

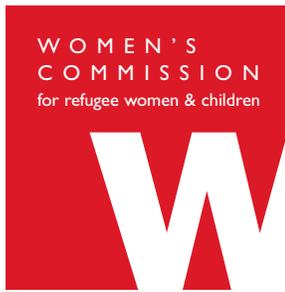


June 2007



Build the Peace: Creating Economic Opportunities in Post-Conflict Liberia

Women's Commission for Refugee Women and Children



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Mission Statement

The Women's Commission for Refugee Women and Children works to improve the lives and defend the rights of refugee and internally displaced women, children and adolescents. We advocate for their inclusion and participation in programs of humanitarian assistance and protection. We provide technical expertise and policy advice to donors and organizations that work with refugees and the displaced. We make recommendations to policy makers based on rigorous research and information gathered on fact-finding missions. We join with refugee women, children and adolescents to ensure that their voices are heard from the community level to the highest councils of governments and international organizations. We do this in the conviction that their empowerment is the surest route to the greater well-being of all forcibly displaced people.

The Women's Commission for Refugee Women and Children was established in 1989 to address the particular needs of refugee and displaced women and children. The Women's Commission is legally part of the International Rescue Committee (IRC), a non-profit 501(c)(3) organization. The Women's Commission receives no direct financial support from the IRC.

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Executive Summary

As part of a three-year research project focused on promoting economic opportunities, often referred to as "livelihoods," for displaced women and youth, the Women's Commission undertook a field trip to Liberia to get an overview of economic interventions developed in the context of refugee and internally displaced person (IDP) return. The purpose of the trip was to get a snapshot of existing services and identify gaps, challenges, needs and opportunities—all of which will inform the livelihoods research project as well as a field manual for practitioners, which is currently under development.

Key Findings

Over all, many of the economic activities being implemented in Liberia present serious challenges. For example, the majority of projects lack direct links to current or emerging market demand. Market assessments are largely absent from project design and, hence, programs are seldom market-driven. The majority of agencies working in this area offer the same skills-training courses and these skills seldom lead to job placement or small-business development. More innovation and investment in rigorous market analysis are needed in the design of training curricula, decisions about vocational course offerings and the implementation and evaluation of these programs. While there are a number of good or promising practices, they are limited in scale.



One of the most positive practices identified has been the targeted recruitment of teachers and nongovernmental organization (NGO) refugee staff trained in the refugee camps in Guinea and their job placement into schools and positions in Liberia. The direct recruitment and placement not only provide immediate employment but facilitate the larger recovery efforts by assisting the re-starting of schools and the tapping of needed talent and experience. The International Rescue Committee (IRC) trained thousands of Liberian refugee teachers over the years through its refugee education program in Guinea. In 2006, the Ministry of Education in Liberia, due to huge teacher shortages, signed an agreement with IRC to send examiners to IRC's program in Guinea and administer the teaching exam to approximately 500 IRC refugee teachers. Almost 100 percent of the teachers passed the government teaching exam and are now certified Liberian teachers. IRC is working with the Ministry of Education in Liberia to place the teachers in schools that are very understaffed and is giving the teachers start-up teaching kits (paper, pens, attendance book, ruler, set of text books, map, etc.) so that they can immediately start teaching when they return home. Fully 40 percent of all teachers in IRC-managed schools in Liberia are returned refugees.

Other positive findings included projects focused on:

- Technical and vocational skills development
 - skills-training programs that included apprenticeships at existing businesses, start-up kits and a job-placement component.
- Agriculture
 - seed distribution, seed banks and seed diversification;
 - the rehabilitation of fishponds;
 - the re-introduction of swamp cultivation for rice production; and

- the training of agricultural extension workers to assist farmers with crop management, rotation and organic fertilization.
- Micro-finance
 - the provision of comprehensive micro-finance services—access to loans, savings and business training.

In general, however, there seemed to be little understanding of the need to address both labor supply and labor demand and how to match interventions that promote employability through skill development (supply) with those that expand markets through small and medium enterprise development (demand). The majority of

programs focused on increasing labor supply without increasing market demand and employment options.

