and development oriented</p>

in modern and traditional at
 and NGO.
 strengthening of on-going
 needs for the removal of
 es and laws against women
 dilation, early marriage,
 of education to the "Girl
 programmes- focusing on informat
 of a large population of
 iculture and commerce.
 women empowerment in
 environment and sustainable

7 Special Focused
 Programmes on
 Women and Girls in
 difficult
 Circumstances

classification
 all levels- Gove
 a. Institutionalized
 programme to
 traditional har
 include female
 widow's rights
 Child".
 b. Poverty allevia
 sectors activitie
 women benefi
 C. Development o
 the areas of pop

In furtherance of sustainable human development, dialogue will be encouraged among all by reinforcing a sense of ownership and feedback mechanism that should inform policies and redirect projects as necessary and impact on future programme priorities and strategies.

capacity of key institutions that represent women's interest at national, sectoral and local levels to reinforce their abilities to influence societal priorities and development directions through learning in national, sectoral and local plans. The strategy will demonstrate the quality and mainstreaming in power and decision making structures.

Achievements

During the period under review 1995 - 1999, the following achievements were made:

1. Establishment of national structures at the Governmental and NGO Levels for the implementation and reporting on BPA and APX.

a. Structures

- i. Governmental Level:
 - The National Gender Forum
 - Gender Desk Officers in 14 ministries/agencies
- ii. Non-Governmental level:
 - The National NGOs Women Secretariat
 - UN Gender Theme Group

b. Composition of Structures:

- Government
- National Gender Forum

Forum serves as the national body responsible to provide guidance to policy formulation and enactment on gender issues. Its prime agenda is to coordinate national endeavours on gender equality and equity issues. The NGF established

and sectoral endeavours are reinforced through continued strategic awareness raising and capacity building of members of the Forum. The Forum is made up of representatives of NGOs/CBOs for the effective implementation of the BPA and APX. The CEDAW

See annex for the listing of membership of the NGF and TFs.

The NGF operates as a multi-disciplinary structure at both the policy and operational levels through the 10 TFs.

- Population and Environment
- Health and Training
- Food Security and Sustainable Livelihoods
- Water and Food Security
- Gender and Legal Rights

- 1
- 2
- 3
- 4
- 5

6. Governance, Leadership and Decision-Making
7. Peace building and Development
8. Women and the Media
9. Policy and Legislation
10. Special Concerns.

a. Women, Violence and Armed conflict

Refugees and Internally Displaced

Women in Arms (Combatants, Career Soldiers)

- Domestic War and other kinds of violence

b. Rural Women: Poverty alleviation and Sustainable Livelihoods

The issue of the UNFPA, considered covered within all 10 critical areas.

The Gender Desk Officers

The functions of GDOs established at the various line Ministries, Defense, Agriculture, Health and Social Welfare, Community Sports, Civil Service Agency, Bureau of the Budget, are to foster coordinated efforts.

appropriate strategic direction for the promotion of gender mainstreaming in the planning and processes at the sectoral level. These GDOs are members of the NGF, and services of related TFs.

ii. The Non-Governmental Levels

The National NGO Secretariat for Women Organizations:

The National NGO Secretariat for Women Organization was established in September 1998 to serve as a conduit for the collection and dissemination of information among NGOs; act as a conduit for and redirecting national rehabilitation and reconstruction resources to women's poverty alleviation and reconstruction efforts. The Secretariat serves as a link between NGOs and government as well as international donors in identifying priority areas of needs; undertake evaluations and re-appraising their programmes interventions; conduct activities with a view of addressing areas as human rights development, as they affect women; and coordinate research activities and international concerns to women NGOs.

5700 UN Theme Group

The Ratification Of T

Legislature on September 29, 1998, signed into law by the

Liberia on October 16, 1998 and printed into handbill for public information purposes.

The CEDAW was ratified by

3. Translation of the Beijing Plan of Action

Media Task Force of the NGF.

are both spoken and written.

ated script to simple Liberian

emented.

The translation of the BPA was carried out under the framework of the Media Task Force of the NGF. The translation is in both simple Liberian English and vernacular. A workshop was held on 14, October 1998 to review the English. The translation in vernaculars about (5) languages.

4. Preparation of the National Plan of Action

Being NPA to address the countries identified "Critical Areas of Concern" is being prepared within the framework of the NGF with support from UNIFEM and UNDP under Project LIR/98/W01 and LIR/99/007. The project is scheduled to be completed by December 31, 2000.

5. Mainstreaming of Gender Issues and Concerns within the NRP

Gender equality and other developmental concerns of women's empowerment are mainstreamed into the NRP (1998-2000), a first time in history action relative to women's empowerment. This document presently serves as the GPI pending finalization of the BPA.

6. GOL Budgetary Allocation for Gender Equality

Budgetary allocation of a 2.0 million Liberian Dollars in the National Plan of Action for Gender Equality (NPA) in the form of micro-projects including poverty alleviation activities in terms of house holds and women in agriculture, health, education, and other areas.

7. Strengthening of Capacities of Coordinating and National Machinery for Gender Empowerment

These Projects facilitates the upgrading and institutionalization of the WACC Unit and to play a catalytic and decentralized role in promoting policy development, poverty alleviation, good governance and gender free violence projects. The project will specifically build national and local capacities in policy analysis and the development of strategies for gender equality and empowerment. The project will also include the development of gender statistics with indicators in the framework of line ministries, the National Women NGOs Secretariat and selected civil society organizations.

