



USAID
FROM THE AMERICAN PEOPLE

**PARTICIPANT TRAINING PROGRAM,
UKRAINE**

A. General Information				
A.1 Program Theme: Civic Education - Searching for New Instruments for Successful Implementation of the National Civic Education Policy in Ukraine				
City/Region (<i>oblast</i>) of Participants: Nationwide				
<p>Brief justification for selection of this location(s) to benefit from the program: Nationwide recruiting is proposed for this training program. It will acquaint government officials and their academia counterparts tasked with developing national and regional youth policies with instruments to implement a civic youth policy. Currently, the Ukrainian Presidential Administration, the Ministry of Youth and Sports, the Ministry of Education and Science, and civil society and other experts are tasked with designing the “Ukrainian National Civic Education Strategy and Program for 2016-2020.” As Ukraine pursues reform, it looks to the experience of its European neighbors, which have designed effective youth civic policies and created instruments that encourage civic engagement, youth empowerment, and a robust and sustainable civil society.</p>				
Intervention type (US = “Community Connections,” three weeks with home stays; 3 rd country = one week):		US :	3 rd country:	X
Requested Country (if 3 rd country): France				
A.2 USAID Contact				
USAID Officer				
Position				
Office				
Telephone Number				
Fax Number				
E-mail Address				
A.4 World Learning Partner Organization Contact				
Name				
Organization				
Address				
Tel.				
Fax				
E-mail				
A.5 Suggested Program Dates (preferred month/year): April 2016				
A.6 Number of Visitors: 10				
B. Intended Group Results				
B.1 Background Information (Key issues/challenges and their general context in Ukraine)				

Since early 2000, the Government of Ukraine (GOU) has focused on civic education for youth. However, in spite of their great effort, a unified school curriculum for civic education was not approved¹. In light of its current conflict with Russia and separatist tendencies of its eastern regions, there is an urgent need for an effective and clear youth civic policy in Ukraine.

In June, 2015 a Working Group under the Ukrainian Presidential Administration was created to develop a strategy for 2016-2020 entitled the “Ukrainian National Civic Education Strategy and Program for 2016-2020.” The Working Group engaged representatives of major government stakeholders including the Ministry of Education and Science which is responsible for civic education, and the Ministry of Youth and Sports which is responsible for developing creative youth initiatives, facilitating after-school civic education programs, and for promoting healthy lifestyles. In addition, the Working Group is supported by experts from the third sector and academia which contribute to the strategy’s development through research and consulting.

However, various government bodies and non-government institutions have different priorities for developing the youth civic strategy. The Working Group is tasked with harmonizing these priorities and developing a unified strategy with effective youth engagement models.

In addition, each of these stakeholders is developing its own youth civic education program. For example, the Ministry of Youth and Sports is in the process of development of the “Ukrainian National Program on Youth for 2016-2020.” This program’s goal is to create favorable conditions for youth development and self-realization as responsible citizens.

Developing educated youth who aware of their rights and obligations as citizens is one of the cornerstones of modern democratic society. In European countries, civic education is part of school and university curricula and is strengthened by extracurricular activities. This training program will expose participants to the practical experience of and methods used by selected European countries to promote civic education.

B.2 Overall Professional Program Goals and Objectives

How does this program link with other current or planned USG activities? How does this program support the USAID/Ukraine Country Development Cooperation Strategy and which IRs does it support?

Under the Development Objective 1 “More Participatory, Transparent and Accountable Governance Process” USAID/Ukraine supports civic engagement initiatives that call for government accountability through partnering with civil society organizations, grassroots organizations and youth.

The IR 2: Improved citizen oversight and engagement in governance.

Professional goal(s) (action-oriented, high-level: e.g., *Raise awareness about HIV/AIDS in Ukraine*):

The main goal of this training is to strengthen the capacity of the Ukrainian government, academia community and civil society organizations (CSO) to jointly develop a national youth civic policy and strategy through exposure to European experiences in creating an environment that supports youth civic engagement, facilitates youth civic participation and leadership, and strengthens the capacity of youth-led CSOs.

Specifically, participants will be familiarized with modern European practices, mechanisms and instruments to develop civic skills, boost civic motivation and build civic habits and mindset such that youth become good citizens. In addition, this training will equip participants with an understanding of how the virtues of civil society should be presented to young people.

Specific objective(s) (targeted, realistic):

¹ Based on the survey Youth Policy in Ukraine conducted by the experts’ team of the Council of Europe

By the end of the program, EVs will be able to describe the following (or answer the following questions) about the host country and how it applies to the Ukrainian context:

- What are the key approaches, tasks and components of the youth civic policy and strategy in France?
- What mechanisms were implemented in France to involve youth in development and implementation of the state youth policy and strategy?
- What instruments are used to promote the youth civic strategy in formal and informal education settings, including community activities, volunteering and other extracurricular activities, in France?
- Who are the main stakeholders involved in developing youth civic policy and strategy?
- What mechanisms are utilized in France to ensure effective coordination, cooperation and dialogue between ministries and institutions involved in designing and implementing the youth civic policy?
- What key legislation pertains to youth policy, civic engagement and informal education in France?
- What is the role of schools and universities in youth civic education?
- How local communities could contribute to the youth civic education?
- What is history, role, tasks and results of voluntarism in France?
- How does legislation regulate activities of volunteers and volunteer organizations in France?
- How are extracurricular activities used in France to support youth civic education?
- What are the roles and activities of the youth centers and camps in France and how are they funded?
- How do organizations working in the area of cultural and historical heritage preservation promote youth civic education?
- How is access to information by youth regulated in France (including the Charter of Youth Information) and what is the role of information in civic education?
- What are major youth civic programs implemented in France at the national and sub-national levels, and what are the most effective funding sources?
- What EU-initiated and funded youth civic programs are implemented in France?
- What training programs support young leaders in France?
- How are evaluation criteria developed to measure the outcomes of youth civic education and extracurricular programs?
- What is the media's role in youth civic education?

How will this program inspire and prepare participants to implement changes in their home country?

As a result of this program participants will be familiarized with the French youth policy and strategy and with its civic component in particular. Familiarity with the French experience will strengthen participants' knowledge and understanding of how to develop a similar policy and strategy in Ukraine.

Expected program outcomes:

- By 3 months after training, participants will share information about best practices with colleagues and their professional community (through training, publications, social media). It is expected that participants will inspire discussion in their organizations about instruments and goals of the youth civic policy that they studied during their program.
- By 6 months after training participants will implement their Action Plans.