There is a large informal economy, estimated to be 80 percent of the nation's economy. Service providers do not appear to understand or target the informal sector, and do not train people to enter it or see it as an arena for income generation opportunities.

Youth are of particular concern, yet few interventions outside of vocational training programs specifically target youth. (See box.)

Public works projects that generate emergency employment and immediate income generation through the repair of vital infrastructure such as roads, bridges and schools should be considered a key livelihood strategy in post-conflict settings and should be supported well beyond the short-term emergency phase.

Investment in the rehabilitation of agricultural activities, both crop production and livestock,

is under-supported; the needs are huge and the potential for expansion of the agricultural sector is enormous. The agricultural sector is significantly underperforming both in terms of productivity and scale. Poor infrastructure, feeder roads, bridges and accessible transport impact the viability of agricultural production. As such, agriculture and infrastructure repair activities need to be prioritized.

Programs are often implemented in isolation, with little synergy or referral between programs. This has led to duplication of services, repeated attention on the same client pool and the replication of mistakes.

There is little analysis and understanding of program impact or the use of evaluations to further tweak or modify programs to enhance effectiveness. Additionally, longer-term follow-up on livelihood outcomes, such as improvements in household economic security, is rare.

Attention needs to be given to the product "value chain," that is, how to add value to raw products via the next step in the production process. This allows producers to increase their profits, as processed goods sell for far more than raw goods. For example, farmers can add value to their fruits and vegetables through post-harvest food technologies such as food preservation (canning, drying and making jams and preserves).

LIBERIA AT A GLANCE

The median age in Liberia is 16.¹

Life expectancy is 48 years.²

12% of youth are orphans.³

45% of youth are illiterate.⁴

Youth unemployment is 88%.⁵

50% of Grade I students are 11 - 20 years old.⁶

68% of 15- to 20-year-olds in Liberia have never seen a classroom.⁷

50% of children ages 18 and less are involved in the "worst forms"⁸ of child labor.⁹

Background

“I don't see much impact relative to the investment. People tell me the same problems they were telling me during the emergency phase. Maybe our strategy is wrong.”

National staff member of an international NGO doing livelihoods programming, interview, May 24, 2007.

Following 14 years of civil conflict that left much of the country in ruins and uprooted some 86 percent of the population,¹⁰ Liberia is now at peace. Africa's first democratically elected female president took office in 2006 and the majority of those displaced to neighboring Guinea, Sierra Leone, Ghana and the Ivory Coast have returned home, as have those displaced within Liberia. At present, 15,000 UN peacekeepers assist the Liberian police in maintaining security in the country while a new national army is being recruited and trained.

Sustaining the peace requires rebuilding the devastated economy and securing economic opportunities for a population with high illiteracy rates and limited entrepreneurial skills. Unemployment in the formal sector is estimated to be 80 percent.¹¹ Most people, however, work in the informal sector, which is exceptionally large and is estimated to be generating four times more employment than the formal sector.¹² The nation's previous largest private sector employer, the LAMCO iron ore mine, has yet to reopen. The agricultural sector is crippled by land disputes and gross underproduction. The food staple, rice, is largely imported and 75 percent of the population lives on less than \$1 per day¹³—the global indicator of extreme poverty.¹⁴

Thirty-six percent of households report that some of their household members benefit from food assistance (food-for-work, food-for-education, resettlement packages and/or school feeding programs).¹⁵ Meanwhile, 11 percent of the rural and semi-urban population are completely "food insecure," that is, they live with hunger and fear they will starve. An additional 80 percent are vulnerable to food insecurity. Only 9 percent are completely food secure—they are not hungry and know that they will have an adequate amount to eat for the foreseeable future.¹⁶

Others survive through the receipt of remittances from relatives, usually in the United States. According to Western Union, remittances to Liberia in 2001 totaled some 25 million dollars from Liberians in the U.S. alone. This amount does not include remittances from Liberians residing in Europe or remittances to Liberians living in the Ivory Coast, Sierra Leone, Guinea and Ghana.¹⁷ The scope and scale of remittances can be best understood in context of Liberian demographics. There are an estimated 3.1 million Liberians living in Liberia¹⁸ and approximately 400,000 Liberians in the diaspora,¹⁹ mainly in the United States, Canada and the United Kingdom.

