

COORDINATED ACTION ON DISABILITY IN LIBERIA (CAD-L)

First year Report

1 September 2021 - 31 August 2022



Startup representative presents her business ideas to financial managers at Market Fair Program

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Introduction

The Coordinated Action on Disability program is an intervention that aims to change systems and institutions in Liberia to include Persons with Disabilities in development processes, acting as advocates and agents of change for an equitable and inclusive society. The Action coordinates the efforts of duty bearers (employers, entrepreneurs, policy makers, the police, among others), right based holders (persons with disabilities and leprosy patients), organizations of persons with disabilities (DPOs) and of women with disabilities (OWWDs), and the institutions and CSOs representing them, towards improving the economic independence of PWDs through access to socio-economic and sexual reproductive health rights (SRHRs) and to means of communication to advocate for their entitlements.

CAD-L started with an Inception Phase (pilot project) of 12 months in January 2020. Due to the COVID-19 pandemic, the start was delayed until July 2020, and thus extended until May 31, 2021. After submission of the 4-year CAD-L programmatic document, SIDA awarded AIFO for the implementation of the 4-year CAD-L Full Phase program.

This report covers the first year of implementation of the CAD-L Full Phase program that officially started on 01 September 2022.

In September 2021, the donor provided feedback on the CAD-L Full Phase programmatic documents and requested AIFO to make certain adaptations related to the formulation of the intermediate outcomes 1 and 2 and outputs 1.1, 2.1, and 3.1, monitoring of behavioral change (M&E KAP surveys), implementation of activities related to Startups (Activity 3.1.7 Access to finance for PWDs), and Human Resources (Gender Specialist-consultant for systematic gender integration in the project implementation and monitoring). After the 4th version (v4) of the proposal package was submitted and approved by the donor, the Grant Agreement between the Swedish International Development Cooperation Agency (SIDA) and Associazione Italiana Amici di Raoul Follereau (AIFO) was finally signed on 29 September 2021.

The program started with a **Kick-off Phase** with the purpose to lay out strong foundations for the efficient and optimal implementation of the CAD-L Full Phase program.

The Kick-off phase included: human resources recruitment processes and contractual agreements with partners; establishing the Project Management and Monitoring Committee (MMC) and jointly prepare a detailed work plan for the first year; purchase equipment. Focus of this phase was also the elaboration of the CAD-L monitoring protocol and monitoring tools, and of the Communication and Visibility Action Plan.

At the end of the first year, the MoUs with all the implementing partners were signed, except for the National Commission on Disability (NCD). The newly appointed Executive Director required for some additional time to analyze the program and the MoU with NCD has been signed at the beginning of the second year.

ACTIVITIES REPORT

During the reporting period, CAD-L made good progress towards the achievements of its programmatic Outcomes.

1. Outcome 1.1 - The population of Bomi, Bong, Lofa, Montserrado, and Nimba counties and Liberian duty bearers are reached by a sustained awareness campaign on economic and social inclusion of PWDs

The general goal of output 1 seeks to ensure that the population of the concerned project counties of Bomi, Bong, Lofa, Montserrado, and Nimba counties as well as Liberian duty bearers has changed attitudes towards the socio-economic contribution PWDs make to Liberia. This outcome is further compounded by Output 1.1 which desired aim is to ensure that the general public and duty bearers are reached by sustained awareness campaigns on economic and social inclusion of PWDs in Liberia.

The indicators of this outcome will be continuously monitored with the use of Knowledge Attitude and Practice Surveys which is aimed at assessing people's perception with regards to disabilities in Liberia, thanks to the partnership with Liberia Monitors represented by an external evaluator, Dr. Thomas Kruiper, the survey modalities including the development of key questionnaires, identification of respondents and trainings were already concluded in the month of January 2022. The survey will measure the reach and effectiveness of each of the four main activities of the awareness campaign on the general population and duty bearers as already mentioned in the executive summary.

The CAD-L Program's desired goal is to change systems and institutions in Liberia to include persons with disabilities in development processes, where persons with disabilities act as advocates and agents of change for an equitable and inclusive society.

Sustained Awareness Campaign

The main purpose of this output is to create awareness amongst the general public in the project areas about the rights of PWDs and particularly in relation to Art. 27 of the UNCRPD on work and employment, emphasizing the interdependence with access to sexual and reproductive health rights and to assistive technology. They also aim to promote the potential and abilities of PWDs before national and local duty bearers (state and non-state actors, such as employers and health workers) and demanding that provisions be made for their empowerment and independence. This output also aspires to empower PWDs who are the real actors and engineers of the activities highlighted, and to create a strong sense of ownership among the OPDs. This output is interrelated to all the other outputs and crosscutting.

There are 4 major sub-activities foreseen under Output 1.1. They are related to the following: establishment of a journalists' network on disability reporting, radio campaigns, video campaigns, and advocacy and lobby actions at county and national levels. It is important to note however that from the very start of these activities, a Knowledge Attitude and Practice Research Exercise was conducted in the month of January 2022. In particular, the development of key questionnaires, identification of respondents, and field visits to test the questionnaires were carried out. On the 26th of January, all CAD-L community workers and field coordinators came to the AIFO headquarters in Monrovia for a two-day workshop about how to use the tablets and the use of the Kobo Collect app. The training included the following activities:

- An overview of the project objectives and the logical framework
- A workshop about what it means to be a good interviewer
- A technical workshop about how the tablet works
- A technical workshop about how the Kobo Collect app works, and how to upload finished surveys to the Kobo Toolbox server
- A short insight into what happens with the data after they upload it to the survey

- Two role plays in which the community workers conducted the KAAP¹ survey on each other
- Two feedback sessions in which the community workers shared their comments on (a) mistakes in the survey, (b) rephrasing of questions, (c) doubts about how to interpret certain questions, and (d) doubts about types of disabilities and different methods and products to avoid getting pregnant, among others.

The workshops were very useful in getting community workers familiarized with the surveys, but also in receiving valuable feedback to make the survey better. 1 Survey related to SRHR was carried out and will be further elaborated under that output. The KAP survey related to Awareness on Disability will be carried out in the beginning of the second year.

As far as actual activities related to Output 1.1 are concerned, the below were recorded during the period under review:

Activity 1.1.1 Establishment of journalists' network on disability reporting

The CAD-L program intends to build on the results of previous AIFO experiences, continuing and expanding partnerships with the media outlets in Liberia (particularly radio, newspapers, and online television) to establish a network of journalists with the necessary skills and knowledge to promote fact-based, objective, and impactful reporting on Persons with Disability. Through this partnership, CAD-L wants to amplify the stories and news reports of PWDs through social media, leading to online conversations and effecting change in public and political discourse. This is a blended media and community outreach approach that brings together government authorities, community leaders, service providers, social protection organizations, and PWD organizations to have a multi-stakeholder dialogue on issues deemed important by the PWD community. The network will help boost the quantity and quality of media coverage of PwDs in Liberia, with a specific focus on producing news reports, articles, and stories that provide accurate and balanced portrayals of disability issues as a part of everyday life.

During the period under review, a robust screening and mapping exercise on available media institutions was concluded in the month of April, 2022. The assessment took into account the historicity of media institutions, coverage, frequency, etc. At least 10 radio stations, 1 TV Station, and 1 Online TV (SATEV TV) were identified in the project counties. Contract with 1 Newspaper will be finalized beginning year 2.

