



YEAR 3 ANNUAL REVIEW MEETING

Coordinated Action on Disability in Liberia (CAD-L) Project



Output 1.1: Awareness & Sensitization Campaign



Output 1.1 - Awareness & Sensitization Campaign OVERVIEW

Activities, Results & Lessons Learned Coordinated Action on Disability in Liberia(CAD-L)

Key Target

The populations of Bomi, Bong, Lofa, Montserrado, and Nimba counties.

Engagement of Key Actors

Liberian duty bearers, including local government and community leaders, are actively engaged in the campaign. Their involvement is crucial to influence policies that promote the rights and inclusion of PwDs.

Key Focus

Economic and social inclusion of PwDs. This involves strategies aimed at integrating PwDs into the economic framework of the society and ensuring they have access to social services and opportunities.

Sustainable Efforts

The campaign focuses on sustainability through community engagement, collaboration, and ongoing education. We leverage media to share successes, advocate for supportive policies, and celebrate milestones to drive lasting change in attitudes and practices.



Output 1.1 - Awareness & Sensitization Campaign Overview

Significant Advancement in Disability Awareness & Sensitization Campaigns

Journalists Network on Disability Reporting

In YR3, OPDs teamed up with media outlets to create the Journalists Network on Disability Reporting, resulting in 22 impactful stories that improve disability journalism and promote positive representations of resilience.

County & Nat'l Roundtable Dialogues

3 roundtable dialogues were held: 2 at the county level and 1 nationally led by NCD, NUOD, and stakeholders.

Radio Campaigns: "We are ONE"

A total of 374 radio talk shows reached diverse audiences on PwD rights, with 26% of callers being female (207) and 74% male (601), highlighting the need for increased female participation.

VIDEO CAMPAIGNS

1000 participants directly benefited from five video campaigns, generating twice as many indirect benefits and showcasing our wide reaching impact.



Output 1.1 - Awareness & Sensitization Campaign

M&E Analysis

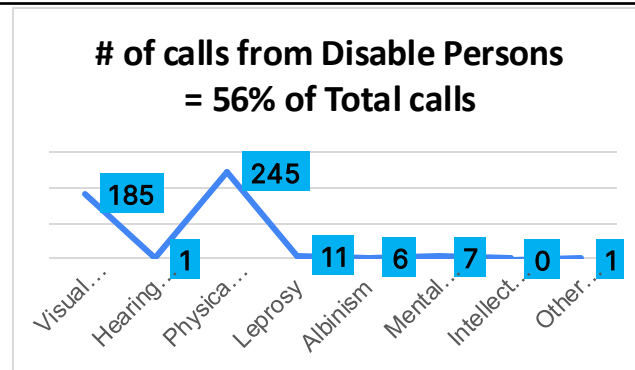
Video campaign

Bomi had the highest attendance at 286, followed by Bong at 229, Lofa at 182, Nimba at 161, and Montserrado at 70. This suggests varying levels of engagement across counties, with Bomi showing the strongest turnout.

Radio Program

Radio Station	County	Frequency
Radio Bomi	Bomi	98.9 MHz
Pumah FM	Bomi	106.3 MHz
Radio Gbarnga	Bong	105.5 MHz
Super Bongese Radio	Bong	104.9 MHz
Radio Nimba	Nimba	99.5 MHz
Voice of Gompa	Nimba	106.5 MHz
Radio Kintoma	Lofa	101.1 MHz
Harleygne Community Radio (HCR)	Lofa	102.5 MHz
ECOWAS Radio/Formerly UNMIL Radio	Montserrado	91.5 / 97.1 MHz
United Methodist Radio (ELUM)	Montserrado	98.7 MHz

County	Total Adults	Total Under 18	Grand Total
Bong	140	89	229
Nimba	113	48	161
Lofa	111	71	182
Montserrado	50	20	70
Bomi	238	48	286
TOTAL	652	276	928



More than 50% of the calls are from individuals with disabilities, who seek to share their perspectives on topics by highlighting how these issues impact their lives

Output 1.1 - Awareness & Sensitization Campaign

Success Stories



James inspires and unites. A proud TVET program beneficiary honing his skills at LOIC, James captivates audiences nightly on Super Bongese and Radio Zota, proving that passion and determination know no bounds!