While instability and lawlessness continue to plague the country, there are signs of hope and progress. The Chinese are building a rubber factory to compete with the dominant Firestone which could, due to increased competition and challenge to the current monopoly, lead to improved labor practices and fairer prices. Sanctions

Liberia





have recently been lifted on the \$15 million per year diamond industry, thereby allowing exports to resume. The former LAMCO (soon to be Mittal Steel) mine is being rehabilitated and is slated to reopen in the coming months. Petty commerce is thriving in the urban centers. Government ministries are operational. Roads are gradually being repaired and electricity is very slowly being restored to key portions of the nation's capital, Monrovia.

As the country moves from the emergency assistance phase to the development phase, however, much more attention needs to be given to creating sustainable employment and livelihood options focusing on both improving the quality of the labor supply and expanding labor demand. Current vocational training programs largely emphasize the same skills with few links to market demand. Access to credit is severely limited and the replenishing of livestock has been slow. Current Gross Domestic Production (GDP) is at 33 percent of pre-war levels. Income has fallen dramatically (from a pre-war GDP level of \$1,269 to \$163) and at its present rate of growth, it is estimated that it will take Liberia 25 years to achieve pre-conflict income levels.²⁰

Economic growth is further crippled by a lack of requisite, employment-readiness skills, those skills required for employment such as literacy, numeracy and basic business skills. Because of the lack of skills and experience, indigenous Liberians have seldom led business development in the country. At present, indigenous Liberians control only a small fraction of the local economy, which has historically been dominated by Asian and Lebanese merchants and importers and a small number of Americo-Liberians²¹ as these groups have had more access to education, financial services and resources. Longer-term stability will require the broader participation of the entire population in the nation's economic development.

Methodology

The Women's Commission conducted a field assessment in Liberia from May 19 - June 2, 2007 which covered Monrovia and the communities of Ganta, Sanniquellie, Karnplay and Tappita in Nimba County—one of the areas most affected by the conflict. Meetings and interviews were held with national government ministries, UN agencies, international and local NGOs, as well as returnees and program beneficiaries. Data collected included:

- community involvement in program design and implementation
- beneficiary selection criteria
- market assessment tools utilized
- program measurement and impact indicators employed

Project sites, vocational training centers and local markets were also visited. The findings present a picture of trends and the current state of economic interventions in Liberia, but are limited by time constraints and the subsequent inability to meet with all engaged agencies and ministries.

Findings

“I don't make enough money from my tailoring shop to feed my family but NGOs pay me to train others to be tailors.”

—Master tailor training four NGO clients in Monrovia.

There has been little attention to or coordination on simultaneously improving the quality of the labor supply *and* expanding labor demand. The two programmatic responses are integrally linked and interdependent. Labor supply (employability) is enhanced through interventions aimed at investing in and developing human capital (knowledge, skills, abilities, health and well-being) to facilitate entry and participation in the market economy. This is done primarily through formal education, technical and vocational education and training, entrepreneurship education, apprenticeship and on-the-job training. Labor demand is enhanced through interventions aimed at creating employment opportunities by promoting small, medium and large enterprise development and increasing productivity, profitability, efficiency and trade.

The majority of NGO programs focus on the provision of vocational skills training. Fewer projects are in the agricultural sector, such as the provision of seed and tools, and still fewer are "cash-for-work" or "food-for-work" programs (generally, quick-impact, labor-intensive, public work activities where compensation is either a small amount of cash or food items—often paid daily or weekly). Some organizations provide "in-kind grants" (providing materials rather than money) for those with existing business experience, but only two organizations provide micro-finance services and only in very limited parts of the country.