Below is a table reflecting the mapping and selection of the partner radio stations:

No.	County	Radio Station	Coverage	Reason for Selection	Broadcast Hours
1.	Bomi	Pumah FM 106.3 MHZ	Widely listened to in Bomi, Gbarpolu, Capemount and beyond	Covers the entire western region and beyond.	19 hours a Day
2.	Bomi	Radio Bomi 98.9 MHZ	Widely listened to in Bomi and Cape mount counties	Covers the entire western region and has a long-standing history of serving the	15 hours a day

¹ See annex 1

				community since 1982.	
3.	Montserrado	ECOWAS Radio 91.5/97.1 MHZ	Listened to across the 15 counties	Strong presence in the region	24 hours a day
4.	Bong	Super Bongese Radio 104.9 MHZ	Widely listened to in Bong, Nimba & neighboring Guinea.	Covers Bong county and beyond.	21 hours a day
5.	Bong	Radio Gbarnga 105. 5 MHZ	Widely listened to in Bong, Nimba & neighboring Guinea.	Covers Bong county and beyond.	19 hours a day
6.	Nimba	Voice of Gompa 106.5 MHZ	Widely listened to in Gompa, Saclepea and Mahn Districts	Covers more than 3 districts in Nimba and beyond neighboring countries	20 hours, 45 mins a day
7.	Nimba	Radio Nimba 99.5 MHZ	Widely listened to in most part of Nimba and neighboring Ivory Coast	Covers more than 2 districts in Nimba including neighboring Ivory Coast.	19 hours a day
8.	Lofa	Radio Kintoma 101.1 MHZ	Widely listened to in Voinjama, Kolahun, Foya, Zorzor Districts as well as neighboring Guinea	Strong presence in the county	14 hours a day
9.	Lofa	Radio Harlygene 102. 5 MHZ	Listened to in Foya, Vahun, as well as neighboring Guinea	Strong presence in the county	10 hours a day

10 Journalists fellows have also been earmarked to be enlisted in the Journalists network on Disability Reporting. Thanks to the partnership with INTERNEWS, a manual has been made available to train the journalists. TOR for the Journalists network on disability reporting has also been finalized. Synergies were strengthened with ongoing VOICE TV and Radio Programs for deaf and HOH persons with partnership already secured with SKY TV, United Methodist Radio, and an online social media channel, SATEC TV.

The VOICE project ends in February of next year and it is strongly recommended that CAD-L Awareness initiative continues this intervention. The essence is to ensure greater inclusion of deaf and HOH persons in the reporting of issues targeting them. 1 Sign Language Interpreter is also providing interpretation for deaf radio and TV Presenters.

Training of Journalists and Full establishment of the network will be pursued during the beginning of the second year of the project. Partnerships with INTERNEWS, the Press Union of Liberia and the Association

of Community Radios, ALICOR will be reinforced to ensure the sustainability of the action. Both NCD and NUOD are expected to facilitate and highlight key disability issues during the formation of the network. The training will also focus on the voices and participation of persons with disabilities to improve media coverage of disabilities in Liberia.

As part of our capacity-building efforts, the project will offer equipment and support for transportation and communications to participating journalists to do follow-up enterprise reporting on issues impacting persons with disabilities (PwDs).

List of Identified Fellows for the Establishment of the Journalists Network on Disability Reporting

The below lists constitute different Journalists (Electronic, print, and social media) that have been identified for the network. The Journalists are currently providing technical and moral support to PwDs hosts at the various partner radio and Online TV stations.

Name	Sex	Location	Entity
Tarweh Surkula-	M	Tubmanburg, Bomi County	Radio Bomi
Meloshe Roberts	M	Tubmanburg, Bomi County	Pumah FM
Suzanna Reeves	F	Gbarnga, Bong County	Radio Gbarnga
J. Samuel B. Kplaiwru	M	Gbarnga, Bong County	Super Bongese Radio
Melvin Suah	M	Sanniquellie, Nimba County	Radio Nimba
Prince Forfor	M	Gompa City	Voice of Gompa Radio
Togba M. Tarnue,	M	Voinjama City, Lofa County	Radio Kintoma
Samuel Boley	M	Foya, Lofa County	Radio Harlygnee
Romeo Togbah	M	Monrovia, Montserrado County	ECOWAS Radio
Gabriel Kamahn	M	Monrovia, Montserrado County	United Methodist Radio
John MacCauley	M	Monrovia, Montserrado County	SATEC Online TV

Activity 1.1.2 Radio campaign

The design and the implementation of the radio program aims to: (i) Raise awareness of the general public in the project areas on the issue of PwDs' rights, with focus on themes raised by the project (work and SRH rights and access to assistive products), in order to promote a behavior change. (ii) Raise the profile of the role played by civil society and OPDs in policy-making processes, increasing their legitimacy and credibility. (iii) Ensuring the spread of good practice and results promoted by the project. (iv) Giving OPDs a chance to practice what they've learned during the implementation process and keep on developing further skills and capacities (practice-based knowledge approach).

During the month of June, 2022, MOUs were signed with at least 9 partner radio stations for the airing of radio programs on disability issues across the 5 project counties. Prior to the signing of the MOUs, the We Are One Disabled friendly radio program was already ongoing in Nimba, Bong, and Montserrado counties while further partnerships were being strengthened with Bomi and Lofa, the 2 new counties added in the

project for the full phase. Therefore, during the reporting period, at least 144 disability-friendly radio programs were recorded.

Between August 19-21, 2022, residential radio program training was held in Gompa City, Nimba County involving at least 22 PWDs from the 5 counties. The general objective of the training was to raise awareness on the rights of people with disabilities and to influence decision-making through the usage of several media channels. The training also provided the necessary knowledge related to the Convention on the Rights of Persons with Disabilities (CRPD) and how to monitor human rights violations, thanks to the partnership with the Division of Human Rights at the Ministry of Justice, Head of Human Rights Division, Kutaka Togbah led the sessions on UNCRPD and Reporting Human Rights Violations. At the same time, people with disabilities were provided with the basic tools and knowledge of broadcast journalism and storytelling to enable them spread advocacy messages bordering on the inclusion of people with disabilities in all aspects of life. Veteran Journalist Moses Gbeilay of Radio Gbarnga led the sessions on Basic Broadcast Journalism and storytelling. The training also considered themes raised by the project such as SRHR, Work, and Employment which were led by Amanda Browne of DKT Liberia and Ophelia Carpenter of the Liberia Labour Congress.

Disaggregated data of trainees

<i># of visually impaired</i>	<i># of speech & Hearing Impaired</i>	<i># of Physically challenged</i>	<i># of Mental Disability</i>	<i>Total</i>	<i># of females</i>	<i># of males</i>
7	2	12	1	22	7	15

In the final days of the training, the participants prepared a work matrix with the planning defined for the next six months covering the period, September 2022-February, 2023. It is important to note that, those managing the radio programs decided to choose themes in common between the counties and the national level, in order to strengthen the message or theme chosen week after week. Following the training, a monitoring team was also formed (one per county + one at national level); these groups have the function of: preparing the radio programming every six months; recording and transmitting the clips to the project officer in charge of this activity for appropriate archiving, monitoring (mainly through the number of phone calls received in the studio) the progress of the programs, major feedback from audience and main issues discussed followed by recommendations. The program titled: "WE ARE ONE "is a 45 mins show. The program is a live radio talk show where listeners are allowed to call in and express their opinions or understanding of the issues discussed. In some instances, the radio hosts explained about their disability and how they overcome the barriers. This has been very helpful in encouraging fellow disabled to overcome their barriers. Key stakeholders in the disability, health and development sectors as well as government representatives are invited to also discuss a given issue.

As a means of sustainability, the stations have agreed in principle to continue airing the program beyond the project completion date given its relevance and impact in society. The presenters can remain at the various stations to serve as disabled reporters on a voluntary basis. At the mid-term evaluation stage, CAD-L will collect data on the impact of the radio programs on communities. However, it is important to note that the radio program has already started to serve the community through series of awareness raising focusing on issues related to disabilities. Moreover, it has also played its own role on supporting the effort of the local and national government to mainstream the issue about disability in development endeavors. Airing of the radio program is done in local languages and English, with the active participation of persons with disabilities as speakers.