B.3 Program Components

Why is the requested country preferred for this program?

France was suggested by the Ukrainian Ministry of Youth and Sports to host this training, because France has similar demographics (both countries have a youth population of about 6-7 million) and because Ukraine is modeling its youth policy and strategy on France's. State institutions and centers responsible for developing and implementing youth policies and programs were established in Ukraine following the French model. For example, the Ministry of Youth and Sports Ministry is a sister Ministry to the French Ministry for Urban Affairs, Youth and Sports.

Other examples include the following:

- In France the *Department of Youth and Community Education (DJEP)* of the Ministry of Urban Affairs, Youth and Sports elaborates, coordinates and evaluates youth and community education policies. Similarly, the Ukrainian Ministry of Youth and Sports created a Youth Policy Department responsible for youth employment, intellectual development issues, involving youth in public life, developing of creative youth initiatives, civic education for youth, and promoting healthy lifestyles. France's Loi Organique Relative Aux Lois De Finances law defines basic principles of youth policy funding. A similar law does the same in Ukraine.
- *French National Institute of Youth and Community Education* is a public institution that is similar to the Ukrainian Youth Policy Institute, which conducts research, determines surveillance procedures and collects statistical information pertaining youth.
- *Youth Labor Centers* established at all state universities and a majority of private universities provide employment and skills training to young people in France. Ukraine has begun establishing Youth Employment Centers in its universities with a similar focus.
- *The Youth Worker Education Program* operates in most EU countries and has been recently introduced in Ukraine. The program builds the capacity of youth workers, and provides information to youth on priorities, trends and challenges in youth policy. The program targets civil servants who work with youth and leaders of youth NGOs through trainings on dialogue and cooperation between state actors and civil society. The Youth Worker Education Program in France currently engages 450 000 youth workers. Every year 58,000 individuals complete the program.
- *Volunteer Information and Resource Centres (Centres de Ressources et d'Information des Bénévoles - CRIB)* supports the work of youth volunteers and their organizations. Similarly, the Ukrainian government launched "Youth of Ukraine" to create a National Volunteer Service by 2020.

French government and civic institutions responsible for implementing its youth policy have decades of experience creating viable strategies, instruments and models. The main priorities of the French government were effective interaction between all organizations involved in youth issues, youth engagement and support programs, which are particularly relevant for Ukraine. Through exposure to the new ideas and approaches applied in France, Ukrainian participants will gain knowledge and learn about instruments that will help them to develop an effective youth civic policy and strategy to support youth engagement, participation and leadership.

Suggested general or specific site-visits (types of organizations and sites, as bullets):

- Ministry of Urban Affairs, Youth and Sport
- Cooperation Fund on the Matters of Youth and Civil Education (Le Fonds de Coopération de la Jeunesse et de l'Education Populaire - FONJEP)
- Experimental Fund for Youth (Fonds d'expérimentation pour la jeunesse - FEJ) - public policy laboratory financing innovative interventions of young people
- French National Institute of Youth and Community Education (INJEP)
- CNAJEP (Comité pour les relations nationales et internationales des associations de jeunesse et d'éducation populaire)
- Youth Information and Documentation Centre (CIDJ) or one of the Regional Youth Information Centres (CRIJ)
- Youth and Culture Houses (Maison de Jeunesse et de Culture)

- Volunteer Information and Resource Centres (Centres de Ressources etd“Information des Bénévoles (CRIB)
- Schools - to attend civic and European heritage classes
- Cotravaux Association
- Youth Recreation Facilities (Auberge de jeunesse)
- National Council of Youth (CNJ)

Suggested topics (bullets):

- Key approaches, tasks and components of the youth civic policy and strategy in France
- Mechanisms to involve youth in development and implementation of the state youth policy and strategy
- Instruments of the youth civic strategy utilized in formal education and informal education including community activities, volunteering and other after-curriculum activities
- Main stakeholders involved in developing youth civic policy
- Coordination, cooperation and dialogue between ministries and institutions involved in the design and implementation of the youth civic policy
- Role, tasks, funding and activities of educational organizations (schools and universities), local communities and youth centers and camps and in youth civic education
- Voluntarism in France: history, legislation, role, tasks and results
- After-curriculum activities as an instrument of non-formal civic education in France
- Role of organizations working in the area of cultural and historical heritage preservation in youth civic education
- Access to information for youth as part of the civic education including Charter of Youth Information
- Overview of French and EU youth civic programs implemented at the national and sub-national levels and including most effective examples and funding sources
- Training programs for young leaders
- Indicators and evaluation criteria for measuring outcomes of youth civic educational programs
- Role of media to support youth civic formal and informal education

Required Components:

Action Planning is a required component of all PTP training that helps participants synthesize what they are learning and develop plans to put their new information and insights into action. Three facilitated action planning sessions are required and participants must complete training with a written action plan, intended for implementation that the program organizers will collect before the group departs.

Others:

B.4 Overall Cultural Program Goals and Objectives (more emphasized for US programs)

Any specific cultural objectives for this program? (specific requirements, volunteer activities, etc.)

Given the short duration of the program (one week) there are no specific cultural objectives predetermined for the program.

How will exposure to US (or third country) culture benefit this group?

In general, training in the European country will expose Ukrainian participants to European culture, mentality and lifestyle, as well as encourage them to feel like part of Europe. Ukrainian participants will benefit through removing cultural and professional barriers between group members, thinking and interacting as a team. On their return to Ukraine, new knowledge together with team spirit will help to facilitate their interaction and intention to initiate changes within their organizations and in Ukraine in general.

C.1 Summary of Desired Group Profile

Description of group profile – types of organizations, communities, etc:

This training program will be open for representatives of the following organizations and groups:

- Ministry of Youth and Sports
- Working Group on Civic Education under Presidential Administration
- Ministry of Education and Science
- Interagency Coordinating Council on Civic Education at the Ministry of Youth and Sports
- Deputies of Verkhovna Rada of Ukraine (VRU) involved in the development of state youth policy and legislation
- NGOs with focus on those that are youth-led and directed
- Activists of civil society
- Media
- Ukrainian Institute of National Memory and other organizations working on the issues of historical and cultural heritage preservation

C.2 Visitor Profile

All selected candidates will be capable of working in a team environment. All candidates will have a minimum of three years experience and a willingness to remain within their field for 5 years following their trip to the host country.

C.3 Recruitment

Participant recruitment: Brief description of open, competitive approach tailored to this program:

Open recruitment in target areas in addition to individuals within and related to the target areas and themes. Candidates to be identified through interviews involving USAID and PtP program representatives as well as experts or other key partner in this field.



