

**Project Title:**  
**DCAF-WIPSEN Project “Security Sector Reform in West Africa: Strengthening the  
Integration of Gender and Enhancing the Capacities of Female Security Sector  
Personnel”**

**Contract Number: 8118**

**REPORT**  
**Gender and Security Sector Reform Training**  
**For the Liberia Female Law Enforcement Association (LIFLEA)**  
**Monrovia, Liberia**  
**20-22 October 2008**

**Submitted by**

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**A. Contact Information**

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## **B. About the Implementing Partners**

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**Women Peace and Security Network Africa (WIPSEN-Africa)** is a women-focused, women-led Pan-African Non-Governmental Organization that seeks to promote women's strategic participation and leadership in peace and security governance in Africa. WIPSEN-Africa seeks to institutionalize and mainstream women, peace and security by enhancing women's leadership capacities and promoting constructive, innovative and collaborative approaches to non-violent transformation of conflicts, peacebuilding and human security in Africa. Its objectives are to: 1) Provide a platform for women across all levels of African societies to exchange, share and harmonize strategies for women's leadership and build coalitions to promote peace and security in Africa; 2) Strengthen women's capacities to sustain their active engagement in conflict prevention, resolution, peacebuilding, peace support operations and human security at policy, research and praxis levels; 3) Promote the twin approach of mainstreaming gender and women's perspectives in peace and security institutions and mechanisms; while at the same time mainstreaming peace and security in all gender mechanisms, policies and institutions; and 4) Influence policy development and implementation on women, peace and security through rigorous research, strategic advocacy, and documentation. To implement its objectives, WIPSEN-Africa has among others, been engaging security sector actors and institutions to ensure women's rights are protected and their participation guaranteed in ongoing security sector reform processes.

The **Geneva Centre for the Democratic Control of Armed Forces (DCAF)** was established by the Swiss Government in October 2000 as an international foundation, and today has 50 member countries. The Centre works with governments, security sector institutions, parliaments and civil society to foster and strengthen the democratic and civilian control of security sector organizations such as police, intelligence agencies, border security services, paramilitary forces, and armed forces. To implement its objectives, the Centre: 1) Conducts research to identify the central challenges in democratic governance of the security sector, and to collect those practices best suited to meet these challenges; and 2) Provides support through advisory programmes and practical work assistance to all interested parties, most commonly to governments, parliaments, military authorities, and international organizations. DCAF's Gender, Children and Security Programme develop research, policy and implementation materials to support the integration of gender and other cross-cutting issues into security sector reform.

### C. Background

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A three-day capacity strengthening workshop on *Gender and Security Sector Reform* was conducted in Monrovia, Liberia for members of the Liberia Female Law Enforcement Association (LIFLEA). The workshop which was co-organised by the Accra-based Women Peace and Security Network-Africa (WIPSEN-Africa) and the Geneva Centre for the Democratic Control of Armed Forces (DCAF) held on 20<sup>th</sup> to 22<sup>nd</sup> October 2008 at the conference room of the Ministry of Gender and Development in Monrovia.

The capacity strengthening training workshop is a component of the broader one-year pilot project on Gender and Security Sector Reform in West Africa, which WIPSEN-Africa and DCAF are implementing in Liberia and Sierra Leone in direct response to an observed gap: namely the poor integration of women and gender issues in on-going SSR processes.

The project has consisted of a number of activities: a needs assessment study; national consultations with female security personnel, as well as with other relevant actors; trainings and other special initiatives such as strategic planning workshops to strengthen the institutional capacities of the association of women in the security sector; women in security marches; and lecture series that are targeted at particularly young girls to encourage increased female enlistment.

The training component of the project is intended to 1) improve understanding of basic concepts and processes on gender and security sector reform, 2) strengthen inter-agency cooperation among female security personnel in Liberia, 3) to build and/or strengthen individual and institutional capacities to mainstream gender and women's issues into security issues, and 4) facilitate knowledge and information networking between female security personnel.

The workshop brought together thirty-three (33) participants from eight security institutions in Liberia. Institutions represented at the training were: the Liberia National Police (LNP), Liberia Fire Service (LFS), National Bureau of Investigation (NBI), Monrovia City Police (MCP), Bureau of Immigration and Naturalization (BIN), Drug Enforcement Agency (DEA), Ministry of National Security (MNS), and Liberia Seaport Police (LSP).

This report highlights deliberations during the training workshop.

## Session one:

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### Opening Session:

The workshop began with a brief opening programme during which Ms. Ecoma Alaga, Director of Programmes for WIPSEN-Africa, gave a brief overview of the workshop. She informed participants that the workshop was being organised by WIPSEN-Africa and DCAF. Participants were also notified that the training workshop would be followed by two lecture series supported by Womankind (one in Monrovia at the Gender Ministry and one in Buchanan, Grand Bassa County) on 22<sup>nd</sup> and 23<sup>rd</sup> October. The lecture series are expected to be interactive, bringing together young girls from selected Junior and Senior High schools in Monrovia and Buchanan. The goal of the lecture series was expressed as getting more young girls familiarized with the security sector as a way of increasing their desire to join the sector. The opening remarks were concluded with the notification that the week's work would be climaxed with a "Women in Security Sector" march in the city of Monrovia on Friday, 24<sup>th</sup> October.

Following this, the first session of the day began with the setting up of ground rules meant to guide the interaction of the group for the duration of the workshop. Ground rules put forth by participants were:

- Being recognized before speaking
- Switching off phones during sessions
- Respecting others and their views
- Refraining from chewing gum or sleeping during sessions
- Abstaining from side talking during sessions
- Being punctual

### Understanding Sex and Gender:

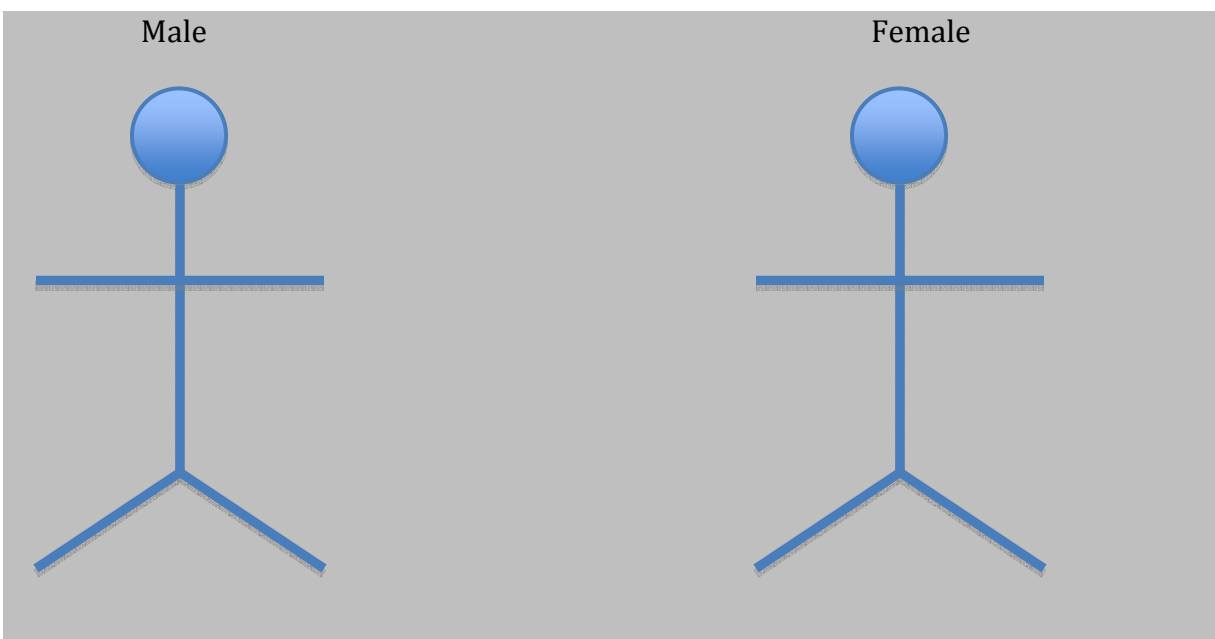
The session on distinguishing sex from gender was begun by the Director of Programmes for WIPSEN-Africa after the setting up of ground rules. The aim of the session was to enable participants better distinguish sex from gender. In a brainstorming fashion, participants were invited to state their opinions of the differences between men and women.