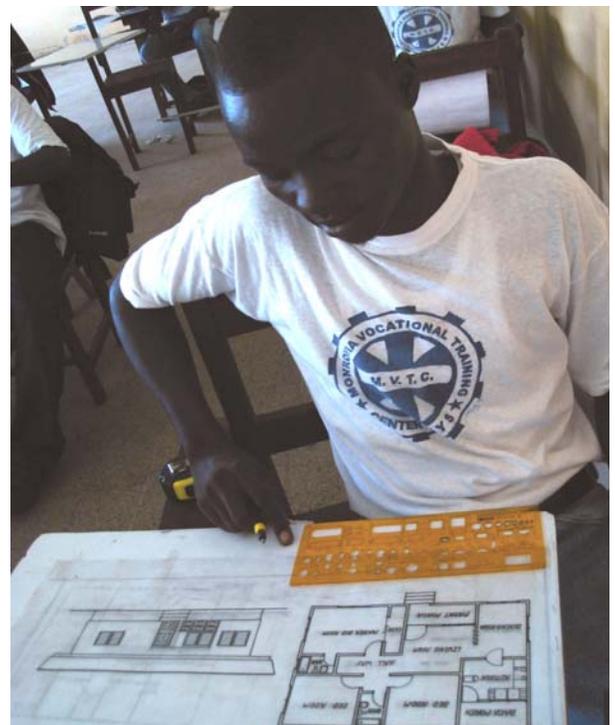
Vocational training

“Vocational training—the supply and demand side are not meeting.”

—Deputy Minister for Ministry of Youth and Sports, May 30, 2007.

Hundreds of vocational and skills training programs are being implemented in Liberia from large training institutes to small community-based organization (CBO) projects. Almost to a fault, however, the skills training programs focus on the same skill sets with little adaptation to local contexts. Hairdressing/cosmetology, cooking/baking, tailoring, soap-making, tie-dye, carpentry, masonry and mechanics are offered in location after location. The trainings seldom include apprenticeships or a job placement component although several do provide start-up tool kits upon course completion, which are often sold for cash for the purchase of basic necessities. There are few direct linkages to micro-credit loans for course graduates.

Master trainers are often unqualified and there are very few female trainers. Certificates for program completion mean little as there are no agreed-upon curricula or competencies. Most courses offered are far too short to certify someone as a professional in that trade.



When trainees are allowed to choose the course offerings, without vocational counseling guidance, they opt for what they know and what they see around them, with little understanding of market needs, income generation potential and market absorption capacity. Programs are, therefore, beneficiary driven, based on what participants want, rather than market driven, that is, based on market needs and opportunities. Further, there is little follow-up to monitor former trainees to note their challenges and successes and modify programs accordingly.

The better vocational training programs:

- include a pre-course, vocational counseling component that helps participants make informed choices on course selection based on market opportunities and longer-term earning potential;
- utilize apprenticeship placements directly into community businesses as a means of coupling the school-based training with real business experience;
- include start-up kits such as the equipment and raw materials needed to begin working in the trade; and
- have a direct job placement component that places course graduates into job openings in the community.

Agriculture

Much of the agricultural sector remains in ruins. The 14 years of conflict created dependencies on food imports and an erosion of agricultural skills, both of which impact return to crop production. Liberia is, perhaps, one of the few fertile countries in the world where one can drive for long distances without seeing substantial crop production and livestock in the rural areas. It is estimated that only 10 percent of arable land is being cultivated and food sufficiency (the ability to produce enough food to support a population) is well below pre-war levels of 55 percent.²² Land disputes and the lack of titles to land hinder more of the land being used for production. In fact, only 20 percent of the population has deeds for their agricultural land.²³



The majority of Liberia's farming households use traditional production techniques, such as hand tools, which are labor intensive and result in low productivity as such practices restrict the amount of land one can place under cultivation. Liberia's major cash crops are rubber, cacao and coffee, although all of them are produced in far smaller amounts than they were prior to the war. As a result Liberia remains dependent on food imports, including for rice, the food staple.