Pre and Post Analysis of the Training

The Pre-Survey consisted of 7 women and 12 men. The post-survey consisted of 6 women and 12 men. The post-survey had 1 more participant than the pre-survey (22). The analysis is based on the collective improvement/deterioration in knowledge before and after the training. Full report of the pre and post analysis of the training is annexed to this report (Annex 2).

Activity 1.1.3 Video campaign

Video campaigns with the participation of people with disabilities right to work and employment is planned in the project. The aim is to sensitize the public on disability, in particular, inclusion, work rights of PWDs etc. The video campaigns will be carried out by selected young persons with disabilities in CAD-L project counties totaling **15 persons**. Selected beneficiaries will be trained to use videos as a means through which they can propagate their own message of inclusion in the society. Different thematic topics related to key life issues and challenges faced by persons with disabilities in the country will be identified during the video training that is being planned for the second year.

Objectives of the Video Program

- Develop video shooting, editing and marketing skills in selected participants from OPDs and OWWDs;
- Induce behavioral change concerning PWDs, by Showing awareness videos to low-resource communities to buttress traditional methods of dissemination, such as pamphlets and flip-charts;
- Address the needs of the hearing impaired in the dissemination of important awareness and advocacy messages on the rights of PWDs by including sub-titles to videos and also exploring the potential of footage with no narrative or voice-over;
- Serve as trigger for PWDs to become entrepreneurs by providing entertainment content as well as educational opportunities to the local population -- and making a profit in the meantime

During the reporting period, AIFO made good and effective use of the video equipment material, and skills previously provided by IlluminAid. At least 8 videos have been recorded during the reporting period. The videos border on different themes related to the project such as Access to Education, Accessibility to private and public structures among others. Thanks to a team of video makers across the project counties. Following the review and approval of the videos by CAD-L MMC members, the videos will then be published on our social media platforms and shared with SIDA and partners. The project is supposed to produce at least 15 videos per year for a total of 60 videos to also be screened in isolated communities during the project's lifespan. About Eight community meetings for the video awareness campaign are planned, for a total of 144 meetings across 4 years.

To further expand the video program initiative and introduce a local context by hiring a Liberian Video Consultant, an Invitation to bid was launched in July, 2021. The trainer has been identified and all modalities related to the training were concluded. A was set up by AIFO and NUOD to scout potential PWDs who could be trained as video makers. Among other things, the basic requirement was for the potential beneficiary to have an expressed passion for making videos and a sense of creativity. Additionally, PWDs were primarily considered followed by service providers. The process was competitive in some counties like Lofa, Montserrado, and Nimba. Interestingly, some PWDs interviewed are already filmmakers so it's a good start for the program. We also included a few of the previous video program trainees from the CAD-L Inception Phase. There are few service providers, one of them a sign language interpreter. 1 hard of hearing person was also selected. Below is a list of video makers across the 5 counties. At least 15 PWDs have been identified:

Disaggregated figures

# of visually impaired/Low Vision	# of speech & Hearing Impaired	# of Physically challenged	# of Mental Disability	# of Service Providers	Total	# of females	# of males
2	1	8	1	3	15	5	10

Training in video production will commence from the beginning of the second year after which time a consultancy contract will be signed with a local video consultant to provide coaching and mentorship. We also anticipate the purchase of additional and high-quality video equipment for the new counties.

Activity 1.1.4 Advocacy and lobbying actions

This activity seeks to ensure that key policy makers, employers, armed forces, police, among others, actively promote the rights of PWDs, prioritize their inclusion in the employment sector and their protection from sexual abuse and harassment. Additionally, the activity aims to enable PWDs participation in the county sittings, where social funds are allocated. This activity is executed at the county and national levels. CAD-L implementing partners at the national level and DPOs and trade unions at county level are expected to lead the organization of advocacy actions, such as round tables and awareness-raising meetings. They will identify and engage multi-stakeholder target audiences, like local businesses, armed forces, the police, and policy and decision-makers. Specific national and county level issues related to employment and entrepreneurship of PWDs will be identified and deliberated in these occasions, which will also promote the participation of PWDs in the county sittings. 36 round tables are planned for the 4 years period. Disaggregated figures (16 national roundtables and 20 county round tables).

However, during the reporting period, this activity did not go ahead in the first year. Notwithstanding, a TOR was developed. The advocacy and lobbying actions are to be led by both NUOD and NCD. However, due to some programmatic issues, partnership with NCD did not materialize in the first year. It is hoped that this issue will be settled soon to commence the advocacy and lobbying actions at county and national levels.

The principles of participation and the concept of Community-Based Inclusive Development was entirely considered in the design and implementation of this activity. Collaborating partners and stakeholders played a pivotal role in shaping the activities results and their support cannot be underestimated. The implementation also considered a bottom to top approach where PWDs and by extension beneficiaries formed part of the planning and management of the different set of interventions highlighted.

The aforementioned activities have produced several achievements, including:

- An estimated One Hundred and Forty-Four (144) radio shows on disability issues recorded across the project counties;
- Nine MOUs with Community and national radios agreeing on the importance and necessity of including PWDs to contribute positively to the social and economic progress of the country;
- Five (5) radio program monitoring committees now have the opportunity to assess the results of the radio, TV and social media program initiatives, thanks to the M& E Consultant who has helped develop a key set of indicators for the radio program;
- Radio programs made by PWD for PWD, thus creating a strong sense of ownership and establishing a strong link between journalism and human rights;
- At least 11 fellows were identified for enlistment into the Journalist Network on Disability Reporting; 22 PWDs trained in Human Rights Reporting, Broadcast Journalism, storytelling and are actively leading radio-friendly programs on disability inclusion;

- 15 PWDs video makers identified for enlistment into the video campaigns; 8 videos bordering on disability issues produced.

County and Round Table dialogues meetings should have commenced in the first year but this activity was delayed because the beneficiary- NCD was not on board due to some technical agreement after the change of leadership. However, all efforts to making sure that NCD comes on board is yielding positive results and this activity will commence from the beginning of the second year.

Overall, a total of 48 beneficiaries have so far directly benefitting from the aforementioned activities: Disaggregated figures (15 PWDs currently benefitting from the video program initiative; 22 PWDs actively participating to radio programs; 11 Journalists enlisted for the network of Journalists on Disability reporting). This number is expected to increase following the implementation of the video campaigns and county and national round tables.

Following the implementation of year one a KAP survey was conducted in September 2022 in 5 implementing location amongst citizens to established their knowledge, attitude and practices (KAP). 275 citizens participated in the survey and the findings are highlighted in the KAP report (Annex 3).

2. Outcome 2 – Social Dialogue: Tripartite social partners in Liberia (GoL, trade unions and employer organizations) have established a roadmap to ensure decent work for PWDs

Collective Agreement

There are 4 core activities identified for the achievement and sustainability of Output 2.1. They aim at organizing a social dialogue process whereby Tripartite social partners in Liberia (the government, trade unions and employer organizations) negotiate and establish, in collaboration with the disability community, a roadmap for the arrangement of work-related issues, labor market, financial policies, social protection (decent work) that are disability inclusive.