Some responses from participants are listed in the table below:

Man	Woman
<ul style="list-style-type: none"> <li>• Supreme</li> <li>• Authoritative</li> <li>• Power</li> <li>• Commanding</li> <li>• Hardworker</li> <li>• Loving</li> <li>• Violent</li> </ul>	<ul style="list-style-type: none"> <li>• Courteous</li> <li>• Child rearer</li> <li>• Gentle</li> <li>• Relaxed</li> <li>• Encouraging</li> <li>• Politely authoritative</li> <li>• Concern</li> </ul>

<ul style="list-style-type: none"> <li>• Selfish</li> <li>• Loves recognition</li> <li>• Bread winner</li> <li>• Dishonest</li> <li>• Womanizer</li> <li>• Lazy</li> <li>• Father</li> <li>• Protector</li> </ul>	<ul style="list-style-type: none"> <li>• Discipline</li> <li>• Motivation</li> <li>• Caretaker</li> <li>• Role-model</li> <li>• Housewife</li> <li>• Respectful</li> <li>• Mothers</li> <li>• Caring</li> <li>• Burden-bearer</li> <li>• Custodian</li> <li>• Bread-winner</li> </ul>
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After briefly reiterating the responses by participants, two figures were drawn on a flipchart and the following question posed: "If we were to draw two figures like this and call one male and the other female, what would distinguish a male from a female?"



Some responses of participants on the characteristics distinguishing male and female are shown in the table below:

Male	Female
<ul style="list-style-type: none"> <li>• Short hair</li> <li>• Mustache</li> <li>• Penis</li> <li>• Impregnates</li> </ul>	<ul style="list-style-type: none"> <li>• Long hair</li> <li>• Breasts</li> <li>• Vagina</li> <li>• Gives birth</li> </ul>

• Dress code	• Dress code
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The exercise was then used to discuss the difference between sex and gender. It was noted that sex and gender were defined mostly in terms of roles and functions. The sex function is mostly based on reproductive organs, and is a natural and universal attribute distinguishing male from female. Gender on the other hand was seen as more of a societal thing. It is a social construction of society that defines what males and females can and cannot do in society. Looking back at the distinguishing characteristics given by participants for male and female, it was pointed out that there were two that defined the sex role. These were referred to as the biological reproductive capabilities that males and females were born with. With the exception of these, most of the other characteristics listed by participants were gender roles defined by society. It was further stated that gender roles were not static and universal all over the world, varying from one society to another. Furthermore, gender roles changed, with time and context changing the roles assigned to genders.

The Director noted that since gender was a social construction, societies socialized children according to their sex, assigning different gender roles to males and females and orienting them to act according to the set pattern of behavior linked to being male or female. It began privately in homes, continuing into the public life of both females and males; with the result that each believed certain roles were exclusive to the other sex. When people are socialized to think in a certain way for long enough, transforming them becomes a challenge and those who benefit the most from such systems can sometimes even challenge changing things such as gender roles.

With the distinction on gender and sex made, it was cautioned that gender advocacy was more about catering to the needs of different groups in society not just one group. It does not blend everyone together because different social groups in society have different needs. Therefore focus on gender issues tends to reduce discrimination by looking at social inequalities among different groups of society. The table below was used to illustrate how using a gender lens to evaluate development programs can show disparities among different groups in society. Emphasis was made on the importance of looking for disparity among groups and working to reduce them as a way to decrease discrimination among different groups in society.

<b>Gender</b>	<b>Agriculture</b>	<b>Education</b>	<b>Security</b>
Boys	xxxx	xxxxxxxxxxxxx	xxxxxxx
Girls	xxxxxxxxxxx	xxxxx	xxxx
Men	xxxx	xxxxxxxxxxxxx	xxxxxxx
Women	xxxxxxxxxxx	xxxxx	xxxx

It was observed that when gender issues were being discussed, the focus was usually on women. This was principally because in most sectors and societies, girls and women were more at the deficit end as compared to men and boys. There was, therefore, a gap that needed to be filled in bringing women and men to parity and this was why the emphasis was placed on women. It was warned that though women and girls are the main focus of the gender discourse in patriarchal contexts like Africa's, the gender lens was also cautious about creating situations that discriminated against men and boys.

The group then identified some needs that people had based on their sex and gender, referred to as sex and gender needs. Human needs could be placed under three broad categories: general needs, gender needs and special needs; and participants were invited to name some of these needs. The responses were placed under categories and are shown in the table below:

General needs	Special needs	Gender Concern	Gender needs
<ul style="list-style-type: none"> <li>• Food</li> <li>• Shelter</li> <li>• Clothing</li> <li>• Job</li> </ul>	<ul style="list-style-type: none"> <li>• Toiletry</li> <li>• Antenatal</li> </ul>	<ul style="list-style-type: none"> <li>• Childcare</li> </ul>	<ul style="list-style-type: none"> <li>• Decision-making</li> <li>• Education</li> </ul>

Following the categorization, participants were cautioned against mixing gender concerns with gender needs, as women were viewed as prone to expressing gender concerns as gender needs. Gender needs are different from gender concerns and if there is going to be advocacy for the gender needs of women; these would have to be differentiated in order to achieve meaningful results. It was further stated that both men and women had general and special needs in particular institutions or societies. However in areas of security, most policies were developed with a bias towards general needs, and in patriarchal settings these may be based on the male dominated needs. In such settings, the general needs, special needs, gender concern, and gender needs of women must be advocated for to prevent situations that promote discrimination against women being created in communities and institutions. Women must get involved in advocating for the rights and needs of women. This makes the role of gender in security policy formulation highly challenging.

\*During deliberations, it was observed that the following had great influence on how people viewed sex and gender in Liberia:

- Tradition
- Culture
- Religion



Not only do tradition, culture and religion have great influences on how people view sex and gender in Liberia, it was also observed that they posed some major challenges to how males and females interact in Liberian society.