Our Journalists Network has boosted disability reporting, empowering 12 media fellows to create 22 impactful stories that highlight resilience and positive representation of PWDs. This work enhances the quality and visibility of disability journalism.



The video campaign is transforming how society views PWDs. Participants are pledging to embrace inclusion, actively involving PWDs in social development initiatives and not calling them by their disabilities.



Output 2.1: Social Dialogue



Output 2.1 – Social Dialogue: Tripartite social partners in Liberia

OVERVIEW

Activities, Results & Lessons Learned

Coordinated Action on Disability in Liberia(CAD-L)

Key Target

The social dialogue targets duty bearers, NGOs, DPOs, private sector employers, trade unions, women groups among others in 5 project Counties.

Engagement of Key Actors

Employment actors are engaged in series of decent work awareness workshops and sectorial dialogues so that decisions are made about priority areas to tackle for improve work environment for PwDs in Liberia

Key Focus

Establishing a Roadmap/collective agreements on decent work for persons with disabilities in Liberia.

Sustainable Efforts

The Roadmap is a tool that mirrors a decision of important employment actors for a step to step approach to promote decent work for persons with disabilities in Liberia over a period of time.



Output 2.1 – Social Dialogue: Tripartite Social Partners in Liberia Overview

Significant advancement in Social Dialogue

Support to Tripartite meetings

3 meetings out of 6 held and supported the Ministry of Labour with office materials

Sectorial consultations

3 Sectoral Consultations held in different sectors:

1. Agriculture sector
2. Tertiary Sector,
3. Security Sector.

Review meetings

3 sectoral consultation review meetings with Ministry of Labor and relevant line ministries, Liberia Labor Congress (LLC) and its affiliates, and the Liberia Chamber of Commerce (LCC) and its affiliates.

Decent Work workshop

3 Decent Work Awareness workshops conducted

National Conference

1st National Conference held with the participation representatives from the project's counties, line ministries, human rights organizations, NGOs/CSOs, OPDs, partners of the project and the donors community



Output 2.1 – Social Dialogue: Tripartite Social Partners in Liberia

Overview

M&E Analysis

BENEFICIARIES OF SOCIAL DIALOGUE TRAINING								
County	Men	Women	Total	NGO/CBO	GoL	DPO / PWDs	Partners	Media
Nimba	25	23	48	5	20	15	5	3
Lofa	25	18	43	9	12	14	6	2
Bomi	30	8	38	8	18	9	3	0
Mont.	41	20	61	13	12	18	14	4
TOTAL	121	69	190	35	62	56	28	9

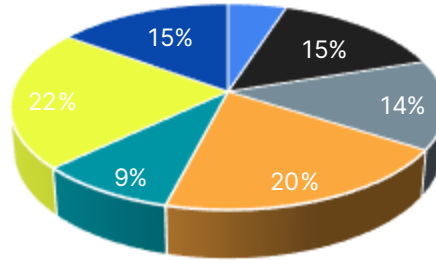
Output 2.1 – Social Dialogue: Tripartite Social Partners in Liberia

Overview

M & E Graph

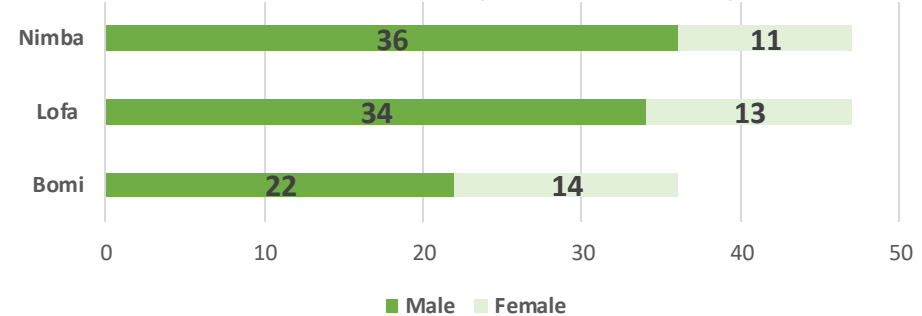
General learning Outcomes/

- Trade Union Actions On PWDS and Decent Work
- Myths, truths and reality
- Role of Employers
- Disability and employment
- Trade Unions in Liberia
- Inclusion and Accessibility for PWDS
- Decent Work act in Liberia