LESSONS LEARNED:

Several important lessons have been learned from the implementation various GIE programmes. Most significant of these are that:

- (i) Liberian women have proved themselves to be active and effective agents of peace building and the democratic process during the country's crisis and their potential should be fully utilized in the process of consolidating the country's fragile peace and efficient democracy as well as overall efforts at achieving sustainable human development.
- (ii) The low representation of women in power structures and decision making processes, as a result of structural and attitudinal barriers, constitute important restraining factors to their full potentials.
- (iii) Well targeted and focused awareness-raising programmes in the area of gender imbalances could significantly contribute to breaking the barriers to empowerment of women and gender equality.

ious to poverty/poverty. Women's economic actors, and their significant contribution to their own and their families' well-being. UNV supported the implementation of women's economic empowerment initiatives, notably in area of micro finance, skills training, and social services. Evaluations reports on the UNDP/UNOPS micro financing projects have revealed that the approach has yielded more tangible results such as improved income

E. Future Actions:

1. Overall Development Strategy

needs to be revamped could be overwhelming. The overall development strategy of the country is based on the promotion of gender equality and the advancement of women, particularly in a post-conflict environment.

Following a solution to the problem identified, UNDP and UNIFEM have provided a

1. National Levels

The crisis period witnessed the emergence of a large number of women's organizations, engaged in various efforts to enhance and support women's active participation in the peace building process as well as the protection and promotion of the rights of women in the areas of human rights, education, economic and political empowerment.

These groups have been actively involved in activities such as trauma counseling, skills training for income generation and micro-credit projects to war-affected women and girls across the country. Under initiative called AWAG, NAWOCOL is a lead women NGO activities now include agriculture, child welfare, adult literacy and public health education for war-affected women.

AFELL is another women's organization that has emerged with the multi-sectoral NGE, the Office in Liberia (UNOL) and UNDP in the ratification and enforcement of the CEDAW.

It has been influential in building national consensus on the bill regarding the Devolution of Estates and Customary Marriages, which gives equal inheritance rights to women.

AFELL provides free legal services to women and indigent persons and trains law enforcement officers in appropriate ways of addressing issues relating to the special needs of women and juveniles.

Such as the NGO Coordinating Secretariat for Women's Organizations was established in UNDP MPEA support and it serves as a center for the collection and dissemination of information among NGOs, resource mobilization and coalition building for gender equality and empowerment. It also strengthens their capacities to integrate a gender perspective in NGO and administrative structures.

and active women groups and human rights organizations include LWI, FLWOS, YAPD, ABWOL, ARWOL, CCC, PACWA, FMWL, CHAL, WACDO. Such active civil society organizations receive support from IFPC, IFMC and CEDE.

It supports community-based reconciliation initiatives, awareness raising on human rights issues and partnership and women's organizations throughout the country.

1.1 Sub-Regional Level

WAWA, a sub-regional organization, established a chapter in Liberia in 1997 with UNDP and Government support. WAWA's objective is to carry out the organization's overall sub-regional mandate, which is to promote gender mainstreaming and ensure that all ECOWAS and national policies and programmes are gender sensitive by the year 2005. To realize this objective, WAWA chapter participates actively for promoting gender equality and women's empowerment. It is also presently gathering baseline information on post-war socio-economic status of women in Liberia with a view of formulating institutional capacity building and micro financing projects for its members.

3. Regional Level

FAWE was established in 1998 with UNDP support. The Forum aims at reducing the current illiteracy rate among girls by 10.0% by 2005 and their empowerment at all levels. Its activity includes strategic advocacy, strategic programming and programme development as well as provision of scholarships to

deserving female students and dropouts.]

4. International Level

UNDP, in collaboration with other

programme includes the provision of micro-credit, micro capital grants and vocational skills training

at vulnerable groups through its operation in the (Trickle-Up and Micro-projects). Experiences

gained from these efforts have demystified the perception of

being "black-bag-punchers". It has proven women to be active economic actors, credit worthy and

catalysts for social change.

UNICEF also provided support for the health sector through its partnership with WHO, UNFPA and

UNICEF. This support focused on revitalization of the health care delivery services and capacity

building in different disciplines including HIV/AIDS, formulation and start-up of the implementation

of the first post-war national Health Plan and Strategy (1997-2001). It also played a catalytic role in

nobilizing partnership funding from the UNAIDS Secretariat and Louis Pasteur Institute World AIDS

Forum.

UNICEF has been an active partner in the National Reintegration Programme. It provides both

humanitarian assistance to refugees and returnees through community based initiatives

and social reintegration packages, which include micro-credit, vocational skills

training, public education and legal services as well as violence against women.

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Other International NGOs such as AMULAK, OSAFA, CRS, SCF, UNICEF, World Vision, UN also building women capacities food and economic security. | | |

The European Union has supported women empowerment in terms of the democratization process especially for voters education to women. Other areas of support include capacity building for

Evaluation:

Major NRP Programme Areas: Post-War Situation, Security and Good Governance.

Equality and Women Empowerment Component: a. Women's Human and Legal Rights Promotion.

Objectives:

To sensitize women of their human and Legal Rights.

To lobby and advocate for policy and legal reforms to benefit women including rural women

under Customary Laws.

To improve in civil and legal literacy and develop skills in promoting good governance

activities.

To protect women's legal and human rights

Actions:

1. Sensitization Workshops conducted on the Proposed Draft "Bill on the Devolution of Estate and Inheritance Rights on Women married under customary laws" and the Devolution of

Time Frame: 3-day workshop: July 5-7, 1995; 2-day workshop: May 4-5, 1998

2. Submission of Bill to the House of Representatives of the National Legislature on the "Devolution of Estate and Inheritance Rights on Women married under customary laws."

Time Frame: July 29, 1995

3. Civic and legal literacy and good governance workshops.

4. Counseling and representation of women through the activities of the Legal Aid Clinic.

Time Frame: 1994 - Present

Indicators:

1. 12 Workshops held to sensitize women leaders, 1 Workshop held to sensitize legislators.
2. 500 Women leaders and representatives of women groups attended the workshop on the Inheritance Rights with 37 members of the National Legislature sensitized on the Bill.
3. 15 Workshops in civil and legal literacy and good governance held with 650 women beneficiaries.
4. 150 Women received counseling and legal representation through activities of the Legal Aid Clinic.