With some 50 percent of the population relying on agriculture for survival and without the benefit of modern equipment or fertilizers, food insecurity is endemic. At least 56 percent of the population lives

in rural areas and over 80 percent are farmers eking out a hand-to-mouth existence, with little or no cash income.²⁴ Most farming is at subsistence level. Land is quickly depleted as fertilizers are seldom used. A slash and burn approach is employed whereby cultivation is shifted to new sites through forest clearing and burning, followed by one- to two-year cultivation after which the land is allowed to lie fallow and return to bush for eight to ten years.

The lack of infrastructure and transportation services limits the income potential of crops produced. A considerable amount of agricultural production spoils as there is no means to access markets. Further, during the limited harvest periods, supply often outstrips demand. There is also little investment in or attention to post-harvest food technologies such as food preservation and processing, which could both add value to raw food products and help regularize current seasonable income.

Food for work and cash for work²⁵

A number of "food-for-work" and "cash-for-work" programs, which focused on emergency employment and infrastructure repair, were implemented especially in the early days of the refugee/IDP return and demobilization process. Many of the programs were public work projects, such as road and school repair, and some 20,000 Liberians participated in these projects at their peak. The majority of the projects concluded during the two-year period following the peace agreement although there may be considerable benefit in having them continue far longer—as unemployment, poverty and the dire state of the nation's infrastructure still need to be urgently addressed. Additionally, the majority of the projects focused on demobilized combatants and should have been more inclusive to also target all conflict-affected people as the victims of the conflict were in as much need as the perpetrators.



Grants

A number of organizations provide in-kind (the direct provision of equipment and raw materials) or cash grants for small business development. Those that appeared most successful included a business training component, targeted those with existing business skills or experience and had a fairly rigorous accompaniment or mentoring component. In general, however, the programs served very small numbers of clients, the majority of grants were in-kind rather than cash (thereby limiting clients' options and decision-making responsibilities) and few had direct links to credit or follow-on micro-finance services.

Micro-finance

While there is a huge need for micro-finance services, only two micro-finance institutions exist and their coverage is limited—primarily to urban and semi-urban areas. As a result, very few households have access to credit through formal channels such as NGOs, banks or cooperatives. Poor roads and communications systems limit loan officers' access to and follow-up with clients in rural areas and have therefore hindered expansion of these programs to many needy regions. The most successful program includes access to credit, a savings component and business training. Initial loan sizes, however, tend to be smaller than that required to start even a micro-enterprise. National legislation on regulations for micro-finance institutions is currently under development and it is hoped that the legislation will create favorable regulatory conditions that will facilitate the further expansion of service providers and services.

In rural areas, people do have access to traditional *susu* clubs—village savings and lending mechanisms, although these often place harsh conditions on borrowers, including high interest rates and rapid repayment schedules. Some village savings and loans clubs have also been established, although access to credit is not as forthcoming in these schemes, as there is no outside influx of loan capital and the loans are only available to those who have contributed savings. Further, the schemes generally do not include a business training/business plan development component for individual clients although successful models in other countries have often included these pieces.

Coordination and livelihood strategy

“It took 1,000 Liberian dollars (less than US\$17) to start my business. I spend 200 Liberian dollars on food, 500 for my next day’s supply and I save 300 Liberian dollars a day (US\$5).”

—Liberian male youth street vendor selling bread door to door, May 31, 2007.

Over all, it appears that organizations engaged in the livelihood sector have made little attempt to identify people’s current economic coping strategies and existing skills and assess ways to build on them and scale them up. For example, the majority of urban Liberians, especially youth, are employed in the informal sector, and yet this sector is neither sufficiently understood nor tapped to create employment opportunities or sectors of focus for skills-training programs.

Dozens of NGOs are engaged in livelihood programs but there appears to be little coordination, specialization or cross-program referral. Most programs appear to have been designed without having first conducted a thorough situational analysis that looks at the local context and holistic responses. As an example, some NGOs disburse pigs without a strategy for feeding them. A large number of programs target ex-combatants, often excluding other war-affected groups. As a result, former perpetrators of violence, such as child soldiers, may benefit from programs while former victims of violence may not. In addition, there seems to be little knowledge about program impact and many programs visited did not have follow-up monitoring and evaluation components.