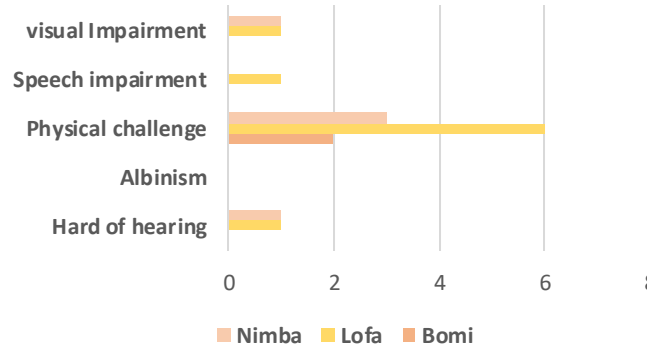


COVERAGE /DISABILITY OF DECENTWORK

Decent Work Participants Per County



Decent work Disability Type



Output 2.1 – Social Dialogue: Tripartite Social Partners in Liberia Overview

The Story of Catherine Mali

In Tubmanburg, through awareness and advocacy raised by the CAD-L Project, Madam Catherine Mali, a visually impaired currently serves as a receptionist at NASSCORP. Her determination and grace inspire both colleagues and clients. Thanks to the CAD-L Social Dialogue consultation, she has not only found employment but also a voice, proving that challenges can transform into triumphs, lighting the way for others. Madam Mali is one of 8 PWDs currently employed with different sectors in Bomi.



Output 2.1 – Social Dialogue: Tripartite social partners in Liberia

Overview

Success and stories

Knowledge from the workshops has led county officials making employment and infrastructure decisions in favor of PwDs in three of the five project counties.

Bomi - NASSCORP employed 1 physically challenged

- Superintendent office employed 2 persons with disabilities, one female and one male
- MOE office employed 2 persons with disabilities
- District coordinator employed one person with disabilities

Lofa - installation of ramp at the administrative building

- employed one person with disabilities at the Superintendent Office

PwDs themselves have reported positive lifestyle shifts because of knowledge from decent work workshops

A visually impaired female established vegetable garden and encourages other PwDs to join her



Output 2.1 – Social Dialogue: Tripartite social partners in Liberia Overview

Success and stories



LIFE IS GOOD DISABLE Enterprise.

We offer the following;

- *. Liquid Soap
- *. Medicated Soap
- *. Clorox
- *. Washing Soap

Output 3.1 – Start-ups: Women and men with disabilities run successful startups - Overview

Activities, Results & Lessons Learned Coordinated Action on Disability in Liberia(CAD-L)

Key Target

Entrepreneurs with disabilities aiming to strengthen their managerial skills and serve as role models in their communities.
NUOD as a key organization in mentoring and supporting entrepreneurs with disabilities.

Engagement of Key Actors

NUOD: Provides mentorship and creates future opportunities for entrepreneurs with disabilities with the support of BSC (Consultancy Firm)
Entrepreneurs with Disabilities: Actively participate in training, mentorship, and business development activities.

Key Focus

Enhancing the managerial and operational skills of entrepreneurs with disabilities and strengthening NUOD's capacity to mentor and support startups.