Actors:

1. AFELL, NAWOCOL, LWI, UNIFEM/UNDP, CEDE, NHRCL
2. AFELL, UNIFEM/UNDP, LWI, NAWOCOL, Rural Women, WAWA, AND Fed. of Moslem Women (FOMWAL)
3. GOL/GOOD GOVERNANCE PROJECT, AFELL, CEDE, LWI
4. AFELL, MOPOWER, JPC, NHRCL

Benchmarks:

1. Assessment by women users
 - Sensitized women including rural women
 - Decreased number teen marriages
 - Increased enrollment of girls in school.
2. AFELL'S Draft Bill submitted to National Legislature
 - House committee reviewed Draft Bill for passage.
 - Women now more aware of various provisions
 - Assessment by women users, including AFELL.

3. Research documents produced on various studies.
 - Assessment of IEC activities developed from the studies by women users.
 4. Women more conscious of their social and legal rights.
 - Bill now on the floor for debate
- b. Ratification, Implementation and Reporting on CEDAW

Objectives:

1. -- Ensure the ratification of CEDAW by the GOL.
2. -- Influence social changes through more awareness campaigns that would educate women, and decision-makers as well as the public on issues of women rights.
3. -- To strengthen the capacity of the Government and women NGO national machinery on a for the implementation of CEDAW.
4. -- Review the existing Liberian statutes and make amendments where necessary in co with the provisions of CEDAW.

Actors:

1. The NGF including Governmental Gender Desk Officers, AFELL, UNDP, UNIFEM and the National Secretariat of women NGOs and the MPEA - WACC Unit and the UN Gender Theme Group and WAWA.

2. AFELL, UNIFEM, MPEA-WACC/Unit and women leaders; - the 3 branches of Government and Private Sectors and WAWA
3. MPEA - WACC Unit and the Liberian National Legislature.
4. UNDP/UNIFEM/UNICEF including the UN Gender Theme Group
5. Secretariat of Women NGOs and WACC Unit, WACC Unit, UN Gender Theme Group, NGO Women Secretariat

Benchmarks:

1. Ratified CEDAW document and Handbills published by the Ministry of Foreign Affairs on July 27, 1999.
2. CEDAW now incorporated into the laws of the Republic of Liberia
3. Print and electronic media publication as well as Benchmarks
4. Assessment by women users, the public, Media Task Force, and
5. The CEDAW Baseline Report
 - CEDAW Country Report
 - Submission of Report to CEDAW Global Committee.
 - Amended Laws, new policies enacted into Laws, assessment public:

Critical areas of Concern: < Peace-Building, Reconciliation and C

Objectives:

1. To advocate for, and build the capacities for women to undertake and pre-re-group activities for the protection of Women and youth including the relief of war-affected women and girls in difficult circumstances.
2. To ensure the election and appointment of women in higher desks/positions in the public and private sectors.
3. To conduct training and reconciliation for the establishment of a culture of non-violence.

-building and reconciliation skills and provide the
and youth in peace promotion and community
and Lota. Time Frame: October
activities. Soap making by Billy
to galvanize resources for lobby
governance. Time Frame: Jan

4. Conduct workshops and seminars

development in Bomi, Margibi, Montserrado
1997 - Dec 31, 2000
skills training for the promotion of micro income
town displaced women January 1, 1997 - Dec 31
Establishment of a Coordinating Structure as the
of the promotion of peace, democrac
1994-1999

Plan women activities for peace promotion. June
ation meeting with warring parties representatives 219
to express position cease fire, disarmament and equal
and peace promotion process" 210 weekly women

Indicators:
1. 8 Strategic Workshops and
August, September, 1997
weekly meeting in 7 years
2. 25,000 women participate

ster and vote in

Education of female voters: 40% of total voters were women sensi
all 13 counties of Liberia: Montserrado, Maryland, Sinoe, Grand C
education and participated in the voters sensitization process in the 13 coun

Bassa, Cape
culture

Community-based workshops held in 5 counties with 350 beneficiaries in or
of peace, good governance and development sponsored by the UNV/UNDP
Peace-Building Project for Women and Youth:
35 farmers and 200 women participated in community-development peace

has sanitation activities in the following communities and Montserrado County

VI's "Bridges to Peace Programme" such as the construction of 5 latrines,
and five (5) shelters

activities

context of peace building and income

Establishment in 1994 of the Liberia

Actors:

1. LWC, WACC Unit, and AAFEPAR
2. NGO women, Secretariat, LWI, CH
3. LWI, WACC Unit, EU
4. UNV/UNDP in collaboration with th
5. NGO women's secretariat, UNDES
6. JPC, LEON, LINDEM, LDW, PU

Governors, Tribal Leaders, and YMCA

nit, UNIFEM, WFP, LWS, UNOPS

PICKLEJU, LWI

Benchmarks:

1. Document published by the WACC
2. Disarmament of approximately

September 1996
inhabitants 11

Chairman IGNU-2

ment and other support for community activities. Critical Areas of Concern: a. Coping strategies based

community-based registration activities and encourage women's enhanced role and families. Objectives:

1. Support implementation of these services.

2. Encourage participation of women to emergency assistance.

3. Ensure participation of women returnees in the decision-making process at the community level.

4. Ensure training and literacy training.

5. Training of refugees and internally displaced women in income-generation skills such as vegetable gardening, basic hygiene and sanitation. Time Frame: January 1, 1992 -

December 31, 1994. 2. Organize women with similar skills into cooperatives or CBOs to ensure their full participation in activities such as reconstruction of dwellings, marketing, agriculture, weaving, among

others. Time Frame: January 1, 1994 - December 31, 2000.

3. Prepare disaggregated listing of returnees including their skills and submit it to programming and operational development purposes. Time Frame: Oct 1, 1999 -

December 31, 2000.