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**PARTICIPANT
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VISITOR EXCHANGE REQUEST FORM FOR USAID/UKRAINE

A.	General Information		
A.1	Program Theme: E-Governance and Innovation		
	City/Region (oblast) of Participants: National Brief justification for selection of this location(s) to benefit from the program: This PTP would be open to participants from across Ukraine and should include a balance between national government, regional/local representatives, and civil society.		
	Intervention type (US = "Community Connections," three weeks with home stays; 3 rd country = one week):	US: <input checked="" type="checkbox"/>	3rd country:
	Requested Country (if 3 rd country):		
A.2	USAID Contact		
	USAID Officer		
	Position		
	Office		
	Telephone Number		
	Fax Number		
	E-mail Address		
A.4	World Learning Partner Organization Contact		
	Name		
	Organization		
	Address		
	Tel.		
	Fax		
	E-mail		
A.5	Suggested Program Dates (preferred month/year):		
A.6	Number of Visitors: 10		

B.	Intended Group Results
B.1	Background Information (Key issues/challenges and their general context in Ukraine)
<p>E-Governance is an important component of most reform activities proposed or underway in Ukraine. For most officials, civil society organizations (CSOs), and individual citizens, the benefits of using technology to improve public services and combat corruption are clear. However, the</p>	

connection between eGovernance and innovation is less clear. In particular, the following development challenges exist in Ukraine, as related to eGovernance and innovation:

- Officials are reluctant to increase transparency and work in partnership with citizens, organizations and the private sector to develop innovative approaches to public services and citizen engagement.
- Outside of Kyiv, CSOs have limited capacity to use technology to create new services for their constituents, engage public officials, and monitor their governments.
- Although Ukraine has passed an Open Data Law, there is limited understanding of what open data is and the power it has to fuel new public services and business models.

While Europe offers some good examples of innovation in the public sector through eGovernance, the United States has emerged as a world leader in this area. In recent years, the Federal Government and many state governments have created “innovative government” teams that work collaboratively with citizen organizations and the private sector. The US Open Data program <http://www.data.gov/> is generating new applications and supporting new value-added business models.

Ukraine has the IT capacity to become an innovation hub. Increasing understanding of how eGovernance can increase innovation through a focused study tour could have a significant impact.

B.2 Overall Professional Program Goals and Objectives

How does this program link with other current or planned USG activities?

This program supports objectives to increase transparency in government, improve public services, and support economic growth through the creation of new businesses.

How does this program support the USAID/Ukraine Country Development Cooperation Strategy and which IRs does it support?

Development Objective 1: More participatory, transparent and accountable governance process
IR 2: Improved citizen oversight and engagement in governance
IR 3: The GOU is more accountable to its citizens and adherent to the rule of law

Development Objective 2: Broad-based resilient economic development as a means to sustain Ukrainian democracy

IR 1: Increased investment availability to the emerging middle class
IR 3: Local government supports SMEs

Professional goal(s) (action-oriented, high-level: e.g., *Raise awareness about HIV/AIDS in Ukraine*):

The main goal of the training program is to help Ukraine build inclusive and effective e-Gov policies and systems to increase public sector transparency, encourage civic engagement and make economic and social reforms sustainable.

The benefit of eGovernance goes well beyond the use of technology to streamline processes and reach citizens more effectively. It fundamentally changes the relationship between citizens and their government. Around the world governments are undergoing a process of re-invention by engaging citizens and businesses in new ways to create responsive, transparent and flexible programs. This evolving approach has unlocked innovation in unexpected ways, generating new services and creating jobs through Open Government and Open Data. This PTP would bring a group of Ukrainians to the US to learn first hand how the USG is unlocking innovation in the 21st century.

Specific objective(s) (targeted, realistic):

By the end of the program, EVs will be able to describe the following (or answer the following questions) about the topic and host country:

1. Who are key stakeholders to develop and oversee eGovernance?
2. What is the government's role in developing eGovernance policies, implementing best practices and promoting the use of eGovernance platforms by citizens?
3. How can eGovernance increase citizen participation in policy design and implementation, reforming public and third sector institutions, and creating a climate conducive for businesses?
4. How can eGovernance shift the government's role from information and service controller to facilitator?
5. What emerging technologies are transforming access to public information and the provision of public services?
6. What are the main obstacles to expanding the utilization of e-government services, particularly by vulnerable groups?
7. What results are expected when implementing eGovernance models?
8. What technologies can improve inter-institutional coordination, support civic engagement and achieve sustainable development?
9. How can outdated hierarchical and bureaucratic structures be transformed into innovative systems?
10. How can the integration, efficiency and effectiveness of the government and service delivery be improved through a public-private partnership model?

How will this program inspire and prepare participants to implement changes in their home country?

Participants in this program will bring back a new perspective on eGovernance, in particular as related to engaging citizens and the private sector in creating a responsive and innovative government. The study tour will highlight specific examples and models of innovative government and build connections with counterpart organizations that will be effective beyond the specific tour period.

Expected program outcomes:

- By 3 months after training, participants will share information about best practices with colleagues and their professional community (through training, publications, social media).
- By 6 months after training participants will implement their Action Plans.

Others:

B.3 Program Components

Why is the requested country preferred for this program?

While Europe offers some good examples of innovation in the public sector through eGovernance, the United States has emerged as a world leader in this area. In recent years, the Federal Government and many state governments have created "innovative government" teams that work collaboratively with citizen organizations and the private sector. The US Open Data program <http://www.data.gov/> is generating new applications and supporting new value-added business models. Training program will mainly be focused on federal level (approximately 60% of training time), while state or local level experiences will also be covered (the remaining 40%).

Suggested general or specific site-visits (types of organizations and sites, as bullets):

Example meetings in DC:

White House Office of Science and Technology Policy -

<https://www.whitehouse.gov/administration/eop/ostp/initiatives>

Chief Information Officer Council - <https://cio.gov/>

18F Digital Services (General Services Administration) - <https://18f.gsa.gov/>

Open Government Hub - <http://opengovhub.org/>

USAID Global Development Lab - <http://www.usaid.gov/GlobalDevLab>

Suggested topics (bullets):

- The legal and policy framework to increasing innovation in public sector activities
- How to solicit, manage, and respond to input from citizens and organizations to create world-class public services
- The fundamental aspects of successful partnerships between government, CSOs and the private sector
- Specific examples of the power of Open Data to transform government and spur economic growth through innovation
- Funding models to support innovative government

Required Components:

Action Planning is a required component of all PTP training that helps participants synthesize what they are learning and develop plans to put their new information and insights into action. Three facilitated action planning sessions are required and participants must complete training with a written action plan, intended for implementation that the program organizers will collect before the group departs.