After a lunch break, there was a brief recap of the morning's presentation to make sure that participants understood the concepts that were being talked about. Some participants had mentioned that this workshop was their first on gender issues, which gave rise to the recap. During the recap, participants who claimed to have had little knowledge on the difference between gender and sex were asked to say what they now knew about gender after an hour and half of discussion on gender. Some responses from participants were:

- Gender is the assigned role society has placed on males and females
- Gender is not about men alone; men and women are only differentiated by their sex
- Gender is the way society socializes

Following these responses, participants were reminded that when talking about gender, it was good to start with sex. While sex has to do with natural biological features that are universal, gender is a social construction of society and varies from one society to another. Sex roles are the roles people play because of the biological capabilities they have and gender roles are those assigned by society because of sex characteristics. For example, because women bear children as part of their sex roles, society feels that they should be the ones to take care of those children. The former constitutes a sex role and the later, a gender role. Participants were encouraged to think about the following when talking about gender:

- Gender affects everybody
- Focus has been on women because of the gaps/disparity in gender roles
- We may be aware of gender issues but are usually pressured by socialization, culture, religion and even peer when it comes to making decisions that involve gender.

On this note, the discussion moved on to looking at gender dynamics and security.

## Session Two:

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### Gender Dynamics and Security

The session was begun by noting that gender has to do with boys, girls, men, and women. These are all different groups and because of their sex and gender, each group experiences things differently. Therefore, the way each gender group perceives and experiences security is different. Participants were asked to briefly state how men and women perceive security. Some responses from participants were as follows:

#### *Men's perception of security*

- A man's preserve
- A man's issue
- Head of security institutions
- Leaders

#### *Women's perception of security*

- Men as providers of security for the family
- Protectors

After brief deliberations on these points, the following question was posed: "when do you feel secure?" Some responses from participants included feeling secure when:

- I have money
- I am relaxed
- I have food
- I am indoors
- I have good national security
- I have the protection of men
- I have good health
- My husband is at peace
- My children are happy
- I have protection
- I have education
- I have electricity
- I have a job
- There is justice/law and order
- I have the power to make decisions
- I have peace

It was then noted that security needs were usually tied around gender needs. For males, their security needs are tied around the need to make decisions; while women tend to look at security needs from the safety perspective rather than the security perspective. This is why the security discourse has been changed to reflect most of the safety concerns of women so as to broaden the discourse. The emphasis for now is on human

security, which covers seven areas that reflect most of the concerns of women. In looking at the security needs of women, the emphasis must be on decision-making. While security for women rests on many of the security concerns women raised, leaving women out of decision-making creates more insecurity for them. Women should not be seen just as beneficiaries of security but rather as providers of security also.

On that note, participants were placed in groups of five to identify the gender-based needs for security in their institutions. The exercise ran for 30 minutes and was intended to bring out the individual and collective security needs of participants in their respective institutions.

**Note: The security need of each person in an institution varies according to their position in their institutions.**

Below are the reports from the various groups:

### Group 1

Group one listed the needs as enumerated by individuals within the group.

#### Gender-based security needs

Males	Females
Power	Training/education
Control	Inclusion in decision-making
Domination	Self confidence/esteem
Authority	Equal opportunities
Training to gender issues	Better salary
	Motivation
	Special facilities (female bathroom/restroom)
	Sensitization of young women to become security personnel

### Group 2

Group two listed their security needs based on institutions represented in the group.

#### Gender-based security needs in Security Sector institutions:

##### Liberia National Fire Service

- Need to increase women in decision-making positions. There is currently no woman in a top position at the service. All key positions are held by men

##### Liberia Seaport Police

- Need to make policy and practices of decision-making more gender sensitive. Currently, no woman can serve as shift commander or in a top position

**Drug Enforcement Agency**

- Need for equal access to opportunities available at the Agency. Women and men in low positions do not benefit from training opportunities

**NBI & Social Security**

- Women are not part of decision-making, and do not benefit from training opportunities and promotions on the job

**BIN**

- Need more training opportunities for both female and male officers

**LNP**

- Women are in key positions and also at decision-making bodies as well as men. Training still needed for women

**Group 3**

Group three listed their needs as was put out by individuals in the group.

What are gender-based security needs in your institutions?

**Issues:**

1. Logistics
2. Decision-making: Men are given more opportunities to make decision than women
3. Training: More males are being trained than females
4. Positions: women are not found in top positions. Men occupy most of the top positions in our institutions
5. Incentives: Men occupy most of the top positions in our institutions and so get more incentives than women. Females are not given incentives such as allowances because they are not allowed to excel to positions where they benefit from such.

Following the presentations, the need to distinguish a general gender need from a gender need that is specific to women was stressed. This is important because it helps in determining strategies for advocating for women and also identifying allies who could aid in making sure that the goal of the advocacy is achieved. Sometimes allies may not be within an institution and thus a deep analysis of the issues helps to shape the argument in a way that yields result. There is also need for clarity about the kind of change desired. Women need to be strategic in thinking and gather facts before pursuing any change. In this regard, it was noted that there are four categories of people who engage us in many of our endeavors. The first are called the 'Strategists' and are people who help in proper planning or actions and give guidance as well. The next group are called the 'Loyalists' and are people who provide unquestioning support. The third group are called the 'Coasters' and are people who waver in commitment and are likely to desert; participants were warned to be watchful of this group as they could 'sell-out'. The last group are called the 'Vultures' whose only interest is in breaking

down whatever is being built. They also take information from one end to the other. Participants were advised to be on the lookout for these four categories of people when planning advocacy on gender issues that are specific to women.

## Session Three:

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### **Gender Mainstreaming:**

The session on gender mainstreaming was started with a powerpoint presentation, pointing out that gender mainstreaming is a strategy for achieving equal opportunity for women and men. Although the goal of gender mainstreaming is the promotion of equal opportunity, after years of advocating gender equality in most settings, gender has been integrated but not mainstreamed. For example, the call for educating the girl child has led to an increase in the number of girls enrolled in schools but not much attention is paid to how many girls graduate from these schools; and retention rates are lower. Below are some points from the presentation highlighting what gender mainstreaming is, and what it is not:

#### *What gender mainstreaming is not:*

- A women-only issue
- About improving access or of balancing the statistics
- About having and implementing well written statements
- About blaming anybody for the inequalities which exists
- About only women talking action. It is about collective action that benefits the whole community or society.
- About only benefiting women
- About stopping or replacing gender specific policies and projects targeted at either women or men but about doing something more comprehensive that enhances the values and practices of men, women, boys and girls

#### *Understanding gender mainstreaming*

- The three most argued points about gender mainstreaming are that it reduces poverty, boosts growth, and strengthens citizenship.
- It is a pro-active process designed to tackle inequalities which can, and do discriminate against either sex.
- Targets major economic and social policies that deliver major resources.
- Makes good economic sense ensuring that women as well as men are active, thus using 100% of the productive labor force.
- Represents another step in the search for equality.
- Recognizes that gender is one of the most fundamental organizing features in society and affects our lives from the moment we are born.

In understanding gender mainstreaming, it was stressed that based on the points given above, the arguments hold that gender mainstreaming reduces poverty, boosts growth, and strengthens citizenship. Citizenship here means having the opportunity to participate equally as a member of the community. It was noted that human beings have three roles to play in participation and strong citizenship. These are Reproductive role—biological capabilities to reproduce; Productive role—things done to earn an

income or reward; and Community role—the role women are expected to play in service to their community. This last one is actually the gender role that society expects of males or females, participants were admonished to take note of these when gender mainstreaming.