4. Train women refugees, social workers and select community dwellers in leadership skills for women dynamics as well as peace building. Time Frame: January 1, 1998 - December 31,

1999.

5. Train women in income-generation skills including construction.

6. Provide women with basic agriculture skills and inputs (seeds, tools, and insecticides).

7. Establish cooperatives and CBO's established with a total membership of 6,303 beneficiaries.

8. Enlist women with skills in carpentry, roofing, tiles production, construction and

other women projects in leadership skills organization and management as well as writing of

project proposal, group dynamics.

9. Act as

MÓA, NAWOCOL, GTZ, LYS/LWE, AFRICARE, IRRRC, UNHCR, NHA, LWS/WF and NGO Women.

UNHCR, UNCHS, UNDP, UNICEF, WHO, UNIFEM, Secretariat.

Benchmarks:

- Resettlement Kits distributed to refugees, returnees, and internally displaced
- Assessment by users especially women in decision-making.
- Data on female returnees and their qualifications.
- Total number of business and concessions establishment after the resettlement.
- Policy document formulated.

Resources:

While more could be expended on these activities the amount of \$403,572 as funding and 62 for the reconstruction of rural housing in Liberia.

Identified

Empowerment of female refugees returns in the decision-making

at the community level
 and literacy training programming as well as the project
 social workers and select community dwellers in group
 organization of social and economic structure group

- Objectives:**
1. Build capacity of women making process.
- Action:**
- Organize and implement decision.
 - Training women returns organization, leadership dynamics.

- 1. Women projects benefited 2347 women with increased leadership skills, organization and management as well as project design, group dynamics.
- 2. 350 women trained in leadership, 750 in functional literacy reading and writing skills.

Actor:
 MOE, CRS, OXFAM, SELF, UNV, Peace Building Project

- Benchmark:**
- 1. Training Manual produced and being used by villages.
 - 2. Pancy on Women's literacy institutionalized.
 - 3. Assessment of women users.
 - 4. Establishment of mass literacy radio and the establishment of mass literacy.

Resources:

US\$45,000 (from)

c. Women, Shelter and Resettlement

Critical Area

the implementation of clear governmental policies, guidelines and programs
 and construction of dwellings.

- Objective:**
- 1. Formulate on shelter
 - 2. Develop women's skills in shelter construction and management.

- Actions:**
1. Ensure that women issues and concerns are mainstreamed in programmes for settlement. TIME FRAME: Aug 1, 1999 - July 31, 2000.
 2. Training of women returns, social workers and community dwellers in leadership dynamics. TIME FRAME: April 15, 1998 - March 15, 1999.
 3. Training in shelter construction and management. Time Frame: August 1, 1999.
 4. Distribute food and resettlement package and community kits to returns and. Dec. 10, 1998 - Dec. 31, 2000.

Indicators:

and housing projects implemented; 1000 missing persons reunited; 30 families resettled, 20,000 beneficiaries of food distribution; 103 communities; 23,822 packages.

MIA, UNDP, UNCHS,

ent Formulated

2. Assessment by women users

l staff is 7 persons.

Resources:

The rural housing programme funding is \$600,000. The pres

activities to unite families
units for the restoration of
other positive values.

CRITICAL AREAS OF CONCERN: d. Community dev
and strengthen
family values, e

Liberian society by
nity.

Objectives:

1. To restore family structure, positive values that form the basic
designing programmes to reunite them at the grass root level in

ir families. TIME

Actions:

1. Establish family tracing activities to locate and unite missing p

FRAME: January 1, 1999 - December 31, 2000

Organize training and other support programs that strengthen the capacity of families. Promote
unity as well as social and economical advancement. TIME FRAME: Sept 31 - Dec 31, 1999

Establishment of the NWSFP. TIME FRAME: Oct. 4, 1999 - Oct. 4, 2000.

Indicators:

- 10,000 Missing persons united to their families and 5,410 children united
- 15 families benefited from social and economic activities for sustainability
- 1000 women benefactors of the shelter fund

CRS, ICRC, SCF, DNRCC, BRRC

Remarks:

Assessment of women users

- Number of families united
- Number of sustainable projects established by families as a result of capacity-building activities
- Number of children united

Sources:

430,700 Expended on tracing activities and 48 technical staff employed

3. Major NRP Component: Rehabilitation and Revitalization Of Social

Critical Areas of Concern: a. Institutional Arrangements and Capacity Building Structures at all levels.

Objectives:

Facilitate the up-grading and institutionalization of the National Gender Secretariat, the National Women NGOs and other women's organizations in gender mainstreaming, transformative leadership, and resource mobilization.

for the up-grading of the WACC Unit.

framework of the National Gender

etuse and provide logistical support as

institutionalize revitalize other women

NGOs as required. TIME FRAME: Sep 1, 1999 - Oct 31, 1999

Hold strategic planning workshops for the revitalization of the NGO Women Secretariat. TIME FRAME: Nov 18, 1999 - Dec 17, 2000

Indicators:

- 5 National consultants to formulate the GDP as well as the NPA
- 31 Training of 44 planning and gender desk officers, as well as statisticians in SEGA
- 99 Budget, planning gender and county development officers benefited from workshop on Fine-tuning the budgetary process and 10 NGO Women leaders and representatives participated in 2 strategic planning workshops.