B.4 Overall Cultural Program Goals and Objectives (more emphasized for US programs)

Any specific cultural objectives for this program? (specific requirements, volunteer activities, etc.)

The professional program must have an intensive cultural component. Participants will be exposed to American culture through home stays with US host families, daily communication with their professional counterparts, and participation in various cultural and social events organized by the hosting organization and host families. A volunteer/community service experience must be included.

How will exposure to US (or third country) culture benefit this group?

Exposure to US culture in an informal and ethnic/cultural setting will benefit by removing cultural and professional barriers between group members and encourage them to think and interact as a team. On their return to Ukraine, new knowledge together with team spirit will help to facilitate their interaction and intention to initiate changes within their organizations to contribute to eGovernance reform.

C.1 Summary of Desired Group Profile

Description of group profile – types of organizations, communities, etc:

The ideal candidates are: mid to senior level public officials responsible for eGovernance and/or economic growth; or, CSO leaders engaged in the eGovernance or Open Data space. Selection criteria will be based on the individual's responsibilities and potential for direct impact on eGovernance initiatives in his/her organization and locality. Individuals working actively in partnership with donor-funded eGovernance activities may also be ideal candidates. Regional and gender diversity will also be a factor in selecting candidates.

C.2	Visitor Profile All selected candidates will be capable of working in a team environment. All candidates will have a minimum of three years of experience and a willingness to remain within their field for 5 years following their trip to the host country.
C.3	Recruitment
Participant recruitment: Brief description of open, competitive approach tailored to this program: Open recruitment in target areas in addition to targeting individuals within and related to the target areas and themes. Candidates to be identified through interviews involving USAID and PtP program representatives as well as experts and potentially representatives of relevant industry association or other key partner in this field.	



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**PARTICIPANT
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PROGRAM**

VISITOR EXCHANGE REQUEST FORM FOR USAID/UKRAINE

A. General Information			
A.1 Program Theme: Judicial Independence and Accountability - Two Inseparable Parts of Democratic Development			
<p>City/Region (oblast) of Participants: Nationwide</p> <p>Brief justification for selection of this location(s) to benefit from the program: This Exchange Training Program will be open to applicants from across Ukraine and will focus primarily on judges, court staff and representatives of judicial governance institutions including the High Council of Justice, Council of Judges of Ukraine, State Judicial Administration of Ukraine and others.</p> <p>Program participants will be selected from judges and justice sector personnel who will further be able to foster national discussion on necessary steps to be taken in order to facilitate greater judicial accountability and stronger judicial independence, as well as making the judicial self-governance more effective. In the host country participants will visit the office of the European Network of Councils for the Judiciary (ENCJ) www.encj.eu and the Belgium' High Council of Justice (HCJ) www.csj.be, a member of the ENCJ.</p>			
Intervention type (US = "Community Connections," three weeks with home stays; 3 rd country = one week):		US:	3rd country: <input checked="" type="checkbox"/>
Requested Country (if 3 rd country): Belgium with a short trip to the Netherlands (not more than 2 days)			
A.2 USAID Contact			
USAID Officer			
Position			
Office			
Telephone Number			
Fax Number			
E-mail Address			
A.4 World Learning Partner Organization Contact			
Name			
Organization			
Address			
Tel.			
Fax			
E-mail			
A.5 Suggested Program Dates (preferred month/year): October 04 – October 17, 2015			

A.6	Number of Visitors: 10
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B.	Intended Group Results
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B.1	Background Information (Key issues/challenges and their general context in Ukraine)
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Independence and accountability are the current key critical issues for Ukrainian judiciary because they are the main pre-requisites for the country's ability to guarantee and implement the right of its citizens to fair trial. The 2014 Revolution of Dignity resulted in a dramatic increase of public demand for accountability of all branches of government, but the judicial branch in this regards remains the top priority for the Government of Ukraine and for the Ukrainian people. However, on one hand the Ukrainian judiciary remains largely unaccountable to the citizens and, on the other, it continues to suffer from a lack of independence.

Moreover, the Ukrainian judiciary is not able to address this challenge and one of the key reasons for this is the lack of vision and understanding that judicial independence and accountability do not exist separately from each other. Ukrainian judges and judicial personnel do not take into account that the judicial independence and accountability are interconnected and complementary to each other as two sides of the same coin. Judicial independence cannot be granted to the judiciary automatically, it has to be earned by the judiciary through being accountable to the public.

In a democratic society, the judiciary works to ensure its accountability and society "pays it back" with trust and confidence by enshrining judicial independence. In Ukraine, these days it is vice versa: the judiciary struggles for its independence and the society demands greater judicial accountability. This reversed model has failed to produce any positive outcomes for many years, and despite all the efforts applied by various stakeholders, public trust in the judiciary according to the recent national public polls decreased almost twice just during one year and currently does not exceed 10%.

In order to address this challenge, the Ukrainian judiciary needs to understand clearly the above-described concept of how accountability strengthens judicial independence and how it should be implemented in practice. The successful European models for the implementation this concept will motivate the representatives of Ukrainian judiciary to develop and implement similar models in Ukraine.

The European Network of the Councils for Judiciary (ENCJ) <http://www.encj.eu/> unites the high judicial national institutions of 20 EU-member states which are independent of the executive and legislative branches and are responsible for the support of the Judiciaries in their countries in the independent delivery of justice. ENCJ aims to improve cooperation between and mutual understanding amongst the Councils for the Judiciary and the members of the Judiciary of the European Union Member States or candidates.

Although Ukraine is neither an EU member nor a candidate, it signed the large-scale political and economic Association Agreement with the EU, and the developing an accountable and independent judiciary in Ukraine is a key condition for its proper implementation. In this regard, one of the ENCJ key messages to any judicial leadership institution is that the primary role of the judicial leadership organizations or individuals is to develop and support judicial accountability and achieve judicial independence through greater public support, trust, and confidence. The ENCJ conducts research and assessments in this area and provides guidelines to its members on how to build judicial accountability in order to achieve judicial independence, how to manage this process for achieving better results, and how to measure these achievements.