*The presentation noted that gender mainstreaming also:*

- Presupposes a recognition of male and female identities, and is based on the premise that men and women have different identities from the day they are born
- Recognizes that differences exist in men and women’s lives and therefore needs, experiences and priorities are different
- Involves a willingness to establish a balanced distribution of responsibilities between women and men
- Needs determined political action and support with clear indicators and targets
- Will not happen overnight but is a continuous process

*The application of the gender mainstreaming strategy means:*

- Equal work and equal pay for both men and women
- That differences between women and men should never be used as grounds for discrimination
- A radical rethink of the way labour markets work, and their impact on women and men’s employment

*It was further noted that gender mainstreaming covers the following areas:*

- Policy designs
- Decision-making
- Access to resources
- Procedures and practices
- Methodology
- Implementation
- Monitoring and evaluation

The presentation concluded by looking at the myths and truths surrounding gender mainstreaming.

*Myth:*

- Inserting one unit on women fulfills the mandate to mainstreaming a gender perspective.

*Truth:*

- Mainstreaming gender perspective involves changing how situations are analyzed.

The participants were then split into four groups and asked to look at how gender can be better mainstreamed in the security sector considering the following areas:

- Recruitment and retention
- Education and training
- Operations
- Policy and decision-making

\*Group 1 was assigned Recruitment and Retention; Group 2 Education and Training; Group 3 Operations; and Group 4 Policy and Decision-making.

Feedback from the group exercise is highlighted below:

#### **Group 1**

*How can we effectively mainstream gender in recruitment and retention?*

To effectively mainstream gender, there is a need for recruitment of women in the security sector. However, women must meet the standard operating procedure of the agencies/ministries doing the recruitment.

Retention:

- Training/capacity building
- Empowering females to excel in the system
- Providing opportunity to females to be part of decision-making at the highest level.

#### **Group 2**

*How can we can we effectively mainstream gender in education and training in the security sector?*

- Establish training institutions
- Encourage women to get recruited in security sector in the following ways:
  - a.) Include medical benefits in the recruitment and training package
  - b.) Include incentives such as per diems
  - c.) Provide health insurance
  - d.) Provide daycare incentives for female officers' children
- Create opportunity for continuing education for officers

#### **Group 3**

*How can we can we effectively mainstream gender in security sector institutions' operations?*

- Plan of action
- Criteria setting
- Merit system
- Motivation/training
- Empowerment
- Willingness
- Incentives

#### **Group 4**

*How can we effectively mainstream gender in policy and decision-making in security sector institutions?*



- Letting the views of women be heard and considered
- Women should be a part of decision-making
- Woman should be put in every part or section within all security sector entities or organizations
- Women should not wear trousers (review)
- People should not speak local dialect

Commenting on the exercise, it was observed that all the groups stressed the need for the mobilization and sensitization of females to be recruited in security sector as it related to equal opportunities with their male counterparts.

The last exercise of the day was a case study that looked at what institutions represented at the workshop already had in place with regards to the four areas covered in the group exercise, to ensure gender mainstreaming. Participants reported for their respective institutions and below are some of the results of discussions on gender mainstreaming in the various institutions:

**NFS**

- Fire Service has increased representation of women.

**LNP**

- Police has a 50/50 balance policy in recruitment of both men and women.
- Police also has a chain management system that encourages the use of a merit system, which puts women on parity with men.
- Women and children protection unit is concerned with taking care of females in the police force when problems arise that require protection for women.

**BIN**

- Has an equal opportunity policy for both women and men when it comes to recruitment and in-service training.

**MCP**

- No policy for women.

**MNS**

- No policy for women.

**LSP**

- No female in key position.
- Has a handbook that emphasizes merit, but does not grant promotion to women.

**NBI**

- Has only seven females in entire institution.
- Only two in junior level decision-making positions.

The results showed that only two institutions (Bureau of Immigration and Naturalization and the Liberia National Police Force) had positive policies and practices that promoted gender mainstreaming. After discussions on the results, participants were asked what lessons could be learned from institutions that had positive policies and practices for mainstreaming gender?

Female workers from BIN reported that they used their women's organization within the institution to advocate that females be promoted to higher positions with incentives on parity with their male counterparts. This was highlighted as a positive move that could be copied by women in other security institutions represented at the workshop.

## Session Four:

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### Security Sector Reform (SSR):

The aim of the session was to acquaint members of LIFLEA of the essence and procedure for carrying out SSR. The session commenced with participants introducing themselves and their institutions or agencies. The essence of this was to identify which entities in the workshop were currently undergoing Security Sector Reform. This exercise revealed that the Bureau of Customs and Excise (BCE) was not represented at the workshop and that BCE was not a part of LIFLEA. Dr. Jaye took the opportunity to remind LIFLEA of the need to include BCE in the discussion on security because they play an important role in national security.

In a brainstorming exercise, the following question was posed, “when you think about security, what comes to mind?” Some responses from participants were:

- Protection from fear
- Protection from rape
- Protection from harm

These responses were summed up with a remark that security was about everything that affected our wellbeing. Security is not just the physical things such as the police, army, etc., but also good governance, with human beings being its primary concern.

In another brainstorming session, the question was asked “what is Security Sector Reform?”

Some responses from participants were:

- To downsize
- To restructure the security sector
- To improve
- To transform
- To replace

It was observed from the responses of the participants that defining SSR was a challenge. While there is not a comprehensive agreement on the definition of SSR, there is an agreement that it leads to something that should bring about improvement. In Liberia, a few organizations have undergone SSR. The Liberia National Police (LNP) and the Ministry of National Security (MNS) are two examples. Dyncorp did the first assessment in Liberia and the Governance Commission and the United Nations Missions in Liberia (UNMIL) did two other assessments. However, it was cautioned that when SSR is talked about, there are few things to consider. The first thing to do is review the entire institution that is to undergo the SSR in terms of structure, policy, practices and Standard Operations Procedures. Doing institutional assessment leads to a better understanding of the problems in every institution. A question to ask when doing SSR is

what challenges or threats the institutions face? The end goal of SSR is to make instructions more effective by making them transparent, accountable, etc.

One challenge to SSR in Liberia was noted as the lack of clarity of laws that created various security institutions. There is an overlap of function between many security institutions and SSR requires that there be clarity in the policies of each institution. The other issue associated with the challenge of SSR in Liberia was governance, which has to do with the exclusion of oversight institutions mainly the House and Senate committees that have oversight responsibility for various security institutions from the process. It was pointed out that SSR is about the rule of law and oversight committees are an essential part of SSR.

Also for SSR to be effective there is a need for better judicial systems because bad courts lead to a crack in the security sector/system. Security is not just about security institutions doing their jobs well but also about coordinating and collaborating with each other. The group was informed that the current SSR exercise in Liberia had produced a National Security Strategy that was ready and pending launch by the President.

In yet another brainstorming session, the question was posed, “why does Liberia need SSR?”