- #### Activities:
1. MPEA - WCAC UNIT, UNDP, UNIFEM
 2. MPEA - WCAC UNIT, UNDP, UNIFEM
 3. MPEA - WCAC UNIT, UNDP, UNIFEM, BOB

Benchmarks:

1. The Ministry of Gender and the advancement of women
2. The GDP
3. Gender statistics with verifiable indicators for strategic planning process.
4. Assessment by Women
5. The Post-Beijing N
6. Increased resources

sponsored by UNDP/UNIFEM and ... as a ... funding of US\$5.2 (M)

Critical areas of concern: b. Sectorial Programmes in Health and Education:

HEALTH:

Objectives:

- To reduce maternal mortality and morbidity
- To provide improved reproductive health services
- To promote family planning
- To promote the health of women and children
- To develop a National Program on Immunization of children
- To improve and sustain the nutritional status of women and children
- To promote the health of women and children
- To eradicate harmful traditional practices which affect reproductive health
- To promote Reproductive Health Services in rural areas
- To conduct STD/HIV and AIDS Preventive information of epidemics in Liberia.
- To develop a National Program on Immunization of children especially abused women and girls.

Actions:

- 1. Carry out base line study on MCH Statistics and establish a data bank
- 2. Develop IEC program, disseminate research information for effective planning and program implementation purposes. TIME FRAME: Sept. 1999 - Dec. 31, 2000
- 3. Reconstruction and reactivation of ante-natal and under five clinic and care services. TIME FRAME: on going, beginning 1997 - Dec. 2001
- 4. Training of community health workers traditional trained midwives, and other health workers. TIME FRAME: on going, to Dec. 2002
- 5. Design and implement IEC programs on integration of family life and RH education into junior-high, high schools education
- 6. Provide counseling activities and services
- 7. Need assessment of MCH/RH/FP and Safe motherhood services
- 8. Increase men's awareness and involvement in utilization RH Services
- 9. TIME FRAME: May 1999 - Dec. 2001
- 10. Design NPI program (Liberia has an EPI program already)
- 11. Conduct public awareness campaign
- 12. Train personnel
- 13. Procure vaccines and
- 14. Conduct vaccination of women and children
- 15. TIME FRAME: on going
- 16. Conduct base line study
- 17. Formulate and legalize a national policy on nutrition
- 18. Train health personnel, women group.
- 19. Procure and distribute specific nutritional supplements
- 20. Produce and disseminate nutrition information and surveillance system

- 22 quarterly posters of IEC developed 2 quarterly T - shirts
- 75 women users of centers rehabilitation activities.
- 8. 9 women and other representatives participated in strategic planning of development of global policy.
- 50% percentage of reduction of maternal morbidity and 40% mortality from 1996 - 1997.

NACP program and



boundaries have facilities for active service delivery.
 Strategic Planning and Capacity-building Workshop for the assessment institutionalization as a permanent structure.

- 11 Programmes exist and operated by women groups.



Actors:

1. MOH&SW, UNICEF, WHO, UNFPA, MPEA
2. FPAL, NACP, MOHSW
3. MOH&SW
4. CHAL, MOHSW
5. Mother Patten College of Health Science
6. AWAG / NAWOCOL / MPCHS /
7. ...
8. NATPAH, UNHCR
9. WHO, NACP, UNDP, MOHSW, UNICEF
10. NAWOCOL, PACWA, CHAL
11. Secretaries in #10

Statistical Data Bank established

number of researchers and women users of statistical data.

assessment by women users and other families.

number of clinics reconstructed and built.

training report and number benefiting from training.

programmes developed.

assessment by women users.

women users of RH services.

program produced.

result of actual number of persons vaccinated in view of

in users and their families.

copy.

document.

name developer.

(women) beneficiaries.

produced number of

facilities in terms of possible national health facilities.

Report of workshop activities.

increase in number of women in decision-making role at the community level.

- Increased
- 4. The pack
- Record of
- Of target
- Assessme
- 5. Report of
- The N P C
- Tranlog
- Number o
- Report of

- Report of literacy program result
- Assessment by women users

Increased in women socio-economic activities with improve on the delivery
 organization workshop
 women users
 al policy on FGM
 evicted
 Rehabilitation Center for FGM cases
 National Policy document on RHC

- Revitalize facilities and services and
- assessment by women users
- Report on safe motherhood survey conducted
- 2 - National Mental Health Programme
- Reports on training of counselors
- Number of women and girls counseled
- Assessment by women users

RESOURCES

An estimated aggregated amount of US\$4,195,236 was identified as expenditure of various actors toward operation of programmes.

EDUCATION:

Critical Areas of Concern: Rehabilitation and Reconstruction Education

Objectives:

1. Increase the enrollment of war-affected children, especially girls in school
2. Provide special compensatory learning programs to over-aged children.
3. Assist under privileged children with institutional materials and scholarships.
4. Reduce illiteracy rate by the enrollment of war affected over-aged children and adults in the counties by providing informal education.
5. To promote incentive programmes that Sensitize parents, proprietors and private employers to increase the enrollment of girls in school.

Strengthen the capacity of the Ministry of Education in the Country

Actions:

- a. Conduct need assessment to identify war-affected children in the country
- a. Conducting need assessment in selected public schools. Jan 1992 - May 1992
- b. Counsel, mentor and coordinate war-affected children in selected public schools. Jan 1992 - May 1992
- c. Establish non-formal learning centers throughout the 13 counties. Jan 1992 - Dec 31, 2000

- a. Develop a gender-mainstreamed curriculum. Time Frame: July 1, 1994 – December 31, 2000
5. Sensitize parents, proprietors and principals about the importance of girls education. Time Frame: July 1, 1994 – December 31, 1995
6. Renovation of schools and vocational training centers in the various countries. Time Frame: January 1, 1994 – December 31, 2000

Indicators:

1. 772 number of war affected students enrolled in school of which 418 are girls.
 - a. 18 schools opened under the program.
2. By year 2000 reduction of illiteracy rate by 30%.
 3. 507,192 students enrolled in school in 1999, 48,572 are girls.
 4. Establishment of illiteracy programs in the 13 countries to benefit 15,000 women
 5. 21,380 teachers trained about 50 percent are women
 - a. 16,205 primary teachers and 5,175 secondary teachers.
 6. 159 schools rehabilitated and reconstructed schools.
 - a. 3 vocational training centers rehabilitated and reconstructed.
 - b. 3,682 students completed vocational training programmes 75 percent are girls

Benchmark:

1. Under the Assisted Enrollment Programme (ALP) and the Accelerated Learning Programmes (ALP) the number of Primary Schools increased by 60% and 15% respectively.
2. Under the Assisted Enrollment Programme (ALP) the number of Primary Schools increased by 60% and 15% respectively.