Program envisaging the Ukrainian judiciary representatives' visit to the ENCJ and its members, as well as to the courts in ENCJ member states will support the implementation of this concept in the Ukrainian

context, and Ukrainian judicial leadership will understand its primary role and develop a result-oriented strategy utilizing efficient European models. These models can be summarized in one very simple formula: in order to be independent the Judiciary has to be accountable and, vice versa, in order to be accountable it has to be independent. However, the Judiciary has to start this process by ensuring its accountability because it earns and further maintains its independence through its excellent performance.

Ukrainian judiciary representatives participating in the proposed Program will also get acquainted with the judicial independence and accountability framework used by the ENCJ members. It will increase the Program participants' understanding of how the two core values of the judiciary support each other, depend on each other and contribute to each other. Program participants will also learn how the judicial independence and accountability framework can be implemented in practice at the level of individual court and at the national level.

At this moment, ENCJ membership is only open to the judicial councils of EU member and candidate states. However, the judicial councils from outside of the EU as well as other judicial and legal institutions (for example, ministries) have the opportunity to cooperate with the ENCJ as observers. The current list of observers, for example, includes the Ministry of Justice of Australia and the National Court Administration of Norway. ENCJ observers benefit from participation in ENCJ events and projects, using ENCJ guidelines and recommendations, experience exchange and networking with ENCJ members etc. This training program will promote the ENCJ standards and principles among Ukrainian judges and justice sector personnel and will open the door to tangible cooperation with European peers for Ukrainian judicial leadership and judicial self-governance.

Ultimately, this training will target the development a vision, strategy and approaches for strengthening judicial independence and accountability in Ukraine based on the internationally recognized concept: judicial independence cannot be granted automatically to the judiciary by the public, but has to be deserved by the judiciary through being largely accountable to the public. In addition, this program will provide its participants with an opportunity to deeper understand the role of judicial self-governance as a key mechanism to build, maintain and safeguard the effective, independent and accountable judiciary that is able to ensure the observance of the right to fair trial.

B.2 Overall Professional Program Goals and Objectives

How does this program link with other current or planned USG activities?

How does this program support the USAID/Ukraine Country Development Cooperation Strategy and which IRs does it support?

This training program contributes to the overall USAID Ukraine Country Development Cooperation Strategy (CDCS) *A More Stable, Democratic and Prosperous Ukraine*, specifically to the *Development Objective (DO) 1 More Participatory, Transparent and Accountable Governance Processes* which the Office of Democracy and Governance (ODG) is working to achieve.

This program falls directly under the *Intermediate Results (IR) 1.3 The Government of Ukraine is More Accountable to its Citizens and Adherent to the Rule of Law*, and it also contributes to the *IR 1.1 Improved Legislative and Policy Environment in Line with European Standards*.

In addition the proposed program links directly to the USAID' Fair Accountable, Independent and Responsible (FAIR) Judiciary Program for Ukraine aiming to support legislative, regulatory and institutional reform of judicial institutions in order to build a foundation for a more accountable and independent judiciary.

Finally, the proposed program contributes to the U.S. Government Foreign Assistance Framework (FAF) Program Area 2.1 Rule of Law and Human Rights and the Program Elements 2.1.2 Judicial Independence.

Professional goal(s) (action-oriented, high-level: e.g., *Raise awareness about HIV/AIDS in Ukraine*):

The *professional goal* of the training program is to expose Ukrainian judges and judicial personnel to European experience to sustain judicial independence and therefore enable them to respond effectively to public demand for greater judicial accountability in order to earn and safeguard greater judicial independence. Specifically, training program has the following *objectives* to achieve the goal:

- Promote the Ukrainian judges and justice sector personnel' understanding that the best safeguard of judicial independence is excellent and transparent performance
- Expand the Ukrainian judges and justice sector personnel' knowledge of the judicial independence and accountability framework and its practical meaning for the judiciary
- Provide Ukrainian judges and justice sector personnel with basic knowledge and skills regarding the indicators measuring the judicial accountability and independence in a particular country, and the use of these indicators to develop result-oriented strategies
- Promote networking and experience exchange practices between the Ukrainian and EU judicial self-governance

Specific objective(s) (targeted, realistic):

By the end of the training program participants will be able to answer the following questions:

1. What are essential elements and core principals of the judicial independence concept?
2. What are the ways and steps to achieve judicial independence? What is the European Network of the Councils for Judiciary' role, tasks and key results?
3. What are the best practices and lessons learned regarding the implementation of the judicial independence and accountability framework in various ENCJ member states?
4. What is the history of judicial independence in Belgium and key lessons learned from the past?
5. How does the judiciary of Belgium operate and how are independence principals implemented on day-to-day basis in their work?
6. How does the judiciary of the Netherlands operate and how are independence principals implemented on day-to-day basis in their work?
7. What is judicial accountability concept, principals and requirements?
8. What are major forms of judicial accountability?
9. How does judicial independence and accountability inter-connect?
10. How could judicial independence and accountability be measured? What are modern approaches and key indicators?
11. What are judicial reform and judicial independence indexes?
12. What is the role of media in judicial independence and accountability?

How will this program inspire and prepare participants to implement changes in their home country?

This training program will motivate its participants not only to promote greater judicial accountability and independence in Ukraine, but also to educate other judges and justice sector personnel about the judicial independence and accountability guidelines and recommendations developed by the ENCJ. Knowledge and understanding of these recommendations will help Ukrainian courts to recognize that the Judiciary achieves legitimacy and the respect of its citizens by excellent performance, resulting in impartial, well-

reasoned, decisions. The best safeguard of independence is excellent and transparent performance. In that way, the judiciary fulfils its mandate and demonstrates that it does so.

Training participants will also be able to educate the Ukrainian judicial leadership institutions including High Council of Justice, Council of Judges and others, about the way to achieve formal safeguards of the judicial independence including the development of necessary draft laws and regulations as well as advocating for their consideration and adoption by the lawmakers.

Expected program outcomes:

- By 3 months after training, participants will share information about best practices with colleagues and their professional community (through training, publications, social media). It is expected that participants will inspire discussion in their communities and organizations about responding effectively to public demand for greater judicial accountability in order to earn and safeguard greater judicial independence.
- By 6 months after training participants will implement their Action Plans.

Others:

B.3 Program Components

Why is the requested country preferred for this program?

Belgium is proposed as the destination country taking into account that the European Network of Councils for the Judiciary (ENCJ) office is located in Brussels. In addition, while in Brussels, the Ukrainian delegation can visit the Dutch Council for the Judiciary, member of the ENCJ.