Some responses from participants were:

- Recruitment flaws in the security sector
- Promotion not being based on merit
- The war in the country
- Political interference in the security sector
- One-party system that existed in Liberia
- Low level of education
- Influence of warlords on the security sector
- Lack of good governance
- No motivation in security institutions

It was noted that the responses of participants captured many of the reasons why there was a need for SSR in Liberia. There is need to rewrite many of the acts that created some security institutions as part of the SSR process because some of these acts were written around the role of the head of the institution and everyone else has to work in accordance with the provisions therein. The group was informed that some laws are being changed, for example, the National Defense Act that has been changed, but the process needed to be continued in other security institutions

The importance for Liberians to understand SSR so that they could carry on the process when international partners were not around was stressed. There are many cross border issues that security institutions have to deal with in Africa which makes SSR very important for all African countries. Answering the question, “why does Liberia need

SSR?” helped in defining the context for SSR in Liberia. It was, however, noted that if SSR must take place there must be laws or legal frameworks for doing so. To this the question was posed, “what are some of the legal frameworks for doing SSR in Liberia?”

Responses from participants included:

- Comprehensive Peace Agreement of Liberia (CPA)
- Constitution of Liberia
- United Nations Security Council Resolution (UNSCR) 1549

While agreeing that these three documents provided the bases for SSR in Liberia, it was further noted that it was very important to look at policies and laws or guiding principles for the operation of security institutions when doing SSR. It was observed that SSR in Liberia had, to some extent, been tied around affordability rather than threats and challenges that national security institutions faced.

The session moved on to look at some challenges or threats to national security in Liberia with a deliberation on how the following posed a challenge or threat to the national security of Liberia:

- HIV/AIDS
- Poverty
- Poor healthcare
- Illiteracy

Some responses from participants were:

- HIV/AIDS poses a threat to national security in that it reduces the number of able bodied persons who could perform national security tasks.
- HIV/AIDS puts a burden on national budgets by increasing health cost
- Poverty increases the potential for people being disgruntled which can threaten national security in the case of a riot or revolt
- Poor healthcare
- Illiteracy decreases the productivity of the nation and creates a power vacuum between the educated and illiterates which is a potential source of conflict

After reiterating some of the responses from participants, it was asked if there were external threats to Liberia’s national security. Participants agreed that there were external threats to Liberia’s national security and listed the following as some of the external threats:

- HIV/AIDS
- Political instability of neighboring states
- Global recession
- High unemployment in neighboring states

After a brief discussion on the external threats listed, questions were solicited before the closing of the session. Questions from participants included:

1. Is there a need for sensitization workshops for security personnel?  
A: The way trainings are structured for security in Liberia has to be reviewed. There is need to include academics such as Health officers, Sociologists, Political Scientists, etc. in the development and delivery of training.
2. Why are West Africans/ECOWAS countries not able to settle their own conflicts but have to count on the UN or other world powers to settle African problems like the case in Sudan?  
A: This has to do with the way external factors influence what happens locally.
3. There are claims that the vetting process in the SSR process in Liberia was not done properly. Will the vetting already done by institutions be nullified?  
A: Not really. At this time, nullifying what has been done will create a security vacuum in the SSR process but there is a need to audit the current SSR and correct some of the mistakes made.

Following lunch, the session on Security Sector Reform continued. It began with a brief revision to re-orient participants with the earlier discussion. Following that, participants were put into groups to identify security sector institutions in Liberia looking at the following areas:

1. Core institutions
2. Oversight/management institutions
3. Justice and law enforcement institutions
4. Non-statutory institutions

The goal of the exercise was to have participants reflect on the roles and functions of their security institutions with regard to national security. Below are the reports of the groups:

#### **Group 1**

##### *Core Institutions*

- Armed Forces of Liberia (AFL)
- Liberia National Police (LNP)
- Bureau Immigration and Naturalization (BIN)
- Liberia National Fire Service (NFS)
- Ministry of National Security (MNS)
- National Bureau of Investigation (NBI)
- National Security Agency (NSA)
- Drug Enforcement Agency (DEA)
- Special Security Service (SSS)
- Monrovia City Police (MCP)

##### *Oversight/Management*

- Joint Security Commission

- Security Committees/Legislature (both House and Senate)

#### *Justice and Rule of Law*

- Judicial (The courts)
- Liberia Bar Association
- Association of Female Lawyers of Liberia (AFELL)
- Liberia National Law Enforcement Association (LINLEA)
- Liberia Female Law Enforcement Association (LIFLEA)
- Human Rights Commission of Liberia

#### *Non-Statutory*

- Private Security Companies

### **Group 2**

#### *Core Institutions*

- Armed Forces of Liberia (AFL)
- Liberia National Police (LNP)
- Bureau Immigration and Naturalization (BIN)
- Liberia National Fire Service (NFS)
- Ministry of National Security (MNS)
- National Bureau of Investigation (NBI)
- National Security Agency (NSA)
- Special Security Service (SSS)
- Drug Enforcement Agency (DEA)

#### *Oversight/Management*

- Justice Ministry
- Executive Mansion

#### *Justice and Rule of Law*

- Ministry of Justice

#### *Non-Statutory*

- Private Security Institutions

### **Group 3**

#### *Core Institutions*

- Liberia National Police (LNP)
- Bureau Immigration and Naturalization (BIN)
- Liberia National Fire Service (NFS)
- Ministry of National Security (MNS)
- National Bureau of Investigation (NBI)

- National Security Agency (NSA)
- Special Security Service (SSS)
- Drug Enforcement Agency (DEA)

*Oversight/Management*

- Ministry of Justice
- Senate Committee on Security
- Monrovia City Mayoress/Mayor
- President of Liberia

*Justice and Rule of Law*

- Liberia National Police (LNP)
- Drug Enforcement Agency (DEA)
- Bureau of Immigration and Naturalization (BIN)
- Monrovia City Police (MCP)

*Non-Statutory*

- Private Security Companies (EXECOM, Dove, North Star)

After the group report, it was observed that the following institutions were not listed as part of the security institutions:

- Bureau of Customs and Excise
- Roberts International Airport Security
- Liberia Seaport Police

\*An interesting observation made by the Director of Programmes for WIPSEN-Africa was that the Liberia Seaport Police (LSP) was represented at the workshop but was not listed as a core security institution. The Director cautioned participants to be vigilant and focused when it came to advocating gender issues that affected their institutions noting that “Issues affecting you in your institution can only be brought to fore when your institution is represented at the discussion table”. It was seen as a missed opportunity for the representatives of LSP to take part in the exercise and not insist on listing their institution as a core security institution. It was also noted that there was need to include traditional institutions when talking about national security.