A number of programs also have competing program objectives with both social and economic objectives, such as using income generation activities to sustain the volunteer, community-mobilization responsibilities of women's groups. The mixing of both social and economic objectives within a single program appears to dilute program achievements and has a negative impact on the success of either set of objectives.

The majority of NGO livelihood programs are small in scale and only reach a fraction of the population in need. Organizations need to think bigger, including about how to expand employment opportunities on a large scale and address both sides of the supply and demand equation. That is, organizations need to help revitalize small and medium-sized enterprises, thereby expanding employment options and creating demand for employment, as well as liaise with and support the expanding business sector by providing targeted training to increase labor supply. The expanding rubber processing plants and the reopening of the iron-ore mine, for example, create opportunities for targeted skill development programs that could help match labor supply with demand.

Barriers to employment opportunities and the effectiveness of current interventions also include Liberians' widespread illiteracy and lack of entrepreneurial experience. Without basic literacy, including financial literacy, many jobs will not be available for large segments of the population. There is a need to identify and capitalize on those skills, no matter how basic, that do exist, as well as on the survival strategies people are currently employing, and on the population's resilience to enhance employability and employment options.

Youth

“Girls, fifteen years of age, are told by their mothers to get a man to take care of the family and the girl just wants to go to school.”

—International NGO staff member working on sexual exploitation and abuse in Liberia, May 30, 2007.

One out of every two Liberians is under the age of 25²⁶ and 20 percent are between the ages of 15 and 24.²⁷ The share of the youth population (age 15 - 24) is expected to double within the next 20 years to about 40 percent of the population.²⁸ This demographic transition presents the Government of Liberia and the country's supporters with both opportunity and risks. With targeted investments in education, health care, skills development and job creation, the expanding youth cohort can be instrumental in building both the economy and the peace. Without such investment, youth will continue to pose a grave security challenge to Liberia's stability and future prosperity. Large numbers of unemployed young men are, for example, one of the key indicators that increase the risk of conflict and return to conflict.

Idle, disaffected youth with few prospects for employment has resulted in increasing insecurity in and around Monrovia. Without interventions that lead to future opportunities, these young people will continue to have little recourse but to survive through all available means, even when placing themselves and their communities at risk.

Sexual exploitation and abuse appear to be rampant in Liberia and closely tied to the lack of employment opportunities. It is reported that girls, often at the encouragement of their families, find "sugar daddies" to help support them and/or their families in exchange for sexual favors. Other forms of transactional sex are also widely reported.

Recommendations for Donors, Government of Liberia and Practitioners

“We have to take them [livelihood programs] to a different level to have them succeed.”

—Deputy Minister, Ministry of Youth and Sports, May 30, 2007.

- **Provide donor funding support for livelihood interventions that focus on both improving the quality of labor supply and increasing labor demand to stimulate economic development.** Support job creation through development and expansion of small and medium-sized enterprises. Address employability (employment readiness) through more innovative, quality and relevant interventions that are broader in scope than existing programs, which only benefit small numbers and have limited results. Prioritize economic programming particularly for interventions targeting youth.
- **Analyze the vocational skills trainings and economic programs offered during displacement** to assess what did and did not prepare Liberians for participation in the rebuilding of their lives and communities upon return. The training and subsequent direct placement of refugee teachers in Guinea back into Liberia, for example, is a positive model that needs to be documented and replicated in future contexts of displacement. It is not clear, however, if other skills-development and economic interventions were successful in preparing people for return and what additional programs could have been of assistance in this regard.
- **Prioritize large public works programs during the initial months and years of post-conflict return and stabilization**, such as cash-for-work for infrastructure repair projects that provide immediate employment, cover basic survival needs and rehabilitate vital structures and services such as roads, bridges, schools and health centers. Rapid job creation is crucial to maintaining security and generating needed income to jumpstart the economy. Labor-intensive public works programs are much more constructive and beneficial in the long run than the "keep idle hands busy" approach of offering traditional vocational training courses for which there is no market.
- **Develop a "building blocks" approach to livelihood programs**—ensuring that interventions are age appropriate, promote decent working conditions and build upon and link to each other. For example, vocational training should be coupled with essential life skills learning, financial literacy, apprenticeships, job placements and links to micro-finance providers. This requires more agency specialization and cross-organizational referral. Pre-vocational schooling, embedded in the formal curriculum, as well as flexible, alternative educational models that allow young people to combine school and work or school and training should also be promoted.
- **Facilitate the graduation of the informal economy into the more formal**, as the informal economy is vast in Liberia and generally only provides subsistence-level income without contributing to the much-needed tax base. Helping informal businesses grow, through loans, business training and expanding access to markets, facilitates their entrance into the more formal economy.
- **Capitalize on existing life experience, knowledge and skills**, however limited, that can be further strengthened and built. Start with what people know and the experience and skills they possess as a means of improving program impact and sustainability.
- **Conduct market assessments before designing programs.** Research current market demand, how is it changing and what are possible emerging markets for which program participants can be prepared. Emerging markets, in particular, provide more opportunities for women as they are not yet "gender-identified."
- **Devote much more time and attention to longer-term program impact**, including the measure-