Chapter

Objectives:

1. Study of girls' participation and performance
2. Develop and disseminate gender – sensitive materials
3. Conduct a gender audit of school curricula
4. Conduct national workshops on girls' education

Materials

the formulation of a national policy to promote

Actions:

1. Formulating National Programmes for the empowerment and development of women entrepreneurs.
 - Conducting of training of trainers seminars, sensitization workshops for training providers and management by holding small enterprise development seminars and adult literacy training.
TIME FRAME: January 1, 1998 – December 31, 2000.
2. Conduct study on indigenous business women ((informal sector)
 - Develop a Strategic-Result framework to build-capacities and entrepreneurs skills.
TIME FRAME: November 1, 1996 – December 31, 2000
3. Establish the Susu cooperatives and rural banking schemes in the 13 counties.
 - Hold sensitization workshops to develop strategies for the bank and also contract consultants for its operationalization and other activities of the banks in 13 counties.
TIME FRAME: May 1, 1998 – Decem 31, 1999.

Indications:

1. 450 trained in small enterprise development.
7000 Women trained in adult literacy
2. 1225 Rural women sensitized on the Susu and rural banking schemes.
7500 Women beneficiaries in financial assistance.
3. 15,000 Women interviewed

Actors:

1. ILO, GOL, UNDP, WODAL, LWS, WAWA, PACWA
2. NAWOCOL, WFP, UNHCR, LWS, MOE, MOCD, LRWA,
3. MPEA, NGO Secretariat, UNIFEM/UNDP, MRD , LRWA

Benchmarks:

1. Programme document including strategic result framework, TOT instructional packages and monitoring instruments developed, tool kits distributed.
2. Assessment by women users
3. Study on Liberia indigenous business women
 - Strategic Result Framework.
 - Assessment by women users
 - Plan of actions and schedule of activities.
4. Susu cooperative and bank schemes operational October 15, 1999 and December 31, 2000 respectively.

Resources:

An estimated aggregated amount of \$2,607,310 was expended by various actors activities.

Objectives:

1. Develop a national policy on women as services farmer for increased productive, food security and sustainable livelihoods.
2. To provide rural women basic skills, entrepreneurship, management practices and other services and facilities for the enhancement of economic activities.
3. To formulate and adopt a national policy on women farmers especially as it pertains to food security, credit and own

the agricultural sector.

ners for more

skills for poultry

the storage

the draft policy for approval and

December 31, 2000

location(s)

seed multiplication

el skill in animal husbandry

acy for the acceptance of the policy goes

parts in IEC and planning workshops.

MRD, WAWA, LWS, NGO Women Secretariat,

SDP, CDA, LPMC, MPW, CRS,

APRA, AHCARE, LUNA

Benchmarks

1. National Policy Document on women and agriculture food security
Strategic Result Frame document
Work plan and schedule activities
Assessment of women users
2. Increase food production and subsequent improvement in rural economy and empowerment of women.
3. Better standard of living and more participation in decision-making.

Critical Areas of Concern: 1. Economic Regeneration of Rural Areas

tal women in terms of income-

on-making to enhance community

to markets roads.

market places, toilets, water wells.

1. Conduct a baseline study of women's activities in the sector.
Establish a data bank of women's activities in the sector.
Formulate programmes using data to develop and strengthen activities in cash cropping.
Form noble cooperatives at all levels.

TIME FRAME: October 15, 1999 – December 31, 1999

2. Conducting training in farming and seed multiplication as well as animal husbandry.

Provide razing implements to women, and

TIME FRAME: January, 1999 – December 31, 1999

National Gender Forum Agriculture Task Force

adoption. TIME FRAME: October 1999

Indicators:

1. 350 Sample size (women interviewed)
- 6 IEC programmes including workshops
- 2000 Females participant in IEC programme
- 70% women trained in sustainable production

55-111-175-175
75 Lobby
175-175
Actors:
1. WACC
2. World V

Objectives

1. Provision of infrastructure to promote production and sustainability.
2. Ensure the development of skills in leadership and participation.

Actions:

1. Repairs of major road networks including feeder roads.
Renovation and/or construction of schools, health centres, electricity etc. See NRP 2, Point a. and b.

Indicators:

against women. 9 Media personnel participated and acquired skills.

2.2.2.4 Career day activities held and percentage increase of workers in career of journalist.

media coverage and programs of gender issues.

25 Channels of communications (modern and traditional) identified

Actors:

PUL, National Gender Forum, Media Task Force, Ministry of Information, LNA, Media University of Liberia Mass Communication Department, UNIFEM/UNDP - UN THEME Group of Gender, Female Journalist Organizations

WODAL, PUL, Media Task Force, UL-MCO, UNIFEM/UNDP, Female Journalist Organizations

Force, UNIFEM/UNDP, Female Journalist Organizations.

udes reflected in change of language, pictures and increased involvement of traditional roles ascribed to males.

en participation in journalism as a career.

rtrayal of women in the media

et by women users.

it Framework.

rogramming in promotion of gender

modern and traditional media channels of communication.

usage of channels especially traditional channels

t by women users.

cern: b. Establishment and strengthening of information dissemination channels

- both modern and traditional at all levels -

Objectives:

anning of data, and other information to direct

To ensure the smooth efficient and

Actions:

Identify information channels to be utilized.

ssary and in the event of non-existence.