Participants were then asked to work together to:

- a) List gaps and challenges in the security sector you work in
- b) List gender issues to be considered during SSR

The exercise lasted for 30 minutes, and below are the reports of the institutions:

**BIN**

*Gaps:*



- Lack of motivation
- Lack of incentives
- More men, less women
- Need to upgrade the educational standard
- Capacity building for female personnel
- Lack of logistics (uniforms, transportation, etc)

*Challenges:*

- Lack of communication
- Poor working relationships
- Lack of information dissemination - top to bottom approach

*Gender issues to be considered during reform:*

None was listed

**LNP**

*Gaps:*

- Need more specialized trainings
- Qualified female personnel were de-activated

*Challenges:*

- Lack of logistics (communication, mobile, etc)
- Lack of incentives
- Low budgetary allocation

*Gender issues to be considered during reform:*

None was listed

**MCP**

*Gaps:*

- Working relationship is poor between police and central administration
- Lack of training
- Lack of logistics
- Poor salaries

*Challenges:*

- No merit system
- No awareness for the public
- Unequal recruitment of males and females

*Gender issue to be considered during reform:*

- Women are not placed in key positions
- No leave for women

- No salary increment

### **NBI**

#### *Gaps:*

- Less women recruitment
- No women in decision-making
- No merit system

#### *Challenges:*

- Women overworking /overload
- Less women in decision-making
- Lack of training (basic and specialized)
- No merit and demerit system

#### *Gender issues to be considered during reform:*

- Women should be placed in positions based on merit
- More women should be recruited
- Women should participate in decision-making
- Facilities and incentives for women (maternity leave, prenatal clinic, nursery home)

### **DEA**

#### *Gaps:*

- Lack of manpower for operational duties
- Weak laws
- Lack of logistics
- Lack of support for the agency

#### *Challenges:*

- Need for improved leadership
- Need for more training opportunities within the agency

#### *Gender issues to be considered during reform:*

- Reform: equal number of male and female in decision-making
- More female personnel in the sector
- Motivation, salary, benefit and other incentives for women in key positions

### **NFS**

#### *Gaps:*

- Women are not in top decision-making roles
- Lack of training
- There is no love within the institution
- Lack of logistics

*Challenges:*

- Need for both local and international training
- Need for motivation within institution

**MNS***Gaps:*

- Lack of Logistics  
Chairs  
Office space  
Stationeries  
Mobility (vehicles)
- Lack of training

*Challenges:*

- Lack of willingness to work
- Standard Operations Procedure (handbook) is not available to employees
- Revisit the handbook

*Gender issues to be considered during reform:*

- Institution is male dominated

**LSP***Gaps:*

- Less manpower
- Lack of logistics
- Less motivation for employees in institution

*Challenges:*

- Need for training within the sector

*Gender issues to be considered during reform:*

- Equal participation for both men and women at all levels in the institution
- Both males and females be placed in higher positions (decision-making)

*\*Highlights/issues common in all of the reports were the lack of:*

- Logistics
- Training
- Manpower
- Gender balance
- Merit system
- Awareness of roles and functions
- Adequate budgetary allotments

Following the reports participants were encouraged to look closer at the gaps, challenges and gender issues to be considered as tools to use for advocacy when their institutions went through SSR.

### **Gender Issues in SSR:**

The Director of Programmes for WIPSEN-Africa followed with a session on Gender Issues in the security sector, noting that from the interactions with LIFLEA, it was clear that most of the gender issues discussed were policy related. When it came to policy, it was advisable to look both horizontally and vertically when trying to mainstream gender issues, and the following areas were listed as things to consider when devising policies that mainstream gender:

- Awareness raising
- Action
- Budgeting
- Monitoring and evaluation

The Director then advised participants that Security Sector Reform provides opportunities for highlighting and integrating gender issues into policies, and that Security Sector Reform focuses on professionalizing and equipping the security sector to better address gender-based security issues. Participants were reminded to make use of SCR 1325 and 1820 as they were clear on the role of women in decision-making, making women's arguments for inclusion in decision-making during SSR even stronger.

Towards the end of the day, a session was held on resource mobilization, with focus on the role of LIFLEA in mobilizing resources alongside partners for its programmes. The Director of Programmes for WIPSEN-Africa also led this session, stressing the need for LIFLEA to have a clear agenda and focus on what it wants to do. In addition to the agenda and focus, there was need for a clear strategy to accompany them. In determining the next steps for LIFLEA as it regards identifying its needs, the question to ask would be "what are the specific needs?" Skills and Knowledge Application for individual security institutions, Action Points for LIFLEA, and Additional Training Needs were listed as areas to look at. The three areas are discussed below in terms of solid points to look at and some actions to be taken by LIFLEA and individual institutions:

- 1.) Skills and Knowledge Application
  - Individual security institutions
    - a. Awareness raising (e.g. billboards, radio, drama)
    - b. Policy reviews at institutional levels
    - c. Inter-agency cooperation
- 2.) LIFLEA
  - Community sensitization

- Advocacy for the development of gender policies
- Make LIFLEA recognized
- Improved WIPSEN-LIFLEA relationship

### 3.) Additional Training Needs

- Specialized training (low level education)
  - LNP-accident investigation team
  - Pathology (forensic training)
- Need to have a forensic section for the LNP
- Need for ICT training and system
- Need for training in GBV for Women and Children's Unit of the LNP
- Need for leadership training

#### *Actions to be taken*

- Create awareness on fire safety by use of billboards
- Use of radio drama on talking drum studios on issues affecting women
- Engage communities
- LIFLEA advocating for gender policies in institutions that do not have one
- Training in accident investigation in the Liberia National Police
- Talk to Commissioner about reviewing immigration laws/policies
- Recommend that BIN handles the issuance of passport since it handles issues relating to immigration and citizenship
- Reorganize/revitalize LIFLEA in order to make it more functional

## Session Five:

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### Strategic Reflection Session on LIFLEA:

The session commenced with a brief overview of UNSCR 1325 by Mack Mulbah. Ms. Alaga highlighted that UNSCR 1325 was passed in October of 2000 and that the focus is on women peace and security. She said the principal argument in the resolution is about involving women in all aspects of decision-making. The resolution specifically advocates that women be involved in peace processes in the following areas:

- Shuttle diplomacy
- Strengthening rule of law
- Electoral processes
- Peacekeeping
- Peace and stability operations
- Negotiation
- Post-conflict reconstruction
- Policy making
- Transitional government

Participants were informed that SCR 1325 is a tool that can be used for advocacy because all governments in the world were signatories to it. Mack Mulbah read 1325 after which Ms. Alaga asked participants if 1325 was relevant to the work done in Liberia, and what they thought of UNSCR 1325.

Some responses from participants were that 1325 is about:

- Gender equality
- Gender training (HIV/AIDS)
- Gender Based-Violence (violence against both men and women)
- No impunity for violators against women
- Protection of women and children
- Include more women in peacekeeping
- Increase women's participation in decision-making
- Provide resources
- Fight against discrimination
- Highlight the role of women in peacebuilding

\*A participant asked if advocacy against gender-based violence was only targeted at women who were not in the security sector. To which it was responded that advocacy against gender-based violence was a gender issue that affected all gender. This response triggered a participant who is a police lady to tell how she was beaten by her husband when she came home from work late because she worked on the third shift, and when he was arrested and taken to the police headquarters, no charges were filed against him. Instead, she was suspended on grounds that she had her spouse beaten by other polices officers because she was a police officer.

Participants were asked to say what points in 1325 they thought were key for LIFLEA. Responses were as follows:

- Training on gender
- Advocate for institutional gender policy
- Inter-agency cooperation
- Reconciliation
- Advocacy (battered women and children)
- Trauma counseling
- Create research/resource center

UNSCR 1820 was also read to the group and discussions held on it. Highlights were that the resolution focuses on sexual violence against women and calls on the SG to report all forms of sexual violence against women. The resolution also makes all forms of sexual violence against women a punishable offense.