Sustainable Efforts

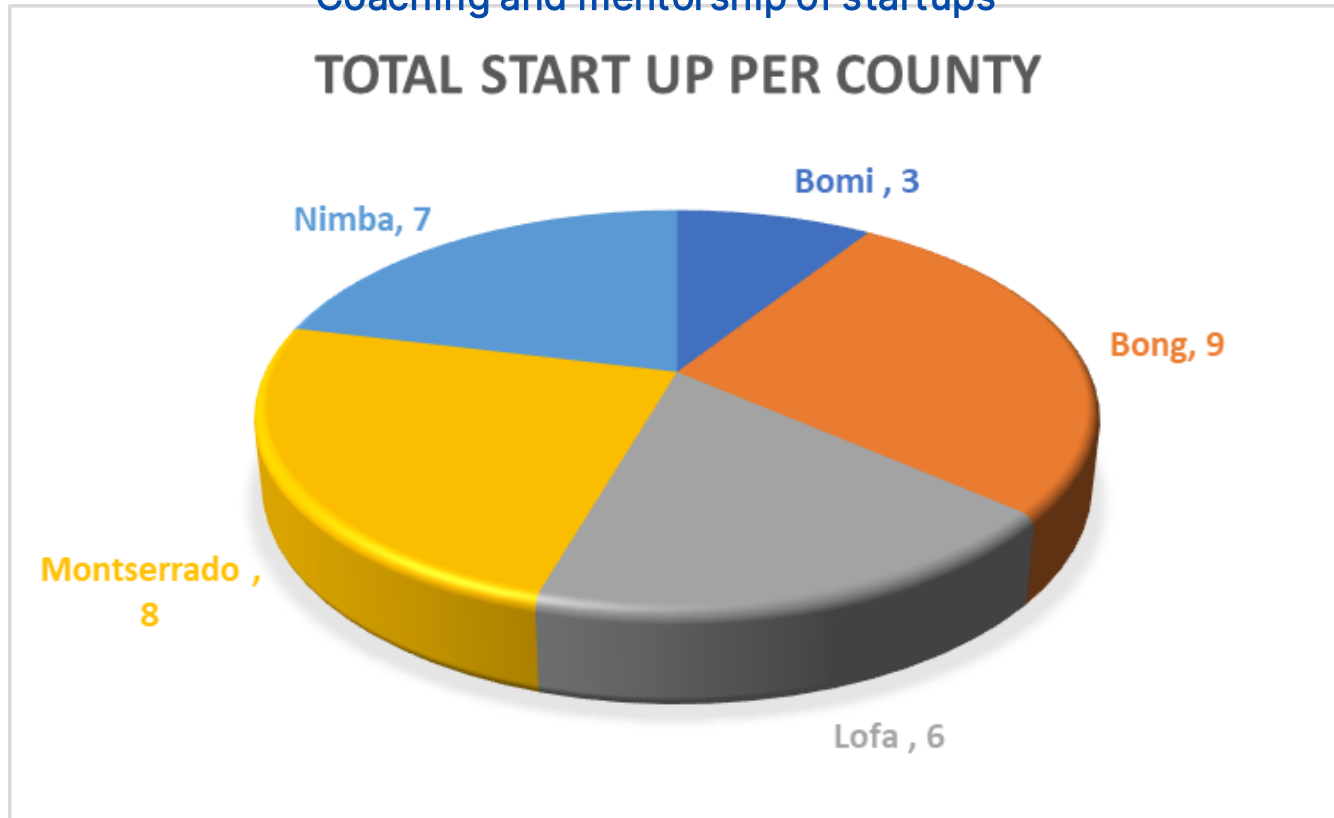
NUOD takes over the management of the revolving fund, ensuring long-term financial support for entrepreneurs while entrepreneurs with disabilities become self-reliant and contribute positively to their communities.



Output 3.1 – Start-ups: Women and men with disabilities run successful startups - Overview

Coaching and mentorship of startups

TOTAL START UP PER COUNTY



Output 3.1 Start-ups: Women and men with disabilities run successful startups

Output 3.1 – Start-ups: Women and men with disabilities run successful startups - Overview

Coaching and mentorship of startups

Nimba County

A total of seven startups were monitored, covering different business sectors such as timber, soap production, agriculture, honey production, and trading (red oil and water sales).

Montserrado County

A total of eight startups were monitored, covering different business sectors such as agriculture (crops and livestock), food processing, soap production, retail and trading, handicrafts and artisanal products.

Lofa County

Six startups were monitored in the Voijama, Kolahun, and Foyah districts and they are involved in agriculture (rice farming), soap production, livestock and food processing.

Bomi County

A total of three startups were monitored in Bomi County, covering business sectors such as beverage sales, soap production, and rice trading.