ment of social indicators—how economic programs impact children’s school attendance, nutritional status and household food security, for example. Donors need to increase resources for program evaluation including those that measure longer-term impact.

- **Assist people to diversify economic activities and risks.** Due to the small amounts of income most activities generate, it is vital that people diversify their income sources as a means of preparing for setbacks and risks—such as drought, crop failures and livestock diseases.
- **Prioritize agricultural activities and repair of road networks**—farm-to-market roads and bridge repair, including feeder roads and investment in transport facilities. Support sustainable production and enhanced productivity of major food crops to augment food availability and household food security.
- **Capitalize on available opportunities—pepper production and preservation, rice production, rubber plantations, cacao, fisheries and animal husbandry.** These often require the training and support of agricultural extension workers, whose capacity also needs to be developed.
- **Assess production and value chains—getting raw materials to producers and taking production to the next level, which adds value to current products and raw materials.** Support post-harvest technologies, for example, for food processing and preservation, which assist in the regularization and dependability of income flows.
- **Assist recipients with investing remittances in economic activities that continue to generate income rather than being used primarily for consumption.** This requires assisting families with budgeting, longer-term planning and business plan development or an investment strategy.
- **Expand access to micro-finance services both geographically and demographically to reach rural areas and youth.** Include a financial literacy component—basic literacy, numeracy and business skills development to enhance possibilities of client success and offer intensive support, mentoring and follow-up. Evaluate the programs not merely on repayment rates but on social indicators—improvements in household food security, nutritional status and school attendance.

Next Steps for the Women's Commission

This report serves as a case study of the challenges and opportunities that exist in a post-conflict return setting. The Women's Commission will use the findings from the field assessment to advocate with donors and operational organizations on funding priorities and on implementation of the report's recommendations. The learnings will also inform the Women's Commission's research project on promoting appropriate livelihoods for displaced women and youth and will feed into the livelihoods field manual the Women's Commission is developing for the international community. The field assessment findings will be presented at a number of fora and the report itself will be shared widely with the donor and humanitarian community, including those working in Liberia.

Annex I

Organizations visited

Adventist Development and Relief Association (ADRA)
Agriculture Relief Services (Ganta)
American Refugee Committee
Booker Washington Institute
Christian Children's Fund (CCF)
Community Sustainable Development Project (CSDP - Karnplay)
Danish Refugee Council (Ganta)
Don Bosco Homes Training Center
Forum for African Women Educationalists (FAWE)
Government of Liberia - Ministry of Education
Government of Liberia Ministry of Youth and Sports
International Medical Corps
International Rescue Committee - Child and Youth Protection and Development
International Rescue Committee - CYCLE Program
International Rescue Committee - Economic Opportunities Program (Monrovia, Ganta and Karnplay)
Jesuit Refugee Services (JRS - Tappita)
Kamon Agricultural Development Initiative (KADI - Karnplay)
Monrovia Technical and Vocational Center
Samaritan's Purse
Special Emergency Relief for the Elderly (SERE -Tappita)
Tearfund (Tappita)
Touching Humanity in Need of Kindness (THINK)
United Methodist Committee on Relief (UMCOR)
United Nations Development Program (UNDP)
Women and Children Development Association (WOCDAL)
ZOA Refugee Care - Netherlands

Notes

¹ Source: UNFPA: <http://www.unfpa.org/profile/compare.cfm>

² *National Human Development Report 2006*, Liberia. p. 1.

