

# The Initiative for Inclusive Security

*A Program of Hunt Alternatives Fund*

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## **LIBERIA RECOMMENDATIONS**

*The following recommendations for ensuring women's inclusion in the security sector were developed by Liberian women security sector leaders convened by The Initiative for Inclusive Security in January 2008.*

### **TO PROMOTE WOMEN'S FULL INCLUSION IN FORMAL SECURITY SECTOR STRUCTURES (MILITARY, POLICE, IMMIGRATION, INTELLIGENCE).**

1. Expand existing security sector reform processes beyond the reconstruction of the Liberian National Police (LNP) and Armed Forces of Liberia (AFL) to include all security agencies (e.g. the Bureau of Immigration). Furthermore, in reconstruction, the emphasis should be placed on strengthening the criminal justice system.
2. Reinstate programs that encourage young men and women to go into security sector careers, including Reserved Officer Training Corps (ROTC) and professional mentoring programs in schools.
3. Create job qualifications and training appropriate for different disciplines within all security institutions. Eliminate unnecessary physical criteria (e.g. administrators in the military should not be required to jump a six foot wall).
4. Earmark international aid to establish an accelerated learning program for female recruits in all security agencies, similar to the program of the Liberia National Police.
5. Create duty manuals for security institutions that include flexible and gender-sensitive policies that promote recruitment, retention, and leadership of women in the security forces.
6. Increase equal deployment opportunities and provide basic services for men and women in security institutions.

### **TO PROMOTE WOMEN'S LEADERSHIP IN GOVERNMENTAL AGENCIES AND OVERSIGHT BODIES WITH RESPONSIBILITY OVER THE SECURITY SECTOR (DEFENSE, INTERNAL AFFAIRS, AND JUSTICE MINISTRIES, LEGISLATURES, PARLIAMENTARY COMMITTEES)**

1. Support the women's legislative caucus and civil society to develop a bill to include an annual five percentage point increase until women's representation in all security oversight agencies reaches 50 percent. Agencies that meet this annual goal will receive an annual budgetary increase of 5 percent.
2. Create professional development programs within the Institute for Public Administration and the Civil Service Agency to build the capacity of women already employed in government agencies with security oversight.
3. Provide funding and technical assistance for a gender audit of legislation affecting security agencies and personnel; follow-up with legislative reforms that address gender discrimination.
4. Establish by administrative regulation ombudspople who will sit on a gender oversight committee to represent women's concerns in the security sector; include civil society and

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government representatives, such as Liberian Female Law Enforcement Agency and the Ministry of Gender and Development.

5. Ensure the presence of women at Joint Security meetings; require briefings to agencies' staff and the public on the substance of the meetings.

## **TO PROMOTE CIVIL SOCIETY ENGAGEMENT WITH SECURITY SECTOR ACTORS, ESPECIALLY INITIATIVES LED BY WOMEN**

1. Provide funding to the Women's NGO Secretariat to organize a nationwide consultation to give feedback on the National Security Policy; ensure that input is incorporated into the final policy.
2. Coordinate a people-centered public awareness campaign through the Ministry of Information, in collaboration with civil society, to encourage women to apply for positions in government agencies with security oversight; include communications strategies outside of print and radio to reach women in rural areas.
3. Ensure that women in civil society, in collaboration with women in government, provide validation to the full Poverty Reduction Strategy. Ensure that input provided by women during the drafting process is included in the final strategy and implemented.
4. Ensure all security personnel receive gender and human rights training; collaborate with women's civil society organizations for full implementation.
5. Mandate that community policing forums include women's civil society organizations in public awareness programs and recruitment efforts; support existing efforts by women in civil society to increase women's recruitment and leadership in the security sector, for example, the Security for Women through Advocacy Coalition.