Ukrainian participants will also visit Belgian first instance and appellate courts. Through the organized meetings with their peers in host country(ies), the selected Ukrainian judges and judicial personnel will learn how judicial self-governance in European Union (EU) States assumes the leadership role in developing and maintaining an accountable and independent judiciary.

Suggested general or specific site-visits (types of organizations and sites, as bullets):

To meet program objectives and to achieve professional goal of this Program the following site visits are proposed:

- **Visit to the European Network of Councils for the Judiciary (ENCJ).** Upon arrival to the destination country, training participants will meet with the ENCJ in order to get acquainted with the judicial independence and accountability framework, its implementation in the ENCJ member states and ENCJ approach to evaluate and measure the judicial independence and accountability with specific indicators. ENCJ will share with Ukrainian delegation the best practices and lessons learned regarding the implementation of the judicial independence and accountability framework in various ENCJ member states.
- **Review of the ENCJ publications related to the judicial independence and accountability.** Taking into consideration that the ENCJ developed and published the number of useful materials related to the judicial independence and accountability, the implementers of the proposed Program

should provide the Ukrainian delegation with the following publications for the review and discussion:

- a) Independence and Accountability of the Judiciary. ENCJ Report 2014-2014;
- b) Councils for the Judiciary Report 2010-2011;
- c) Minimum Judicial Standards: Allocation of Cases. ENCJ Report 2013-2014.

All publications are available on the ENCJ website.

- **Observation of the ENCJ' member meeting.** The impact of the training program will be drastically increased if the program takes place when ENCJ conducts one of its regularly scheduled events – member meetings, General Assembly etc. The Ukrainian delegation can observe the event and learn from presentations and discussion about the ENCJ member practices and achievements in various countries. The ENCJ calendar is available at http://www.encj.eu/index.php?option=com_content&view=category&layout=blog&id=4&Itemid=26&lang=en
- **Visit to the Belgium' High Council of Justice (HCJ).** The purpose of the visit to HCJ is to learn how a specific EU member state addresses the issue of judicial independence and accountability taking into account the ENCJ guidelines and recommendations. Meeting with representatives of the HCJ, group discussion and/or peer-to-peer exchange will support the Ukrainian delegation' better understanding and deeper learning of how to ensure the compliance of judiciary in one specific country with the European and International standards of judicial independence and accountability.
- **Visit to Brussels' local or appellate court.** The Ukrainian delegation will benefit from the visit to local or appellate court located in one of the ENCJ member states. Participants will learn how the particular court can implement the ENCJ guidelines and recommendations.
- **Visit to Dutch Council for the Judiciary** in the Netherlands to learn about its operations and best practices as regarding to judicial independence and accountability.

Suggested topics (bullets):

- Judicial independence and accountability framework and its practical meaning for the judiciary
- Ways to achieve formal safeguards of the judicial independence including the development of necessary draft laws and regulations as well as advocating for their consideration and adoption by the lawmakers
- Best practices and lessons learned regarding the implementation of the judicial independence and accountability framework in various ENCJ member states
- Indicators measuring the judicial accountability and independence in a particular country, and the use of these indicators to develop result-oriented strategies
- Networking and experience exchange practices between the Ukrainian and EU judicial self-governance

Required Components:

Action Planning is a required component of all PTP training that helps participants synthesize what they are learning and develop plans to put their new information and insights into action. Three facilitated action planning sessions are required and participants must complete training

with a written action plan, intended for implementation that the program organizers will collect before the group departs.

B.4 Overall Cultural Program Goals and Objectives (more emphasized for US programs)

Any specific cultural objectives for this program? (specific requirements, volunteer activities, etc.)

Given the short duration of the program (one week) there are no specific cultural objectives predetermined for the program.

How will exposure to US (or third country) culture benefit this group?

In general, training in Belgium will expose Ukrainian participants to European culture, mentality and lifestyle, as well as encourage them to feel like part of Europe. Ukrainian participants will benefit through removing cultural and professional barriers between group members, thinking and interacting as a team. On their return to Ukraine, new knowledge together with team spirit will help to facilitate their interaction and intention to initiate changes within their organizations and in Ukraine in general.

C.1 Summary of Desired Group Profile

Description of group profile – types of organizations, communities, etc:

The ideal candidate will be:

- Representative of Ukrainian national judicial institution (High Council of Justice, Council of Judges, State Judicial Administration, High Qualifications Commission of Judges, National School of Judges);
- Judge of any Ukrainian court of any level (local court, court of appeals, higher court) and any jurisdiction (general, administrative, commercial);
- Court administrator or public information officer of any Ukrainian court of any level and jurisdiction.

In addition to the standard PtP selection criteria, participation in this program should be available to those candidates who are:

- members of the Council of Judges of Ukraine or activists of non-governmental organizations working to improve the judiciary (for example, Association of Judges of Ukraine, Ukrainian Association for Court Advancement etc.);
- actively participate in public events related to the judicial reform in Ukraine including conferences, roundtable discussion, forums etc.;
- demonstrate personal motivation and have ideas for strengthening judicial accountability and independence in Ukraine including preparation of proposals to the Ukrainian national judicial institutions;
- not subject for vetting and lustration in accordance with the Law on Restoration Public Trust in the Judiciary and Law on Purification of Government.

C.2 Visitor Profile

All selected candidates will be capable of working in a team environment. All candidates will have a minimum of three years experience and a willingness to remain within their field for 5 years following their trip to the host country.

C.3 Recruitment

Participant recruitment: Brief description of open, competitive approach tailored to this program:

Open recruitment in target areas in addition to targeting individuals within and related to the target areas and themes. Candidates to be identified through interviews involving USAID and PtP program representatives as well as experts and potentially representatives of relevant industry association or other key partner in this field.

Recruitment is expected to include the following specific elements for this program:

1. Ukrainian non-profit web-sites such as civic.org.ua (news about study tours, grants, training programs, internship, NGO's activity etc.); and <http://global.gurt.org.ua/> (GURT Resource Centre).
2. Professional resources and associations.
3. Sites with regional news for corresponding cities.
4. Other social media channels such as relevant LinkedIn and Twitter pages.
5. Professional and alumni lists such as IREX and CC.
6. One or more press-conferences for local journalists, non-government, government and business representatives.
7. Professional meetings in corresponding cities.