³ UNICEF. *Information on Care and Protection of Children in Orphanages*. November 2006.

⁴ UNDP/ILO. *Draft Employment Opportunities and Working Conditions of Rural Youth in Liberia*. December 2006.

⁵ *Interim Poverty Reduction Strategy: Republic of Liberia*. 2006. [http://siteresources.worldbank.org/INTPRS1/Resources/LIBERIA-IPRSP\(Jan16-2006\).pdf](http://siteresources.worldbank.org/INTPRS1/Resources/LIBERIA-IPRSP(Jan16-2006).pdf)

⁶ *Priorities for Education Sector Recovery in Post-Conflict Liberia*. Partners Forum document.

⁷ *Youth Unemployment and Regional Insecurity in West Africa*. UNOWA Issue Papers, Second Edition. August 2006.

⁸ ILO Convention 182 defines the worst forms of child labor as the “use of any individual under the age of 18 for the purposes of debt bondage, armed conflict, commercial sexual exploitation, drug trafficking, and other types of work identified as hazardous to children.”

⁹ International Rescue Committee. *Needs and Resource Assessment on Child Labor and Education in Targeted Communities in Liberia*. 2006.

¹⁰ *Comprehensive Food Security and Nutrition Survey*. DFID, UNICEF, WHO, WFP, FAO, CRS, GTZ and World Vision. 2006. p. xiii.

¹¹ *Interim Poverty Reduction Strategy, Republic of Liberia*. 2006. p. viii.

¹² *National Human Development Report 2006*, Liberia, p. 43.

¹³ *Interim Poverty Reduction Strategy, Republic of Liberia, Summary report*. 2006. p. 2.

¹⁴ In Liberia, absolute poverty is defined as those living on \$1 per day; extreme poverty is defined as those living on 50 cents per day. This is due to access to land for gardening and a year-round growing season. Source: *National Human Development Report 2006*, Liberia. p. 1.

¹⁵ *Comprehensive Food Security and Nutrition Survey*. DFID, WFP, FAO, et. al. 2006. p. 29.

¹⁶ *Interim Poverty Reduction Strategy, Republic of Liberia*. 2006. p. 4.

¹⁷ *From Capitol Formation, Asset Relocation and Challenge of Nation Building*. Francis W. Nyepon and Mohammed S. Kromah. *The Perspective*. Atlanta, Georgia. April 12, 2002.

¹⁸ *National Human Development Report 2006*, Liberia. p. x.

¹⁹ *Interim Poverty Reduction Strategy, Republic of Liberia*. 2006. p. 12.

²⁰ *Joint Action Plan for Community-Based Recovery and Restoration of Basic Services in Liberia, 2006-7*.

²¹ Former slaves in the United States who returned to present day Liberia in the early to mid-1800's.

²² *Comprehensive Food Security and Nutrition Survey*. DFID, WFP, FAO, et. al. 2006. p. 14.

²³ *Ibid*. p. 106.

²⁴ *Interim Poverty Reduction Strategy, Republic of Liberia*. 2006. p. 4.

²⁵ Generally quick impact, labor-intensive programs that provide immediate income or food items for daily work such as public works projects—road repair, school rehabilitation, etc.

²⁶ Source: U.S. Census Bureau: <http://www.census.gov/cgi-bin/ipc/idbpys.pl?cty=LI&out=s&ymin=250>

²⁷ UNFPA: <http://www.unfpa.org/profile/compare.cfm>

²⁸ Source: U.S. Census Bureau: <http://www.census.gov/cgi-bin/ipc/idbpys.pl?cty=LI&out=s&ymin=250>

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