Bong County

A total of nine startups, These startups reflect a diverse range of sectors, including agriculture, manufacturing, services, and trade, contributing to the local economy in Bong County



Output 3.1 – Start-ups: Women and men with disabilities run successful startups - Overview

Coaching and mentorship of startups

Startup conditions

- Healthy condition: Approximately 25% of startups are performing well. These businesses are showing progress in their operations, have clear financial records, and are on track to meet their goals.
- Medium condition: Around 50% of startups fall into this category. These businesses show signs of improvement but still face some challenges, such as unstable prices, exchange rate issues, or financial management inconsistencies.
- At risk: About 25% of startups are considered at risk. These businesses are struggling with serious issues such as poor management, lack of financial records, low sales, or internal conflicts.

Recommendations

- Continued monitoring and coaching: AIFO, NUOD and BSC should conduct regular monitoring visits and coaching to ensure startups meet donor expectations,
- Standardized financial template: Provide a standardized template for financial record-keeping to ensure consistency across startups.
- Focus on financial systems: Improvements in financial systems are crucial to ensure sustainability and profitability, with a focus on decision-making regarding financial discrepancies.



Output 3.1 – Start-ups: Women and men with disabilities run successful startups – Overview:

NUOD Funds management training

Training objectives

The Fund Management Training aims to equip NUOD with essential skills for managing revolving funds and investment portfolios. Key objectives include:

- 1.Fundamentals of Fund Management:** Understanding the roles of fund managers and types of funds.
- 2.Investment Strategies:** Learning about strategies like growth investing and income generation.
- 3.Risk Assessment and Management:** Developing skills to identify and mitigate risks in funding startups.
- 4.Performance Measurement:** Evaluating startup performance using key indicators.
- 5.Ethical Considerations:** Ensuring ethics and integrity in fund management.

Recommendations

To strengthen fund management, NUOD should:

- 1.Define Objectives:** Clearly set the purpose for managing funds.
 - 2.Establish a Committee:** Appoint members with defined roles to oversee the fund process.
 - 3.Create Governance Structure:** Promote transparency and accountability.
 - 4.Develop Policies:** Ensure consistent and fair fund management.
 - 5.Schedule Regular Meetings:** Monitor and evaluate progress.
 - 6.Train Committee Members:** Equip members with necessary skills.
 - 7.Implement Grant Tracking:** Establish a system for tracking funds and reporting.
- These steps will ensure effective fund management, supporting NUOD's sustainability and strategic goals.

Output 3.1 – Start-ups: Women and men with disabilities run successful startups – Overview:

Success Stories



Output 3.1 Start-ups: Women and men with disabilities run successful startups

Output 3.1 – Start-ups: Women and men with disabilities run successful startups



Output 3.2: TVET



Tri-Annual Supervisory Field Mission

Output 3.2 – TVET Programme OVERVIEW

Activities, Results & Lessons Learned Coordinated Action on Disability in Liberia(CAD-L)

Key Target

30 scholarships at 5 inclusive TVET centers, enhancing skill development and employment while addressing accessibility and representation challenges.

Engagement of Key Actors

Partner TVET institutions in Bong, Nimba, Lofa, Mont and Bomi counties, NCD staff, and PWDs, who collaboratively conduct accessibility audits and training. Duty bearers, INGOs

Key Focus

Adapting TVET centers, training staff, and creating a more inclusive learning environment.

Sustainable Efforts

Engaging local leaders for inclusive policies, conducting regular accessibility audits, along with partnerships that enhance support for Persons with Disabilities and promote their workforce integration.



Output 3.2 – TVET Programme

Significant Advancement in TVET

TVET Centers Adaptation Planned; 4 executed

3 construction companies were hired and physical adaptations were done at 4 partner TVET institutions; Nimba County (Nimba University), Bong County (LOIC), Lofa County (VODWOPÉDE), Bomi County (BCC). Adaptation considered provisions of ramps, rails, widening of doorways, construction of bathrooms, and painting of facilities.

Scholarship Program Implementation:

Out of 15 planned scholarships, 11 were awarded, with a competitive selection process resulting in 15 students receiving support for their studies. This initiative enhanced access to vocational education for students with disabilities.