The four core activities under this output are 1. CAD-L support to the Tripartite Council quarterly meetings which a forum/platform that keeps Tripartite engaged around labor issues in the interest of the workers through representatives of the Liberia Labor Congress, LLC, the employers represented by the Liberia Chambers of Commerce, LCC and the Ministry of Liberia along with relevant stakeholders working in the sector of work rights including the International Labor Organization- ILO. 2. The Social Dialogue Consultations which is the second activity is divided into two parts: a survey aimed at gathering initial opinions from tripartite partners concerning barriers to the decent work environment for persons with disabilities-PWDs which will serve as a rallying point of opinions to drive into the second part of this activity, the sectoral consultations. The sectoral consultations aim at bringing different together around a selected theme relevant to work rights and decent work for persons with disabilities, PWDs. These begin to discuss and generate ideas on the way forward for decent work for PWDs. 3. The third activity is a series of workshops in each of the five project counties aimed at creating awareness of the context of work rights in Liberia, looking at the national and international laws, and the barriers PWDs experience, attempting to derive some ideas on reasonable solutions, etc. This platform serves as a space where different stakeholders can begin to develop informed opinions about decent work at national conferences. 4. The last activity is the yearly national conference bringing the results of the sectoral conferences to a wider range of stakeholders each year leading to final national conference that develops the Collective Agreement, the road map on decent work for PWDs in Liberia

- Purpose:

Organize a social dialogue process whereby Tripartite social partners in Liberia (the government, trade unions and employer organizations) negotiate and establish, in collaboration with the disability community, and develop a collective agreement roadmap for the arrangement of work-related issues, labor market, financial policies, social protection (decent work) that are disability inclusive.

- *Major sub-activities undertaken*

Activity 2.1.1 Support to the Tripartite Council Meetings

- Five meetings with tripartite council members during the period under review:

- a. Held a meeting with Deputy Minister for manpower and Planning of Ministry of Liberia on February 18, 2022 to provide additional update on the CAD-L Project and discuss how the MOL and AIFO can begin to engage ILO on the social dialogue component of the project.
 - b. Attended a called meeting of Tripartite Technical committee on February 25, 2022 with MoL, LLC and the Liberia Chambers which was meant to revitalize the Tripartite Council meetings.
 - c. On August 10, 2022, AIFO's CAD-L POs and the Regional Coordinator visited LLC office and discussed issues around the LLC pending court issue, concern about LLC visibility at county and a way to address this, and update on LLC current relationship with MOL, etc.
 - d. On September 20, 2022 (second year) held with Deputy Minister, Hannah Kargbo and team to discuss a way forward for output 2.1 giving the challenges this output has faced (Court issues with LLC and dormant Tripartite meetings).
 - e. Held a follow-up meeting on October 14, 2022, with MOL's Deputy Minister for Manpower, Madam Hannah Karbgo and the director of project and planning Mr. George Myabo to develop strategies on how to revitalize the Tripartite Council Meeting, understand the reasons for the delay of activities under O2.1 and MOL financial interest in the project.
- Held four meetings with ILO on the following matters:
 - a. December 14, 2021, ILO participated in meetings with partners at a planning meeting to elaborate on project activities and derive a common understanding of the project.
 - b. February 28, 2022 two meetings with the goal to obtain advice on how to move ahead with MoL's request for support from ILO on output 2.1 and to strategize on the engagement of MoL and LLC given the stalemate,
 - c. One June 30, 2022 to update ILO on progress and challenges on O2. 1 and
 - d. On July 18, 2022, ILO participated in a strategic meeting with AIFO and LLC to discuss the challenges the problem output 2.1 face as the result of LLC internal conflict.
 - e.

Activity 2.1.2 Organized social dialogue consultations (survey and kick-off meeting):

- Updated the draft questionnaire for the survey for Tripartite partners aimed at initiating social dialogue process by gathering common points of interest and thoughts around decent work for PWDs.
- Drafted a letter meant to establish the Scientific Committee for the Tripartite Partner Survey- the committee will supervise the conduct of the survey for better results

Activity 2.1.2 Organized social dialogue consultations (sectoral consultations): N/A No activity conducted.

Activity 2.1.3 Workshops on decent work for PWDs:

- Held five trainings in the five project counties in May and June 2022; May 11 and 12, in Lofa, May 17 and 18, in Nimba, May 25 to 26, in Bong, June 7 to 8 in Bomi, June 14 to 15, in Montserrado².

² See consolidated report, annex 4

Activity 2.1.4 National Conferences and closing conference: N/A No activity during the period under review.

Achievements, including M&E data:

- 3 Tripartite partners engaged through meetings
- 5 capacity building workshops on decent work carried out five counties
- 10 meetings held around social dialogue issues
- 196 persons from 5 counties participated at the Capacity Building Workshop on Decent Work

Positive or negative discrepancies in results achieved compared to targeted results

- 0 support provided to Tripartite Council meeting – 6 planned
- 0 national conference held as oppose to 1 planned
- 0 survey conducted- 1 planned

During the period under review, the output experienced some delay in certain activities as the provision of support to tripartite council meetings which was never held during the period because of the internal conflict of one tripartite council members- the LLC, and the lack of funds to conduct the meetings according to the MOL. This situation also translated to a delay in the conduct of the first national conference in year one.

The survey concerning identified priorities for the establishment of decent work for PWD was also delayed due to the delayed involvement of the National Commission on Disabilities-NCD, which is the lead national stakeholder on disabilities.

Below are the number of beneficiaries who have benefitted from its outcomes

No.	County	Total	Sex		NGO	GOV'T	DPO/PWDS	LLC	MEDIA
			M	F					
1	Nimba	32	21	11	5	13	8	4	2
2	Bong	47	34	13	22	9	5	6	5
3	Bomi	38	33	5	13	8	12	3	2
4	Mont	36	21	15	13	5	9	7	2
5	Lofa	43	30	13	8	12	15	5	3
	Totals	196	139	57	61	47	49	25	14

196 stakeholders benefitted from capacity building workshops on decent work, (139 males, 57 females, 61 NGO representatives, 47 government representatives, 49 DPO representatives, 25 LLC chapters, and 14 media practitioners).

Below are the General findings of the Decent Work training:

- Trainings have noticeably generated more knowledge among the participants;
- After the workshops 53 of 196 people reported on having expert knowledge on at least one of the topics;



- Men in Montserrado had the least progress on «no knowledge» for all 5 questions after the workshops;
- Respondents were most dissatisfied with the pace and duration of the trainings (See Annex B). There was a general satisfaction otherwise considering the workshop. Several respondents shared a wish of arranging further training sessions about PWDs in the workforce.

3. Outcome 3 – Concrete steps taken by Duty Bearers and CSOs have created new opportunities for PWDs employment, self-employment and entrepreneurship in the public and private sectors

3.1 Start-ups Component: Women and men with disabilities run successful start-ups³

Activity 3.1.1 Market Assessment Study

The conduct of the market study is intended to support and enable startup and PWDs to align their business ideas with potential market opportunities, providing the best return on investment, avoiding waste of resources, including financial losses.

The BSC Monrovia conducted an extensive market assessment study to determine needs and demands to provide business opportunities for Startups. This also included conducting a comprehensive assessment in CAD-L thematic areas to what are the key goods/services needed by the potential consumer that can assist Startup's ideas for creating and expanding their enterprises. Develop a Presentation on findings of the Study and share with Partners and Stakeholders. Hold validation sessions on finding of the Study for feedbacks before the official launch of the Report that would be placed in an archive and use as a concept for subsequent activities including Business Accelerator Program and Business Ideas Generation. The BSC Monrovia conducted the Study between 23 June – 6 July 2022 across the five CAD-L counties (Montserrado, Bong, Nimba, Lofa and Bomi). It targeted households from the county capitols of the counties mentioned above. In addition, the survey target households in Ganta City, Nimba County because of its strategic location of being a commercial hub in the county. The survey primarily targeted consumers since its focus was to understand the purchasing habits and consumer needs of residents. The survey collected information primarily on people's purchasing habits to ascertain the products they regularly consume and their availability to consumers. The survey did not have an in-depth analysis on the reasons why consumers preferred certain products. The survey also did not gather information as to why certain products were not frequently available to consumers since the survey did not set out to gather information from those on the supply side of the consumer index. The study was conducted using survey designs. Under this design, the study employed both structured and semi-structured questions to give the respondents latitude in responding to the questionnaire. The survey design allowed the research team to systematically select a sample of the population whose consumption habits would be reflective of the general population. Although individual consumption habits differ based on preferences and choices, this design allowed the team to aggregate the consumption habits of a representative few to establish a consumption pattern of specific goods and services for the many. This will help the project when designing key socioeconomic schemes in the various counties.