1. Create information channels when and

Indicators:

25 Channels identified: 20 Modern 5

12 Channels strengthened at all levels.

Actors:

1. Media Task Force - UNIFEM/UNDP

SOME GROUPS

SOME GROUPS

Benchmarks:

1. Number and types of information identified and utilized.
2. Number strengthened at all levels assessment by women users.
3. Number established at all levels

Critical Areas of Concern:

- a. Development of special programs for women refugees, internally displaced and returnees that have acquired special skills during the period of displacement rehabilitation process.

Objectives:

1. To promote the careers of qualified female returnees, refugees and internally displaced

Actions:

1. To identify those females that acquired special career skills while in external or internal displacement, i.e. construction, masonry, drafting, computer, carpentry, etc.

TIME FRAME:

- To lobby and advocate for placement and job opportunities including the formation of corporations to compete for contracts.

6. Major NRP Program: A Statistical Information and Database.

Critical Areas of Concern:

1. Collection of gender disaggregated data through surveys and other special studies.

Objectives:

- Generate gender-dissegregated data through the DHS and other studies including The Girl Child.
- Disseminate information for strategic planning, programming and reporting.

Actions:

- Mainstream gender issues and concerns in DHS survey.
- Time Frame: April 1, 1998 - January 30, 2000.
- Special studies including education profile.
- Time Frame: May - July 31, 1999.
- Time Frame: January 15, 2000.

Indicators:

- Women respondents in DHS survey cover 2,000 sample size.
- 200 Participants in The Girl Child educational assessment survey data.
- Information dissemination workshops.

Actors:

- Bureau of Statistics - MPEA, WACC Unit, UNFPA, Demographic Unit, University of Liberia.

MOE, UNICEF, HAWE, WEAL.

UNFPA, MPEA, Demographic Department, University of Liberia, MOE.

ks:

• DHS Data to be made available by January 15, 2000.

• Assessment by women users.

• "The Girl Child" educational assessment survey data.

• Assessment by women users.

• Numbers of Participants.

• Number of publications.

Resources:

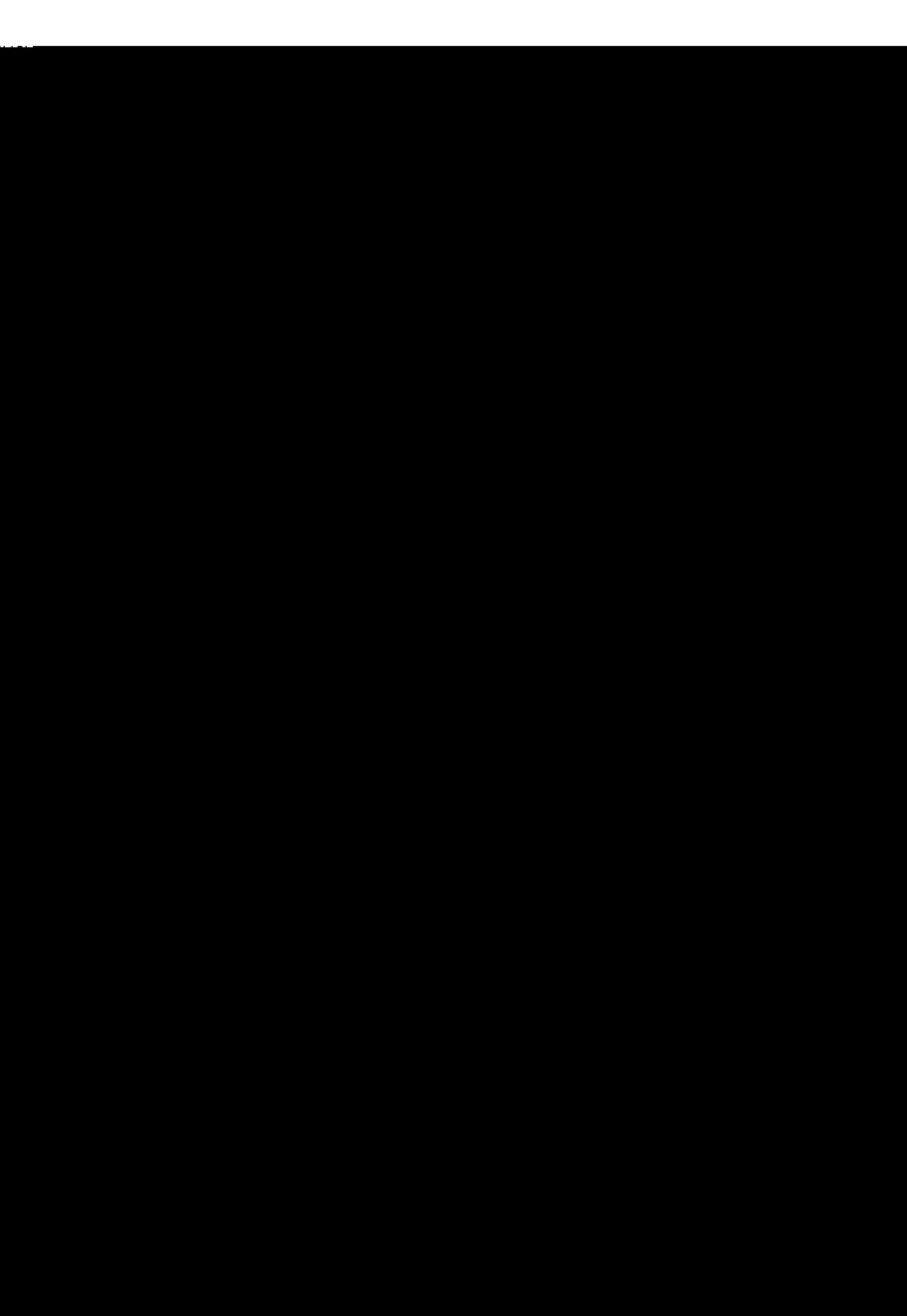
• Estimated cost of \$500,000 expended by actors on programmes implementation.