Skill Development and Training:

A total of 11 students are enrolled in vocational programs, receiving materials and monthly allowances to support their studies in areas like plumbing, electricity, computer skills, and carpentry. Additionally, 30 TVET instructors benefited from disability awareness and internship placement training, leading to improved knowledge and teaching practices across institutions.





TITLE: Output 3.2 TVET Programme

Tri-Annual Supervisory Field Mission



Output 3.2 – TVET Programme

Activities, Results & Lessons Learned

Coordinated Action on Disability in Liberia(CAD-L)

Output 3.2 Challenges and Lessons Learned in Inclusive TVET Programmes

1. Physical Infrastructure Needs

The need for full accessibility at various TVET centers to ensure a barrier-free environment for PWDs.

2. Communication Barriers

Addressing the lack of communication support for individuals with hearing impairments by proposing staff training in sign language.

3. Accessibility Standards & Accessible Public Infrastructures

There is a need for government to adopt a national accessibility standard to aid in the construction of newly built public and private structures..

4. Inclusivity in Education

Offering diverse vocational courses and support services can empower individuals with disabilities and foster a culture of empathy and understanding.



Output 3.2 – TVET Programme

Activities, Results & Lessons Learned
Coordinated Action on Disability in Liberia(CAD-L)

Output 3.2 TVET(Priorities for Next Period)



*TVET Scholarship Committee members (one member from each Implementing Partners)
while reviewing applications*

19

Scholarships

Continue supporting students with disabilities through scholarships

1

Training

Provide additional accessibility audit training for NCD staff.



Output 3.2 – TVET Programme

Success Stories



TITLE: Output 3.2 TVET Programme

Output 3.3: SRHR



Output 3.3 – Sexual Reproductive Health Rights OVERVIEW

Activities, Results & Lessons Learned Coordinated Action on Disability in Liberia(CAD-L)

Key Target

Healthcare practitioners, nurses, doctors, midwives, nurse- aids, national decisions makers on SRHR issues, PwDs, physician assistant, Lab technicians, registrars and communities in 5 project counties.

Engagement of Key Actors

Providing training to health practitioners and PwDs on accessible and inclusive healthcare service delivery to encourage PwDs in accessing proper SRHR services and more

Key Focus

Changing the attitudes and practices of healthcare practitioners towards a more inclusive healthcare service delivery particularly targeting persons with disabilities.

Sustainable Efforts

More PWDs are accessing an inclusive SRHR healthcare delivery.

PWDs are trained at the community level as SRHR peer-to-peer education.



Output 3.3 – Sexual Reproductive Health Rights OVERVIEW

Significant advancement in Disability Awareness & Training

Disability Awareness training for healthcare workers

One series of training in 5 counties - participants 74 healthcare , trained 157 participants; 76 males and 81 females

The Peer-to-peer information sessions

250 peer to peer education sessions by 50 peer educators reached 3,500 people (1,240 (35%) males and 2,260 (65%) females)

Rapid Clinic Assessment-

1 batch of assessment done 19 Healthcare facilities- fifteen (15) public, four (4) private in 5 counties.

Coaching and Mentorship

Coaching and Mentorship exercise reached 50 participants (PWDs- peer educators) from different DPOs/OWWD in 5 counties; 10 males and 40 females

Support to MoH

4 financial support to MOH - FHP division in coordination Meetings such as Reproductive, maternal, New, Child and Adolescent Health (RMNCAH) meeting, Maternal and Perinatal Death Surveillance and Response (MPNDSR), Reproductive Health Technical Committee meeting (RHTC) and Health Pillar Meeting



Output 3.3 – Sexual Reproductive Health Rights OVERVIEW

M&E Analysis

Knowledge on PWDs SRHR

Nimba is seen moving from 57% of “Little knowledge at 17% - reflecting a 40% change in knowledge ” .

Also in Lofa there is a significant change reflected at “intermediate knowledge” level reflects a 38% increase in knowledges from 16 to 54%

Knowledge of strategies to addressing physical and communication barriers PWDs face in accessing health service

In Montserrado, knowledge change in category of “ no knowledge” dropped from 48% to 0% as reflected by pre & post-tests.