The survey targeted all eligible households within survey communities across the six cities of the five targeted counties. Every person aged 18 and above was eligible to participate in the survey. Respondents were randomly selected based on household members present on the day of the survey who met the criteria. Data was collected using a specially designed survey questionnaire. Upon completion and approval of the questionnaire, it was built on the Kobo Collect platform and later downloaded on mobile phones. The Kobo Collect, is an electronic platform used to collect,

³ See annex 5 for full report

analyze, and generate study reports. The survey was conducted using the Kobo Collect Application. This allowed the team to receive the data in real-time. Data was collected in-person, where the interviewer sat with the respondents to ask the interview questions. This allowed the interviewers to clarify any questions or speak in local English for the respondent to provide the most appropriate responses as per the experiences and preferences. Data quality assurance was a significant component of the entire data collection and management processes. The procedure took place both at the field and office levels. The Kobo platform was built to compel all required fields to be completed before moving to the next. This was essential to eliminate human error, especially for questions that required multiple responses. The team also ensured that the data was quality controlled by spot checking the data as they were submitted in real-time. Where errors were discovered, the interviewers were asked to rectify.

Presentation and Interpretation of Key Findings

A total of 500 persons participated in the survey by responding to the survey questionnaire. The sex distribution of respondents was nearly even. Women accounted for 65% of all respondents while men represented 35%. During the data collection process, the interviewers observed more women were present at home at the time of interview. This explains the vast deviation from the national average of almost equal representation at the sample counties' level. Of the number interviewed, 53% were youth and young adults between the age of 18 and 35 while the second highest demography interviewed were adults between the ages of 36-45 (31%). After that, the age demography drops significantly with 9% and 8% respectively accounting for adult and mature population. The correlation between the gender and age also corresponds with the national unemployment demography; thus, suggesting that they were the most likely to be at home during the time of interview. The survey set out to understand whether the respondents' purchased goods or services from their communities.

The data indicate that 96% responded yes while only 4% said no. Of the respondents who did not purchase key commodities from the local market, they get their key items from other major trading points including Monrovia, Ganta and overseas. Deeper analysis revealed that those who did not purchase key commodity from the local market were SMEs who happened to be home at the time of interview. On the other hand, more people purchasing commodities from their communities is a good sign that could support the establishment of small businesses that are profitable. Respondents were asked to indicate the primary commodity they purchase on a regular basis. They were given the options to select five commodities in order of preference.

The survey found that rice (82%) was by far the highest commodity purchased. As rice is a main stable food of across Liberia, it is reasonable to understand the high level of preference as the first choice for many. Cassava (24%) and household food provisions (22%) were the top second preferences of the respondents. Meanwhile, soap (22%), household food provisions (20%), meat (18%), and used clothes (16%) were the third most preference of commodities for many of the respondents. Soap (27%), household food provisions (18%), and meat (17%) ranked fourth among the commodities preferred by the respondents. Finally, soap (16%) along with household food provisions (12%), fruits and vegetables (12%) and used clothes (12%) were ranked as fifth preference of respondents. Given that food topped the first their preferences couple with soap topping the last two preferences, it is safe to conclude that creating businesses to supply these commodities are likely to yield positive results.

A further breakdown at the county level revealed that for all the surveyed counties, rice was by far the number one commodity purchased. Montserrado recorded 75% of the respondents; 90% of respondents from Nimba picked rice as their primary commodity of purchase; meanwhile 83% of the respondents from Bong pick rice while 93% from Lofa selected rice as well. Bomi recorded the lowest number of respondents who selected rice as first choice at 63%. Montserrado (23%) and Nimba (46%) both highlighted cassava as their second-choice commodity most purchase. The other three surveyed counties varied in their second-choice selection, with Bong recording household provisions (48%), Lofa indicating meat (23%) and Bomi selecting used clothes (25%). Respondents in Montserrado indicated household provisions (27%) as their third choice. At the same time, residents in Nimba (32%) and Bomi (40%) choose soap as the third most valued commodity while Bong selected used clothes (25%) and Lofa selected pastries (33%). The analysis indicates that although respondent counties might have differing preferences as their options expand, edibles topped the list of primary commodities purchase for most people.

Key Recommendations from the Study

The survey set out to understand consumers' shopping habits and the types of goods and services that they like to consume. The survey also sought to understand the extent to which such goods and services were available, assessable, and affordable to consumers. The purpose of analyzing this market trend was to understand where there exists a market niche that AIFO through CAD-L can exploit to provide much needed socioeconomic schemes for persons living with disabilities.

The survey revealed that rice is the main commodity that consumers buy (82%) and sell (62%) at the community level. Although rice is the most sold commodity, it should be noted that uncooked rice is less commonly sold at the community level. Rice being the national staple diet, it is widely consumed across all sectors of the society irrespective of people's socioeconomic status. This makes rice a key commodity for trading purposes. Rice is also one of the few edible commodities that are not easily perishable, giving it a longer shelf-life and preventing lost earnings. Across all spectrums of the five choices of preference, household provision is the second most sought and consumed commodity. Waiter market on the other hand was the most common business in the communities. These two categories work together since household provisions are often sold on waiter market tables. Waiter markets are popular because these are mini stands that are placed at residents where people can easily access. The disadvantage however is that their quantity is not large to supply a significant number of community dwellers. It also is limited in the commodities it can sell. On the other hand, many of the commodities sold have long shelf-life.

Finally, there is potential for startup businesses to gain a foothold in the existing markets by not repeating the mistakes of current businesses. As the data showed, businesses with good customer relationship, good business practices, and strong marketing strategies will gain more customers. Therefore, it is imperative that startup businesses put these measures in place before beginning to engage the public their products or services.

- Marketing strategies should be developed for entrepreneurs before venturing into any form of business.
- Startup businesses should ensure that there would be steady supply of the commodities they will offer to the public. Client reliability is essential to the credibility of any business.

- Staff of startup business should undergo mentorship for good customer relationship to understand how to interact with customers in a manner that would not shy them away.

Market Study Validation Workshop

The Market Study Validation Workshop was organized for key stakeholders including private sector organizations, public institutions, NGOs, CSOs, etc. to validate data from the study conducted. The intend was to understand the objective of the study and provide insights where necessary. The event was organized and hosted on August 29, 2022, at iCampus office. The Business Startup Center (BSC) CEO William Dennis presented the key findings highlighted below:

- The survey was conducted in 5 counties (Montserrado, Bong, Nimba, Lofa and Bomi) identifying needs and wants for consumers and potential buyers giving a percentage within each county on a particular goods or services.
- The total respondents were estimated at 500 utilizing a sample technique where the population was proportionate to the size.
- The Team designed the questionnaire using the Kobo Collect data collection app to collect information on a real time basis.
- A central database system was built to receive all data submitted by the enumerators. There were analytical data quality check at all entries of the data collection.

He further presented that the exercise captured some key information on the commodities with the highest demand over the 5 counties. It was noted that rice was the most preferred commodity that customers and potential buyers purchased daily. He mentioned that the second most purchased commodity was cassava.