#### **Reflecting on LIFLEA:**

Dr. Thomas Jaye facilitated the session reflecting on LIFLEA, noting that a reflection on LIFLEA was necessary because LIFLEA has a greater role to play in providing security and peace in Liberia. Although it is a female organization, it has a great role to play in terms of creating transparency and accountability in SSR and peacebuilding in Liberia.

A member of LIFLEA began the reflection by reviewing the history of LIFLEA. LIFLEA is an offspring of the Liberia Law Enforcement Association (LILEA). The idea for LIFLEA started in 2000 and was put forth by the current IG of Police, Mona Sieh, as a way of bringing women from other security institutions together to interact and get to know each other.

The original objectives of LIFLEA were also reviewed. These were:

#### *Objectives:*

- To come together to gain more knowledge and better understanding of security operations in Liberia
- To conduct programmes through workshops that will enhance our work
- To make the public know that the organization is non political
- To create solidarity among security women and cater to members
- To identify with them during weddings or bereavements
- To do advocacy work
- To do humanitarian work

#### *Structure*

In terms of structure, it was noted that LIFLEA has many local chapters in various law enforcement agencies.

In response to the presentation on LIFLEA, Dr. Jaye noted that LIFLEA was taking on too many things that were diverting the focus of the Association to things outside its capability. Participants were split into three groups and discussed the following:

- 1.) What are the challenges/issues/concerns of LIFLEA?
- 2.) What are suggestions for addressing these issues?
- 3.) Action points/next steps looking at the following:
  - a. Revising the mission and objectives
  - b. Defining structure
  - c. Defining targets
  - d. Clearly outlining programs and resources
  - e. Identifying partners (both local and international)
- 4.) SWOT Analysis

Owing to time constraints, participants were asked to focus on the first two questions.

Below are the reports:

***Major challenges/issues/concerns***

- There are no rules and regulations within the Association to govern members
- There is discrimination within the Association
- There is lack of office space for the organization (though it was clarified that the Ministry of Gender has provided a desk to the Association)
- Lack of proper dissemination of information within the Association
- There is need for elections for new leadership
- There is poor attendance at meetings
- Unwillingness to pay membership dues
- Irregular Meetings
- There is lack of coordination to implement policies
- There is lack of recognition of LIFLEA by the Ministry of Gender and other Security institutions

***Suggestions/recommendations***

- The Association should be reactivated
- There should be a constitution or at least guidelines to govern members
- The Association should find an office space
- There should be re-election of officers
- Motivation should be created among members
- All female security officers (public and private) should be an active part of LIFLEA
- There should be equal opportunities for members
- There should be more awareness
- There should be more skills training
- There should be a resource center
- There should be regular trainings and workshops on policies of LIFLEA
- Rotational meetings should be held with other security women's organizations



Following the presentations, Dr. Jaye highlighted the following as issues of concern for members of LIFLEA:

- Issues of legitimacy
- Problem of information dissemination
- Capacity building
- Meetings twice a month (too much)
- Leadership

### **Redefining Objectives and Structure:**

In a group exercise, participants were asked what the objectives and structure of LIFLEA should look like. Below is the feedback from the group reports:

#### **Group 1**

##### *Objectives*

- To come together to gain knowledge of the security profession through workshop from time to time
- To encourage members in a manner befitting a law enforcement officer
- To maintain a conduct that will enhance the ideas of our profession
- Humanitarian Services
- Advocacy

##### *Structure*

- Board
- President
- Vice president
- Secretary
- Financial secretary
- Treasurer
- Chaplain

#### **Group 2**

##### *Objectives*

- To come together under one umbrella

#### **Group 3**

##### *Objectives*

- To unite all female security personnel
- To put LIFLEA on par with other international women security organizations

##### *Structure*

- To have constitution/guidelines
- To have elections of officers to various positions

*Targets*

- Women
- Girls

*Program/Resources*

- Training /workshop

*Partners*

- Ministry of Gender and Development
- WIPSEN-Africa

Dr. Jaye commented that there were many great ideas coming out of the group presentations. He highlighted the following:

- Increase LIFLEA membership
- Increase the number of women in security sector
- There may be key individuals in and out of government who may not be women who could be targets for work
- What sort of agencies do you want to work with, statutory or non statutory?

*Objectives*

- Ensuring gender mainstreaming
- Promoting female recruitment in sec
- Increase female participation in decision-making in various institution
- Create awareness on LIFLEA in communities. Interactive session was great.
- 

*Structure*

- Board
- Institutional body
- Think about having a patron (srsg to Liberia or deputy)
- Need to have county body in spreading LIFLEA throughout Liberia

**Recommendations on Programme Activities:***Programs*

- Emphasis was made on continuous training
- Interaction with the community should be looked at as a program area.
- LIFLEA needed to grow a body of young people to replace current members

- LIFLEA needed to create awareness on the work they do
- Policy advocacy—there is a need to pursue the inclusion of gender mainstreaming in policies as we move to SSR

*Potential Partners:*

LIFLEA was encouraged to forged partnership with the following organizations or agencies:

- CSO coalition on SSR
- Governance commission
- WIPSEN Africa
- DCAF
- Parliament
- Other local NGOs
- Other international NGOs

**Revised objectives and agreed directions:**

**Objectives**

At the October 2008 meeting in Monrovia, members of the LIFLEA identified the following as their strategic objectives:

- a) To ensure gender mainstreaming through gender sensitive policies and training;
- b) To promote female recruitment and promotion at every level of the security sector;
- c) To ensure female participation in decision-making processes within the sector;
- d) Network with other female security personnel throughout the sub-region and even beyond;
- e) To promote awareness about the work of LIFLEA in the respective agencies within the community; and
- f) To encourage training for women and professionalism within the sector.

In order to achieve their objectives, they agreed to do the following:

- a) Increase the membership of the organisation;
- b) Increase female security personnel in high and decision-making positions;
- c) Work with members of Legislature, particularly the Committees of the Senate and House of Representatives on defence, security and intelligence to ensure gender mainstreaming in national security matters, and achieve the objectives of LIFLEA;
- d) Expand beyond Monrovia and establish local branches throughout Liberia in order to become a truly national organisation;
- e) Work with all other statutory and non-statutory bodies whose objectives are either similar to LIFLEA or those that work on women issues; and
- f) Build a strong relationship with WIPSEN-Africa so that it can continue to provide

the sort of training members of LIFLEA are benefiting from.

- g) Organise a strategic planning workshop to be supported and facilitated by WIPSEN-Africa and its partners.

### **Organizational Structure**

**National:** General Body, Executive Committee, Board of Trustees or Patrons.

**County:** General Body, Executive Committee

**District:** General Body, Executive Committee

**Institutional:** General Body, Executive Committee

### **Programmes**

- a) Policy Advocacy
- b) Interaction with Girls in Schools in order to promote the work of agencies of the security sector. This could help increase female participation in these institutions by dispelling the misconceptions about them.
- c) Training and capacity building, including on specialised areas
- d) Inter-agency networking and cooperation
- e) Community sensitisation e.g. through the “women in security day”

## Session Six:

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### **Showcasing Women in the Security Sector: Interactive Session with Students:**

The lecture series and mentorship component of the project which is supported by Womankind is a strategy to increase female enrolment and retention within traditional/core security institutions. The interactive session with the students is a component of this aspect of the project.