Basic knowledge rose from 5% to 56% in Bomi; reflecting an increase of 51%

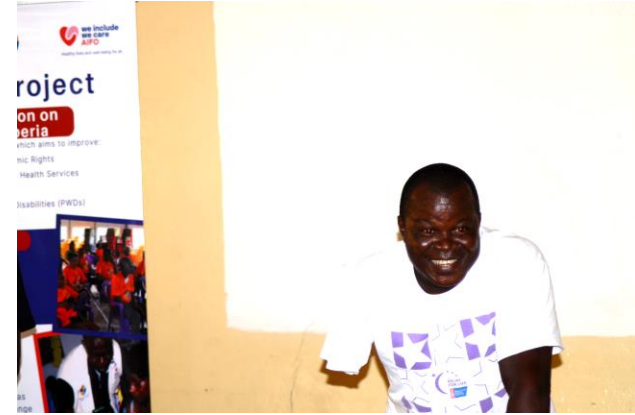
Output 3.3 – Sexual Reproductive Health Rights OVERVIEW

Success and stories

Healthcare workers prompted to examine their personal attitudes towards disability, leading many to make conscious commitments to confront and challenge the stereotypes, biases, and discrimination that PwDs often endure.

It was observed during the clinic rapid assessment, that healthcare workers had shown improved attitude towards persons with disabilities and are providing inclusive healthcare services to persons with disabilities, PwDs issues been captured now in every day health talked and registered forms are been modified to capture PwDs

It was reported by the Peer educators that a good number of participants of the information sessions are now on family planning and reported openness to discuss sex education with Peer Educators families.





Synergies

Coordinated Action on Disability in Liberia(CAD-L)

Stakeholders Engagement

The CAD-L project emphasizes stakeholder engagement as a key strategy for promoting inclusion of persons with disabilities. Stakeholders at national and county levels play a crucial role in project activities, including meetings, trainings, workshops, and social dialogue consultations on social and economic inclusion. They are actively involved in major decision-making processes, from assessments and surveys to training, outreach campaigns, and media engagements.

DPOs Meeting

At various operational levels, DPOs hold meetings with their members on a weekly or monthly basis. Additionally, a general coordination meeting for all DPOs in the county takes place at a designated location, preferably at disability centers. During these meetings, leadership provides updates on ongoing activities. CAD-L field staff actively participate in these meetings to promote a more inclusive decision-making process.



Synergies

Coordinated Action on Disability in Liberia(CAD-L)

NGOs & Stakeholders Coordination

A coordination network led by local authorities facilitates collaboration among NGOs and development partners at the county level. Monthly coordination meetings provide a platform for organizations to update on their activities. However, these meetings have faced delays due to political dynamics, particularly during elections and the government transition, as newly appointed officials take time to familiarize themselves with ongoing initiatives.



AIFO Liberia Year 3 Summary of Financial Report



Summary of Audit Report

- The financial statement contains cumulative information for prior periods
- The opening balance matches the previous year balance
- As per the attendance records verification, staff were present at work during the period they were paid
- The unspent fund balance as per the report matches with the bank balance
- The receipts from withholding taxes and NASSCORP matches the amount paid for each month

Summary Of Year 3 Financial Report	
Total Budget Year 3	\$834,246.90
Total Amount Spent (Direct Cost)	\$782,634.62
Total Amount Spent on Activities	\$324,321.21
Total of Indirect Costs	\$54,576.90
Total Availability as of 31 st of August, 2024 nets of credits and debits	\$142,921.90

PARTNERS	ALLOCATION	PARTNERS OFFICE RUNNING COST	EXTRA BUDGET PAID BY AIFO	TOTAL
NUOD	\$10,650.00	\$6,600.00	\$4,853.00	\$22,103.00
NCD	\$9,150.00	\$8,600.00	\$996.00	\$18,746.00
LLC	\$5,745.00	\$3,600.00	\$484.00	\$9,829.00
DKT	\$3,150.00	\$0.00	\$260.00	\$3,410.00
Total	\$28,695.00	\$18,800.00	\$6,593.00	\$54,088.00