Data on rice purchased per county

- Lofa — 93%
- Nimba — 90%
- Bong — 83%
- Montserrado — 75%
- Bomi — 63%

Data on cassava purchased per county

- Montserrado — 23% & Nimba — 46% both recorded cassava
- Bong recorded household provisions — 48%
- Lofa recorded meat — 23%
- Bomi recorded used clothes — 25%

The presentation also further elucidated business opportunities that were recommended by the community or respondents. The respondents informed that they would prefer other basic commodities including provision shop, local petroleum products, clothing, etc. businesses be established in addition to rice. It was recorded that these commodities are not consistent in their communities. Sellers who engage in these activities do not provide the goods/services as a business instead operate on a seasonal basis. The popular combinations choose include edibles such as cassava, fruits, vegetables, and non-edibles including soap, charcoal, firewood, etc. There were several businesses proposed under this category. However, the most requested establishments included provision shops, local gas

outlets⁴, and used clothes. 8% stated that the sale of rice (by bag or cup) would be a business to open in their communities. Pastries (5%) was the fourth identified business type. Oftentimes, pastries are seen as a prep-meal that can be consumed between heavy meal and the go. Cassava, soap, and firewood (1%) each were identified as the least preferred businesses. The BSC Monrovia received relevant feedbacks from the participants that were incorporated in the final version of the Market Assessment Study Report.

Achievements, including M&E data

- 10 Stakeholder Engagement and Desk Review conducted
- Designed and Development of Survey Questionnaire
- 1 training course and mobilization for enumerators
- 25 Enumerators selected, trained and dispatched to the Counties
- 1 Market Assessment Study conducted
- Data Analysis
- Report Writing
- Presentation of findings from the report
- 1 workshop held to validate the report

Positive or negative discrepancies in results achieved compared to targeted results

Doing the reporting period under review, the market study targeted was achieved and an addition to that was a validation workshop planned to provide opportunities to startups representatives and key stakeholders within the business sector to input or contribute to the findings of the study. A total of 50 persons including PWDs, startups heads, AIFO Staff, and key stakeholders within the entrepreneur sector benefitted from the outcomes of the activities.

⁴ These are gas sold in the on-gallon mayo jars on the sidewalks where commercial drivers and riders often purchase the fuel products.

Activity 3.1.2 Market Fair

The activity is intended to showcase startups' products and to exhibit their goods/services and establish potential linkages or partnership with potential finance organizations in seeking external support for their businesses.

The Market Fair has been delayed due AIFO administrative procedures to get activities approved. Also, the Government of Liberia proclamation to declare a national holiday for Census which was the day planned for the Market Fair. Due to this public holiday, the Market Fair was postponed to achieve a better impact.

Activity 3.1.3 Business Acceleration Program BAP

This activity was intended to provide current and would-be startups the opportunity to expand their businesses through the CAD-L project funding or external resources. It is also intended to expose or link startups to potential funding opportunities for their growth.

The Pitch Event is key component of the Business Accelerator Program (BAP). The Pitch Even is designed for the Startups who successfully repay their loans and seeking additional financing from external financiers. The coaching and mentorship activity helped Startups to redefined and revised their expansion and growth plans to attract financing and scale their businesses. The BSC Monrovia organized and hosted the Pitch Event that saw all 7 Startups pitching their growth/expansion plans to a panel of financiers. The Financiers on the Panel including representatives from three key financing organizations including: International Bank (IB) Liberia Limited, Eco Bank Liberia Limited and the Liberia Enterprise Development Finance Company (LEDFC). Each of the Startups were allocated a 10-minute slot sell their business and provide opportunities for investment.

Detail Interaction – Pitch Event

The pitch event for CAD-L was organized by the Business startup center at iCampus on August 30, 2022. Prior to organizing this pitch event and as a means of giving our best to potential beneficiaries, invitations were sent out to specific actors from different financial institutions who are experts within the focus area of the program.

Among those invited guests who confirmed to serve as judges for the pitch event were, Mr. William Wleh Koon, CEO of (LEDFC) a microfinance company, Mr. Koon Obadiah, Head of Credit Ecobank Liberia and Mr. Cornelius N. Poneys, Head of Credit International Bank Liberia. During the event, Mr. William Dennis, CEO BSC Monrovia welcome everyone to the pitch event and introduced the judges to the participants on behalf of BSC Monrovia as the lead partner.

While on introduction and recognition, Mrs. Rebecca D. Stubblefield, program manager AIFO Liberia introduced everyone to day two of the training on behalf of AIFO and made a few points and reasons that focus on the importance of the pitching and evaluation of these startups before transitioning to the next stage.

To begin with this session, Abigail Y. Gonkernue from Life is good business center took the stage and convinced the judges of reasons she should be given the opportunity to receive this fund for the expansion of her business. Key responses from the judges based on her presentation were, her idea is essential and is a relevant business with a good opinion on the economy's growth,

It's a good venture of business but she needs to remain in soap making and get total control over her competitors using the production of soap as her strength based on qualities. Two judges had similar views towards the business growth by using soap production as a focus area for now.

Next to present was Bill S. Jallah from organic honey and vegetables production who also presented on the kind of business they are involve with, the problem they are solving and state reasons while they should receive the funds as well. The panel of judges made their independent decision and came up with these feedbacks. Their business idea has good prospect, and they have sufficient knowledgeable in their venture, they also mentioned the durability of the idea behind this business by saying the project is good and it focus on honey production, and they are knowledgeable but needs to organize the plans for better results.

Following Bill's presentation was Lawrence j. Yarkpaoh from Akenuyea who made also pitch his ideas before the panel of judges as a means of convincing them to buy into his ideas and grant him access to receiving these funds for business growth and expansion.

After utilizing his time that was allotted to him, he was judged and these are the results from the jury, he got sufficient idea within his scope of business, he understands every area within his business and all he needs is the funds. He's in the right area at the right time and has great concept and ability to succeed and his Project is good and focused.

Our next presenter was John D. Weaver from Kpogbomah Enterprise who excitedly told his startup story and progress made thus far through his presentation and also expressed the pressing needs of expansion within his business, he did that with a hope the judges will buy into his idea so they can see reasons to grant him access to the funds.

After quietly listening to his presentation, quizzed and left the stage, below are the findings from the judges towards his presentations, they concluded by saying his ideas are great, his concept and ability to succeed is clearly shown from his presentation, his Project is good and focused directly to addressing the needs of his customers. He also has very good understanding of the business model he's operating with.

Following John's presentation, the moderator introduced and welcome to the stage, Pauline Gaye from Tomorrow future enterprise, as she engaged the stage with a smile of confidence towards the judges, she gained courage to adequately convinced our judges by stating key problems she has solved while doing this business. After satisfactorily convincing the judges, she was grade based on what she said, below are the jury findings, her business model is worth investing in, she has a very good understanding of what she's involved with looking at the great concept and ability the business must succeed. Lastly, the project is good and definite.

Our second to the last presenter was Moses Togba from Naklee enterprise, with a very smart and well-articulated business ideas and presentation from Naklee's CEO, he managed to win the judges admirations from things that he outlined during his presentation. The judges as well rewarded him from those problems he's solving and eager to do more, findings from the judges includes he received commendation from the last judge that his idea is unique, and he has a very good understanding of the business model as well.

Introducing our last presenter from Kwageh enterprise, Emary Jesse who moved to the stage with the sole purpose of convincing the judges in making her case for access to finance through the pitch event, she was very detailed and convincing while on the stage. Her responses were direct, and her ideas addresses the problems she wants to solve, after her presentation, she was rewarded scores based on what she said her business was involved with. Below are findings from the jury, the first judge talked about his idea also being a unique solution, he has a very good

understanding of the business model, his decision of introducing modern education through information technology is laudable. The last judge recommended to him that the project is good but must be firm with partners by reaching an agreement with the free school idea.

Achievements, including M&E data

- Developed BAP Concept
- 7 Startups identified for BAP
- 1 Coaching and Mentorship cycle implemented
- 7 Investment Plans developed for Startups
- 1 pitch event organized and held
- BAP Report

During the period under review, one BAP was targeted to provide business support to startup and this target was successfully achieved during the reporting period.

Over the quarter, there were a few discrepancies in the targeted results as compared to the actual. The Business Accelerated Program (BAP) targeted 10 Startups to participate in the Pitch Event, only 7 Startups participated in the Pitch Event. This was attributed to 3 Startups not meeting the criteria for the BAP.