The lecture series is aimed: a) presentation of security sector institutions by female personnel who also highlighted the added-value of women within these different security institutions; b) a dialogue session between the female security personnel and girls; and c) development of a mentor-mentee relationship between the female personnel and young girls who following the interactions expressed their interest to pursue careers in specific security institutions.

The lecture series with LIFLEA was attended by fifty (50) girls came from Muslim Congress High School, St. Peter Lutheran High School, G.W. Gibson High School, D. Tweh High School, and St. Theresa Convent. The lecture series had a panel of eight persons representing the eight institutions at the workshop. Ms. Leymah Gbowee, Executive Director of WIPSEN, facilitated the lecture series. Each person on the panel gave a brief presentation on their institution after which students were given the opportunity to ask questions. Below are some of the questions asked and the responses given by panelists:

#### ***Are the police afraid of armed robbers? Why do the police ask about identity of armed robbers?***

The police support Unit is responsible for armed robbery. The Emergency Response Unit also assists. Response time to crime is high because of limited logistics and hike in false alarms.

#### ***Why do traffic police officers take bribe?***

It is unethical for police officers to take bribes and we are fighting to put a stop to that. In this direction, we ask you to please submit evidence of any police officers taking bribe to the Central police station for actions.

#### ***Why does the Fire Service come to take a look at a burning house before going to get the fire truck and water?***

There are different kinds of fire. The Fire Service normally gets wrong information about fire so most of the times we get wrong fire fighting equipments on the scene which results in the back and forth movement of trucks. When you see a truck leaving a fire scene, it is not going to get water but rather is leaving because it is not the right truck to fight the fire with.

***When was the fire service established and how many different types of fire are there? Also how does one fight the various types of fire?***

NFS was established in 1948 and there are four types of fire.

Class A

Class B

Class C

Class D

***Why do things get missing when shipped through the seaport of Liberia?***

There are lots of agencies working at the port and also there are many casual workers who may contribute to theft at the port. But most of the thefts of items are done onboard ships before getting to the port of Liberia.

***What is the penalty for drug dealing in Liberia?***

The drug law is very weak. The minimum is L\$25 in fine and the maximum is 10 years in prison.

***Why are criminals who steal or rape let out of prison by the police without persecution?***

There are three branches working in the system. The police only arrest, charge and send people to court. The courts decide whether the crime is bailable or not and that is why most criminals are out there in the streets after being arrested by police.

***Why does the Liberia National Fire Service work with the Liberia Electricity Corporation?***

The LNFS works with LEC because most areas where fire may occur have electricity and water is a good conductor of electricity. So NFS has to work with LEC in reducing risks to individuals in the area by having LEC turn off breakers that supply power to those areas during a fire outbreak.

***Why do the Monrovia City Police go from shop to shop to collect dues?***

The MCP does not collect dues. It only issues citations and the court persecutes. The court closes businesses that do not pay city fees and MCP enforces the court orders.

***What is the function of BIN and what is your institution doing to curtail illegal immigration in Liberia?***

The function of the BIN is to make sure that alien and foreigners visiting Liberia are registered with the Government of Liberia. There are three categories of people living in Liberia—visitors, legal residents, citizens. The BIN is doing sensitization as way of curtailing illegal immigration. It also enforces deportation. Immigration also helps children with one alien parent obtain pledge of allegiance to certify Liberian citizenship.

***During the interactive session, someone from the audience made a recommend that users and dealers of drugs be sent to prison and taken from the community.***

The representative from the DEA responded by saying that a new drug law has been before parliament for over two years and has not been signed.

***What is the duty of MNS?***

MNS collects intelligence on national security and economic crime. Some areas are monitoring the payment of tax and custom duties.

***How does the BIN identify illegal aliens in Liberia and how does the BIN deals with Liberians deported back to Liberia?***

Illegal immigrants are identified by many means. When illegal immigrants are identified, they are given opportunity to regularize their status or they are deported.

On the issue of deportees, they are interrogated in order to identify other nationals amongst them. Other nationals are put back on the plane that brought them while Liberians are monitored.

***Why is it that most of the times the City Police do not fully return confiscated goods or property?***

The City Police do not hold people's property after they have paid the fines for their violation and presented copies of their receipts. All goods and property confiscated from individuals are fully return. The problem is most of the times people make false claims about their goods and properties because they fail to take inventory of their goods and property before and after they pay their violation fines. Please make sure that goods are checked before and after payment of fines.

***What does the BIN do to foreigners or aliens who have overstayed in Liberia?***

Visitors from ECOWAS countries are allowed to stay a maximum of 90. Persons who overstay can be persecuted, fined or deported. Nationals from other countries are given granted stay based on the purpose and duration of the trip.

***What is NFS' interaction with the Ministry of Public Works?***

The relationship between MPW and NFS has to do with building regulations and plan. MPW has road and building plans for many areas in the city NFS works with MPW to get those plans for easy access during time of fire.

***What are some intelligence and economic crimes that MNS works on?***

Some economic crimes that MNS works on are tax evasion, and unregistered firearms and subversive activities, etc.

***Why does Immigration always want to know where Liberians are travelling to even when they are travelling locally?***

Immigration tries to track illegal entries into the country and thus has to question everyone travelling.

***How does DEA detect drug dealers?***

DEA works through unidentified intelligence officers who roam the streets and communities gathering information on suspected drug activities and drug dealers.

***What is required to be enlisted into the LNP?***

A person wishing to enlist in the LNP:

Must be between 18 and 30

Must be a Liberian

Must be drug free

Must be free from human rights violation

Must be at least a high school graduate (9<sup>th</sup> grade dropout under special program)

Towards the end of the interactive session, Ms. Gbowee asked panelists to give a rough idea of their workforce and the number of women versus men. Below are some of the stats given by panelists:

Monrovia City Police—16 women out of 116

Liberia National Police—12.5 percent of 3600 are women with 15 in administrative

National Bureau of Investigation—8 females out of 117

Liberia Seaport Police—42 females out 196

Bureau of Immigration and Naturalization—68 females out of 680 with 11 females in administrative positions

Liberia National Fire Service—150 women out of 500

Ministry of National Security—21 women out of 150

***Ms. Etweda Cooper commented that looking the number of women in these institutions, there is a need to have more women joining these forces if the welfare of women must be sought.***

Before giving their final words Ms. Gbowee asked the students if the session was beneficiary to them. They answered with a resounding yes! Ms. Gbowee also asked the panelist to give their final words to the young ladies and below are some of the remarks:

- Join DEA
  - Join MCP for a cleaner city
  - We need women to replace aging women LNP
  - Help make Liberia a crime free state NBI
  - We need more women in LSP
  - Fire is your friend, fire is your enemy Help minimize fire. Come join us to play checkers
  - Intelligence is our business, intelligence is our life. Come join the MNS

After the remarks, Ms. Gbowee asked the students who wanted to know about the various institutions on the panel to find the panelist representing that institution and talk with them. Below are the institutions and the number of students who wanted to know more about them: DEA—3, MCP—4, LNP—27, LSP—2, BIN—6, NFS—4 and MNS—7.