• Concern: b. Training of Planning and Budgetary Officers including statisticians.

• Training in SEGA for the beneficiaries of the

• Organize and conduct training in SEGA.

• Prepare manual on SEGA utilization in Liberia.



Actions:

1. Sensitize, lobby and advocate through workshop and publicity for the elimination of FGM in Liberia.
 - Establish a special committee lobby and advocacy and funds raising for the elimination of FGM. Time frame: January 1, 1995 - December 30, 2000.

2. Conduct studies to harmonize statutes in line with CEDAW and CRC. Time Frame: See NRP 1 Point a and b.

- Strengthen capacity of Government to implementation and report on CEDAW and CRC.
- Strengthen capacity of NGOs, Women, Secretariat, and decision makers to ensure the implementation and reporting of CEDAW and CRC as well as actively participate within the process. Time Frame: See NRP 1 Point a and b.

Decision special media activities - billboards, posters, etc. to sensitize families especially

the Girl Child

fathers to prioritize the ed

Time Frame: January 1, 1998 - December 31, 2000.

credit grant facilities.

Establish income-generation training for families and pr

Time Frame: January 1, 1997 - December 31, 2000.

Indicators:

1. Sensitization workshop revised statutes and policy	7 workshops and campaign activities for the elimination	350 participa
2. Film show		4 IBC activit
3. From training and income-generation activities.		3500 families

MOH, NATPAH, UNICEF, UNDP, UNIFEM, MOLA, DMA, UNHCR, UNICEF, MPEA, MIA, MRD, MH/SW, E, FAVE, UNESCO, UNIFEM, UNICEF, MIA, WEAL, RICKLE UP, UNIFEM, PACWA, CAP, UNHCR, CAD, ARC

of women and their families benefiting from the elimination of FGM
 er of participants attending sensitization workshop
 ed statutes and policies

submitted to the Global Committee
 program proposed
 one-generation Activities

tion Programmes
 nd marketers
 eration Activities that includes agriculture-cash

iring industries
 With the agricultural and commercial activities
 ne for men in these industrial activities and encourage

their level of participation to support of Women empowerment activities

Critical Areas of Concern: a, b, c, d

Objectives:

1. Improve the status of women
2. Ensure the establishment of cropping, and commerce-lig
3. Promote women banking sch
4. Ensure favorable gender sensitiva

Benchmarks:

1. Increased agricultural inputs and yield
 - Availability of inputs, and increased economic activities.
 - Increased access to improved technology
 - Increased knowledge in business skills.
 - Assessment by women users.
2. Increased knowledge in income-generation skills and enhanced ability to repay loan.
 - Increased number of loan repayment by women
 - Revolving scheme established and more beneficiaries to business funds
 - Efficient management of revolving funds.
3. Numbers of Susu and rural banking scheme established.
 - Numbers of women introduced to formal banking activities.
4. Number of men sensitized due to workshop
 - Increased number of women involves in micro-project due to men support.
5. Published result of assessment (report)
6. Improved facilities through out the Country.
 - Increased level of socio-economic activities.

Women Empowerment In Consonance
 Plan of Action and The Agenda 21,
 Action for Women's
 Towards Sustainable Human

Critical Areas Of Concern: c. Development of Policy
 With ICPI
 Chapter 2
 Empowerment
 Development

Objectives:

To facilitate and increase gender awareness

health and rights issues, and environmental protection and management issues.

• promote research on women and the environment taking into account best practices

• promote sustainable livelihood through enhanced productivity among women and their organizations

ACTIONS:

Hold seminar/workshop on women's rights issues, including reproductive rights

Programmes for the removal of barriers:

• Strategic planning and policy workshop to develop a

plan on environmental protection and management issues

December 31, 2000

Involve men in awareness

• Conduct National C

policy and work pla

Time Frame: Janua

1999 - Dec

Research on best practices taken into account other countries positive gender

lessons - learned. Time Frame: December 31, 2000

Develop a Strategic Result Framework of women and environment. Time Frame: Jan 1, 1999 - Dec

B.1.1 Establish women groups and associations targeting women

environmentally friendly practices that yield sustaina

• Develop training materials and conduct training

Time Frame: July 31, 1999

Indicators:

- 95 workshops held to sensitize women about reproductive right and health issues 29,034 women participants.
15,024 men sensitized through IEC programmes.
- 6 strategic training workshop held to sensitize rural women

Actors:

UNDP/UNICEF, UN THEME GROUP ON GENDER, UNCHS, NATIONAL GENDER FORUM, LOCAL ENVIRONMENTAL NGOS, CBOS, MPEA
 UNDP/UNIFEM, MPEA, SEA, SOL
 UNDP/UNIFEM, MPEA, SEA, SOL

Benchmarks:

- Increased involvement of women in decision making in reproductive health issues as well as:
 - Policy on Women and Environment
 - Work plan and schedule of activities
 - Research result published and disseminated
 - Educational Programmes on Women and the environment
 - Women groups association established
 - Training material and manual and IEC materials produced for women users

2. Special Concerns, Women in Difficult Circumstances

Internal, Refugees
 Displaced
 Single

Critical are
 • Displa
 • Single

s development for the survival of displaced

Decision-making process of the community

1. Promote conducive environment training to women and their families.
 2. Ensure the participation of women remains
- Formulate and ensure the implementation of clear governmental policies and guidelines on sheltering women of families and constructing of dwellings

Actors:

- Training of Refugees and internal displaced women in income-generation skills as well as skills in construction, vegetable gardening
- Training of women returnees, social workers and staff of COBIC and group dynamics by TIME FRME
- The formulation and implementation of the Habitat Project

Guiding construction and
 management of waste

Indicators:

- trained by LOIC in income-generation
- women provided with gardening skills and
- women projects in leadership skills, writing of project proposals, group dynamics

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