Activity: 3.1.6 Coaching and Mentorship for Start-ups

This activity is aimed at regular monitoring and providing guidance to startups for growth, accuracy, and balance within the daily management system of the startups.

The activity focuses on Start-ups who successfully completed their repayment under the Disability and Start-up Project (DASU) and are still in operations. Activity 3.1.3 – Business Accelerator Program (BAP) of the CAD-L Project targets successful Start-ups of the DASU Project that will ultimately phase in the CAD-L and attract access to finance. The BAP is designed to accelerate growth for Startups who have been established and supported technically and financially to scale-up their enterprises. The BSC Monrovia support identifies these Start-ups and provide coaching and mentorship of their current operations to determine challenges and opportunities for business growth acceleration. The BSC Monrovia identified 7 Start-ups for the BAP to provide technical support through evaluating their operations, strengthening internal systems and control, evaluating current financial sustainability, and identifying new markets for expansion. The BSC Monrovia along with the AIFO Program Team and Community Workers organized a field visit to Nimba, Bong and Montserrado Counties between 10 – 17 July 2022 to provide the support. The BSC utilized the Training Needs Assessment Tools (TNA – Annex) to identify operational gaps and current challenges the Start-ups are facing and how that can be addressed to prepare them for external financing.

During the reporting period under review, one cycle of coaching and mentorship activity was planned and implemented across three (3) of the CAD-L Project Counties (Bong, Nimba, and Montserrado) to provide support and guidance to startups which were identified from the DASU Project for tailoring into the CAD-L Project under the BAP initiative.

A total of seven (7) startups which comprises of twenty-eight (28) PWDs including their heads benefitted from the outcomes of the activity

3.2 TVET Component: Five TVET centers and twenty-three internships are accessible and inclusive of PWDs

There are 7 core activities that have been identified as crucial to the achievement and sustainability of Output 3. Such activities are categorized under two streams: a. Activities aimed at improving the accessibility of 5 TVET centers in Liberia and enrolment for PWDs; b. Activities aimed at improving the affordability of TVET services. Additionally, there is a specific activity aimed at structuring a collaboration with duty bearers (policy makers and employers) in the public and private sector to guarantee inclusive internship opportunities are accessible to qualified PWDs in Liberia, promoting PWDs employment in strategic managerial positions.

While it is true some activities under this were carried out and/or initiated, the activities experience because the main national stakeholder, partner and beneficiaries raised several issues that needed time and negotiation to address.

The output is aimed at structuring a collaboration with duty bearers (policy makers and employers) in the public and private sector to guarantee TVET Centers and internship opportunities are inclusive and accessible to qualified PWDs in Liberia particularly project counties, while promoting PWDs employment in strategic managerial positions.

- *Major sub-activities undertaken*

Activity 3.2.1 Identification and selection of TVET centers:

- In April and May, 2022, 31 TVET centers were visited in the five counties, (Montserrado- 4, Nimba- 8, Lofa-4, Bong – 10, and Bomi- 5).
- 5 TVET centers selected in five project counties by a selection committee on August 2, 2022 made of NUOD, LLC, DKT, Ministry of Youth and Sport, Ministry of Education/Special and Inclusive Education Division. (Nimba University –Nimba, Bomi Community College in Bomi, Liberian Opportunities Industrialization Center in Bong, Business Domestic Occupational Training Center (BDOTC) in Montserrado, and Joseph Ishmael Massaquoi Vocational Institute in Lofa).
- Official selection meeting held with 3 TVET Centers in Bomi, Montserrado, and Nimba counties
- Official communication of letters of intent sent to the centers in Bomi, Montserrado, and Nimba

Activity 3.2.2 Training on accessibility audit Activity 3.2.3 TVET centers' Accessibility Audits: N/A
The activity was delayed

Activity 3.2.4 TVET centers adaptation: N/A

Activity 3.2.5 Disability career development specialists: N/A

Activity 3.2.6 Scholarships for PWDs students: N/A

Activity 3.2.7 Disability Champions Program (engagement and MOUs)

- 10 champion engagement meeting held in Nimba, Bong, Bomi and Montserrado

- 2 champion institutions selected, in Bomi- Working Together Effectively-WET and Bong-Cuttington University

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Activity 3.2.7 Disability Champions Program (accessibility audit): N/A

Activity 3.2.7 Disability Champions Program (disability awareness training): N/A

Activity 3.2.7 Disability Champions Program (internships): N/A

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The activity of selection of TVET Centers was initially planned to involve UNIDO and IECD, efforts made to reach UNIDO did not materialize as there were no response to emails and calls attempts. The project could not also get to IECD. By the time selection was done.

Achievements, including M&E data

- 31 TVET Centers mapping in five counties
- 5 TVET centers selected in five counties
- 3 TVET centers communicated to concerning their selection

Positive or negative discrepancies in results achieved compared to targeted results

1 TVET audit training planned- 0 held.

When sub-result is not on course, specify the reasons for the delay/postponement/ cancellation (on target to meet milestones?).

1 TVET Centers' audit training was scheduled in year 1, but this activity was delayed because the beneficiary-NCD was on board because of some agreement with the program approach after a change of leadership in NCD. As a result, there is no TVET audit as well.

TVET M & E findings during KAP survey

21% of respondents are currently in technical and vocational education or training. People with physical impairments, mental health issues, or hearing & speech impairments are most likely to be enrolled in a TVET program (approx. 30%). People with visual impairments are much less likely to be enrolled (about 10%).

3.3 SRHRs Component: Women and men with disabilities have improved knowledge about SRHRs and increased access to Family Planning services and products

Persons with Disabilities, and particularly women with disabilities, have been mostly excluded from learning processes concerning Sexual and Reproductive Health rights and therefore have limited

and irregular access to FP services and products as indicated in the already mentioned Action Aid study on SRHRs in Liberia. There are 5 core activities identified for the achievement and sustainability of Output 3.3.

These activities offer a holistic approach to the promotion of SRHRs aimed at targeting PWDs and health care practitioners; PWDs will improve their knowledge about Sexual and Reproductive Health Rights, Family planning opportunities, services, and products; their increased access will be stimulated through a peer to peer referral process and through other outputs of the CAD-L program, for example sustaining start-up opportunities of SRHRs ambassadors related to the sale and promotion of family planning products. Healthcare practitioners (especially pharmacists, nurses, midwives) will improve their knowledge about disabilities and expand their capacities in the hope of them unbiasedly supporting PWDs in their access to sexual health services and commodities.

There were two activities planned for the year under review: the needs assessment and the project's contribution to stakeholders' coordination meetings.

The output is aimed at improving access to SRHRs and family planning (FP) products and services which in turn enhances the capacity of women with disabilities to engage in employment and self-employment activities.

- *Major sub-activities undertaken*

Activity 3.3.1 SRHRs Needs Assessment and training manuals development

- Developed 2 need assessment questionnaires with DKT and MMC members;
- Held 10 SRHRs focus group discussions/need assessments⁵ in five counties in July and August 2022 (Bong- July 6, Bomi- July 9, Lofa- July 22, Nimba-August 18, and Montserrado-August 11);
- 1 need assessment report available.

Activity 3.3.2 Training of health clinicians on disability awareness: N/A

Activity 3.3.3 SRHRs TOT training to PWDs: N/A

Activity 3.3.4 PWDs SRHRs ambassadors: community outreach 2: N/A

Activity 3.3.5 Contribution to stakeholders' coordination: N/A

Achievements, including M&E data

No	County	Total participants	Health Workers		PWDs	
			M	F	M	F
1	Nimba	40	5	15	10	10

⁵ See annex 6 for FDG Report

2	Lofa	42	10	9	12	11
3	Bong	38	1	17	10	10
4	Bomi	30	1	15	5	9
5	Mont	37	2	18	4	13
TOTAL		187	19	74	41	53

10 focus group discussion held in five counties;
187 persons participated to group discussion, made of health workers/clinicians and persons with disabilities, (93 health workers, 94 PwDs);
1 needs assessment report available.