USAID
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**PARTICIPANT TRAINING PROGRAM,
UKRAINE**

VISITOR EXCHANGE REQUEST FORM FOR USAID/UKRAINE

A.	General Information			
A.1	Program Theme: Strengthening LGBTI Inter-organizational Collaboration and Building Connections with Public Sector Officials			
	City/Region (<i>oblast</i>) of Participants: Nationwide Brief justification for selection of this location(s) to benefit from the program: Issues pertaining to LGBTI rights and attitudes are equally important for all Ukrainian regions, though public views may vary from region to region based on religion, demographics and share of the city population. This training will be open to participants from across Ukraine. It is expected that the majority of participants will be representatives from national-level LGBTI civil society organizations, although public sector and elected officials will be also be invited to participate.			
	Intervention type (US = "Community Connections," three weeks with home stays; 3 rd country = one week):	US:	3rd country: <input checked="" type="checkbox"/>	
	Requested Country (if 3 rd country): Czech Republic			
A.2	USAID Contact			
	USAID Officer			
	Position			
	Office			
	Telephone Number			
	Fax Number			
	E-mail Address			
A.4	World Learning Partner Organization Contact			
	Name			
	Organization			
	Address			
	Tel.			
	Fax			
	E-mail			
A.5	Suggested Program Dates (preferred month/year): October 2015			
A.6	Number of Visitors: 10			
B.	Intended Group Results			
B.1	Background Information (Key issues/challenges and their general context in Ukraine)			

The human rights situation for the Lesbian, Gay, Bi-sexual, Transgendered and Intersexed (LGBTI) individuals and organizations in Ukraine has not improved in the post-revolution period. In fact, discrimination and violence toward LGBTI individuals and businesses has increased, and elected officials are generally dismissive of the plight of LGBTI. In addition, decreasing funding resources have resulted in a lack of coordination and collaboration across LGBTI organizations, including joint advocacy efforts. These represent significant issues for domestic human rights protections in Ukraine and impact the European integration agenda.

Based on the research conducted by Kyiv International Institute of Sociology (KIIS) in cooperation with Institute of Human Rights and Prevention of Extremism and Xenophobia (IHRPEX), only 8% of Ukrainian residents think that there are no groups “undesirable for the society”, and 23% of the survey respondents identified LGBT as an “undesirable” group.” This is a clear illustration of the fact that Ukraine has not yet developed tolerant attitudes and is not ready to provide equal opportunities to the LGBT community. As a result of such attitudes the aggression against members of the LGBT community recently is growing in Ukraine. Based on The Council of LGBT Organizations of Ukraine report prepared to analyze situation with LGBTI community in Ukraine, there were 11 attacks on gay clubs in Kiev, Donetsk and Odessa in 2014.

The reasons behind the relative societal intolerance towards LGBTI groups in Central and Eastern Europe vary from entrenched conservative attitudes rooted in countries’ isolation under communism, to local political aims and the influence of the Catholic Church. Countries like Belarus, Bulgaria, Croatia, Hungary, Latvia, Lithuania, Moldova, Montenegro, Poland, Serbia, Slovakia and Ukraine have a constitutional ban on same-sex marriage.

Unfortunately many political leaders use the LGBTI community as red herring, they do this to hide ‘real problems’ in their countries, such as youth unemployment, access to education and healthcare. They promote ‘traditional family values’ as the way to rescue society. Sadly, in doing this, political leaders build a climate of intolerance and hatred.

Tatiana Mazur, Director of the Amnesty International office in Ukraine, believes that Ukraine is currently experiencing "war values". Therefore she emphasized that "The Government should provide protection from discrimination, the right to physical integrity and the right to freedom of assembly for the people who belong to the LGBT community."

To address this situation the Council of LGBT Organizations of Ukraine has developed a Plan of Action for LGBTI as a part of the National Strategy on Human Rights. This strategy will be the result of effective collaboration between government and non-governmental organizations and it will include such key clauses as prohibition of discrimination on sexual orientation and gender identity grounds, and also boost creation of legal conditions necessary to register same sex partnerships.

B.2 Overall Professional Program Goals and Objectives

How does this program link with other current or planned USG activities?

The program compliments existing democracy and human rights activities funded by USAID in Ukraine, including the Ukrainian Helsinki Human Rights Union activity. In addition, this program reflects the integrated development approach of the USAID Mission, which seeks to increase access to all programs for vulnerable groups, including LGBTI.

How does this program support the USAID/Ukraine Country Development Cooperation Strategy and which IRs does it support?

Development Objective 1: More participatory, transparent and accountable governance process

IR1: Improved legislation and policy environment in line with European standards
IR 2: Improved citizen oversight and engagement in governance
IR 3: The GOU is more accountable to its citizens and adherent to the rule of law

This study tour would also directly support the Mission Order on Inclusive Development, issued in December 2014.

Professional goal(s) (action-oriented, high-level: e.g., *Raise awareness about HIV/AIDS in Ukraine*):

LGBTI organizations in Ukraine have expressed a need to build their capacity to work more effectively with each other, by identifying common goals, allocating shared resources, and defining success measures. This study tour will focus on the tools, mechanisms and approaches to build such capacity and help outline a plan of action upon participants' return to Ukraine, including strengthening donor coordination to expand and maximize resources available.

The study tour will also demonstrate how Czech CSOs focused on LGBTI communities have developed effective working relationships with public sector representatives, including elected officials, local authorities, the police, etc. Techniques such as ongoing constructive dialogue, defining shared objectives, and sensitivity training will be explored.

Specific objective(s) (targeted, realistic):

By the end of the program, participants will be able to describe the following (or answer the following questions) about the host country:

1. What is the situation with LGBTI rights in Czech Republic?
2. How are rights of the LGBTI community protected by legislation in Czech Republic?
What are the major unsolved issues in terms of legislation?
3. What are the public attitudes towards LGBTI rights and how did they change historically in Czech Republic?
4. What is the role of the LGBTI NGOs in building connections with public sector officials?
What are the most effective tools and approaches implemented in Czech Republic?
5. What are the key steps and mechanisms to strengthen LGBTI inter-organizational collaboration?
6. What are the main tasks of the LGBTI NGOs to improve the situation with LGBTI rights and public attitudes in Czech Republic?
7. What were the most successful and effective programs/projects that were implemented in Czech Republic by LGBTI NGOs and community?
8. What is the role of media to support protection of LGBTI rights?
9. What are some specific examples of how NGOs and cultural institutions strengthen tolerance for diversity through campaigns, projects or education?
10. How do such organizations and groups develop educational and training programs as means of encouraging tolerance for LGBT integration?
11. What are some effective ways of understanding and accommodating needs of the LGBT community?

How will this program inspire and prepare participants to implement changes in their home country?