Explain positive or negative discrepancies in results achieved compared to targeted results
Targeted number of respondents for the needs assessment/ focus group discussions was 200 persons; 100 health workers and PWDs, turn out during the group discussion fell below the target by 13 persons with PWDs less by 6 and health workers less by seven

When sub-result is not on course, specify the reasons for the delay/postponement/ cancellation (on target to meet milestones?).

The production of two training for PWDs and clinicians, (3.3.1) and contributions to stakeholders' coordination meetings, (3.3.5) were delayed during the period under review; for the training manual, it was to be produced based on the results of the needs assessments which were late. For the contribution to the stakeholders' meeting, the project team had difficulties reaching or getting the involvement of the line Ministry-Ministry of Health/Division of Family Health for several months at the beginning of the activities even though has been resolved.

187 persons participated in group discussion, made of health workers/clinicians and persons with disabilities, (93 health workers, 94 PwDs).

Monitoring and Management Committee

Meetings

During the reporting period, the Monitoring and Management Committee was formed following the approval of the committee's term of reference by all partners of the project. 4 organizations are members of the MMC namely: DKT, LLC, NUOD, AIFO. NCD is foreseen to be on board during the second year. Therefore, the minimum number of members of the MMC that must be present at any of its meetings to make the proceedings of that meeting is at least three organizations.

Between December, 2021 to August, 2022, a total of 5 MMC meetings have been held. Members participate in person and on a rotational basis. During the meetings, members facilitate synergies; discuss progress, challenges and recommendations aimed at resolving some of the difficulties encountered during the project's implementation.

Below are key results of the MMC meetings thus far:

- ✓ Elaborated and finalized detailed sub activities plans for Year 1 of the CAD-L Program Implementation
- ✓ Elaborated and finalized the project's Communication and Visibility Plan as well as Stakeholders Analysis
- ✓ Elaborated and finalized Different Advocacy Messages for the CAD-L program

Field visits

The MMC Staged a monitoring visit with a team comprising of NUOD, LLC, DKT, AIFO. The mission covered all 5 counties as mentioned: July 4th and 5th in Bong, 7th and 6th in Bomi, July 20th and 21st in Lofa, August 16th and 17th in Nimba and August 9th and 10th in Montserrado.

The team paid scheduled visits to a total of 56 stakeholders' organizations, (31 stakeholders, 16 DPOs/OWWDs, and 9 media institutions) in the five project counties. The mission was aimed at the following objectives:

Acquaint Project Partners with AIFO's field staff/community workers, DPOs, health facilities, and TVET centres, to be working with AIFO, prospective CAD-L Full Phase DPOs, Project field activities, and counties officials

Assess progress, and challenges associated with CAD-L Project, particularly with staff and partners OPDs/OWWDs

Seek to identify and establish important linkages with county stakeholders

During this visit, a further acquaintance of AIFO field staff/Community workers, DPOs. Health facilities and TVET canter was accomplished. Considering the connection between PWDs and stakeholders, the team uncovered that the relationship between PWD and some stakeholders was developing while with other stakeholders it was yet to take root, related to the recruitment of PWDs into some workplaces a recommendation of training in various disciplines for the PWDs should be given priority.

Stakeholder's engagement

DPO meetings

Monitoring and Evaluation Result Base Indicators

Code/No	Outcome Indicators	Baseline	Target	Actual	Progress /comments on over/under achievement
IMPACT	Number of laws and programs that will be enacted or revised in the long term with the contribution of the Liberian DPOs.	0	TBD	0	Reports of the National Commission on Disabilities.
	No. of DPOs who regularly participate in scheduled discussions with duty bearers on socio-economic development programs.	10	15	10	Reports of NUOD, DPO reports of consultation tables
	% of PwDs (direct beneficiaries) reporting increased income and/or economic opportunities (disaggregated per sex and age)	0	30%	TBD	Mid-term and final evaluations which will incorporate survey on economic independence
	% of PwDs included in Start Ups who claim to have enough income to cover their needs	TBD	40%	TBD	Mid-term and final evaluations which will incorporate FGDs with PWDs
Intermediate OUTCOME 1. The population of Bomi, Bong, Lofa, Montserrado, and Nimba counties and Liberian duty bearers (DB) have changed attitudes towards the socio-economic	% of population and DB who have an improved perception about PWDs socio-economic contribution.	60	65	TBD	TBD at midterm & final evaluation
	% of population of Bomi, Bong, Lofa, Montserrado, and Nimba and DB exposed to CAD-L	0	50%	TBD	TBD at midterm & final evaluation

contribution PWDs make to Liberia	awareness campaign actions				
OUTCOME 2. Social actors in Liberia are able to negotiate and conclude a collective agreement on decent work for PWDs	# of actions that demonstrate steps towards a collective agreement on decent work for PWDs	0	2	0	NCD annual report NDC actions pending with NDC just coming on board
	% of participants who have improved knowledge about PWDs' employment rights	90%	92%	TBD	TBD at midterm & final evaluation
	No. of roadmaps on decent work for PWDs defined by tripartite social partners in Liberia	0	1	TBD	Report from NCD report from NDC (N/A) as they just sign contract
	No. of people that participated in meetings, conferences and workshops on decent work	0	90	214	Activities Report
OUTCOME 3. Concrete steps taken by Duty Bearers (DBs) and CSOs have created new opportunities for PWDs employment, self-employment and entrepreneurship in the public and private sectors	% of PWDs in an occupation (employed, self-employed) in the areas of operation (disaggregated by sex and type of disability)	16%	18%	TBD	TBD at midterm & final evaluation
	No. of a national business and disability network in Liberia	0	1	TBD	Mid-term and final evaluation
	% of profitable Start-ups at the end of the program	70%	70%	TBD	Program yearly reports
	% loan paid back to managing institution in timely manner	70%	70%	50%	Financial report matrix on startup
	% of PWDs in an internship in the areas of operation (disaggregated by sex and type of disability)	2%	4%	0	TBD at midterm & final evaluation

	% of students in TVET centers who have a disability	TBD	TBD	TBD	TBD at midterm & final evaluation
	No. of TVET centers with improved accessibility	0	3	0	Program Yearly Report
	% of women with disabilities reporting satisfactory access to SRH services and products	TBD	TBD	35%	Targets will be developed in YR2

Lessons learned

- Perceived positive involvement of partners' particularly national partners are not guaranteed because there are often changes in leadership and this sometimes comes with a different interest level of the new leadership which affect the involvement of the partner organization.
- Stronger and real time analysis of data collection will be at the core of all of the activities under Output 1 to help measure its impact. This will help collect strong data to make informed analysis.
- Capacity of radio and video program team members needs to be periodically enhanced through refresher trainings to ensure greater outputs and results.

Challenges and Mitigation Actions

NCD had a change of leadership, and the newly appointed Executive Director made several demands. Several meetings were held between NCD and AIFO to negotiate the final outcomes. The MoU with NCD was signed in November 2022.

A Tripartite Council member, the Liberia Labor Congress had a court issue which the conduct some activities. Several meetings held with LLC, MOL and ILO to derive a reasonable solution. MOL demand for direct funds allotment in the project. Negotiation meetings held.



LIST OF ANNEXES

- Annex 1:* KAAP Survey Report
- Annex 2:* Pre and post Analysis of the training
- Annex 3:* KAP Survey
- Annex 4:* Report on Decent work Training
- Annex 5:* BSC Report
- Annex 6:* Focus Group Discussion (FDG) Report
- Annex 7:* Second year workplan