Participants in this program will observe first-hand how LGBTI organizations in a country with a similar recent history have built strong collaboration programs and effectively pursued joint efforts related to policy advocacy, health, public awareness, etc. In addition, participants will meet with national and local officials who are supportive of LGBTI issues and have implemented programs to

address the needs for LGBTI, including healthcare, public safety, etc. It is also hoped that partnership bonds will be formed, possibly resulting in cross-border programs between Ukraine and Czech LGBTI NGOs.

Expected program outcomes:

- By 3 months after training, participants will share information about best practices with colleagues and their professional community (through training, publications, social media).
- By 6 months after training participants will implement their Action Plans.

Others:

B.3 Program Components

Why is the requested country preferred for this program?

Czech Republic is proposed as destination for this training due to the following reasons:

- Czech Republic is considered one of the most liberal Central European countries with regard to LGBT rights:
- Czech Republic was the first Eastern European country to grant legal recognition of same-sex partnerships in 2006.
- Czech Republic has LGBT NGOs that support LGBT community, as well as work with government and public on LGBT issues (STUD Brno, IUVENTA, Czech Bar Association, eLnadruhou, Gay and Lesbian League, PORADNA PRO OB?ANSTV).
- Czech larger cities have relatively open and vibrant LGBT communities.
- Czech public opinion showed a strong level of support for the rights of the LGBT community and this support has grown since 2006.

Suggested general or specific site-visits (types of organizations and sites, as bullets):

- NGOs and associations that support LGBTI community
- Elected officials
- Local authorities
- LGBTI community
- Media organizations

Suggested topics (bullets):

- Situation with LGBTI rights in Czech Republic
- Legislation and attitudes towards LGBTI rights in Czech Republic
- Approaches and mechanisms to strengthen tolerance of sexual diversity
- LGBTI NGO community: main tasks and results to build connections with public sector officials
- LGBTI Inter-organizational collaboration; goals, mechanisms, results, lessons learned
- Role of media to protect LGBTI rights and educate public on sexual diversity

Required Components:

Action Planning is a required component of all PTP training that helps participants synthesize what they are learning and develop plans to put their new information and insights into action. Three facilitated action planning sessions are required and participants must complete training with a written action plan, intended for implementation that the program organizers will collect before the group departs.

B.4	Overall Cultural Program Goals and Objectives (more emphasized for US programs)
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Any specific cultural objectives for this program? (specific requirements, volunteer activities, etc.)

Given the short duration of the program (one week) there are no specific cultural objectives predetermined for the program.

How will exposure to third country culture benefit this group?

In general, training in a European country will expose Ukrainian participants to European culture, mentality and lifestyle, as well as encourage them to feel like part of Europe. Ukrainian participants will benefit through removing cultural and professional barriers between group members and thinking and interacting as a team. On their return to Ukraine, new knowledge together with team spirit will help to facilitate their interaction and intention to initiate changes within LGBTI communities to develop effective inter-organizational collaboration and working relationships with public sector representatives, including elected officials, local authorities, the police, etc.

C.1	Summary of Desired Group Profile
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Description of group profile – types of organizations, communities, etc:

The ideal candidates will be leaders within the CSO community who represent active organizations. While LGBTI organization leaders will likely be the strongest candidates, other leaders in the areas of anti-discrimination and human rights will also be a good fit for the tour. Public sector leaders/elected officials who are responsible for or actively pursuing policy changes and initiatives related to the LGBTI community will also be considered as strong candidates.

C.2	Visitor Profile
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All selected candidates will be capable of working in a team environment. All candidates will have a minimum of three years of experience and a willingness to remain within their field for 5 years following their trip to the host country.

C.3	Recruitment
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Participant recruitment: Brief description of open, competitive approach tailored to this program:

Open recruitment in target areas in addition to targeting individuals within and related to the target areas and themes. Candidates to be identified through interviews involving USAID and PtP program representatives as well as experts and potentially representatives of relevant industry association or other key partner in this field.



USAID
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**PARTICIPANT
TRAINING
PROGRAM**

VISITOR EXCHANGE REQUEST FORM FOR USAID/UKRAINE

A. General Information			
A.1 Program Theme: Public Participation in Local Governance through Mechanisms of Direct Democracy: Legal Aspects and Implementation Practices			
City/Region (<i>oblast</i>) of Participants: Kirovohrad region			
<p>Brief justification for selection of this location(s) to benefit from the program: In general, participatory democracy tools were rarely used in Ukraine, for example, only four local referendums were held in the period from 1991 to 2009. Rural communities in their vast majority are remaining underdeveloped and have no incentives to change status quo. Among the reasons is the lack of community activists exposed to the international experience in local democracy. Kirovograd region is suggested as the source location for participants for this training program. It is one of the least populated areas located in the center of the country with 2.3% share of total Ukraine population. This region is characterized by low local communities' activity, immature civil society institutions and lack of charismatic civil society leaders.</p>			
Intervention type (US = "Community Connections," three weeks with home stays; 3 rd country = one week):		US:	3 rd country: X
Requested Country (if 3 rd country): Poland			
A.2 USAID Contact			
USAID Officer			
Position			
Office			
Telephone Number			
Fax Number			
E-mail Address			
A.4 World Learning Partner Organization Contact			
Name			
Organization			
Address			
Tel.			
Fax			
E-mail			
A.5 Suggested Program Dates (preferred month/year): November/December 2015			
A.6 Number of Visitors: 10			
B. Intended Group Results			
B.1 Background Information (Key issues/challenges and their general context in Ukraine)			

This training program will expose participants to Polish European experience in the area of legislation, mechanisms and practice of direct democracy with a special focus on tools of direct and participatory democracy. Participants will learn how transparent decision making on issues of local importance has been supported in Poland to become common practice.

Article 5 of the Ukrainian Constitution assigns the whole totality of power in Ukraine to the people. Citizens exercise power either directly or through the state and local self-government bodies. In particular, based on Article 69 of the Constitution people's will is exercised through elections, referendums and other forms of direct democracy. Thus, the possibility to implement various forms of direct democracy in Ukraine has been envisioned and specified at the level of the Constitution. In recent years legislation pertaining to elections has been amended to accommodate modern democratic practices, however, there was almost no progress to introduce legislation initiating new forms of direct democracy. The same applies to participatory democracy, whose potential and advantages has been seriously under-utilized if utilized at all.

On November 27, 2012, the Verkhovna Rada of Ukraine (VRU) approved the state law on Ukraine-wide referendum, consequently the previous law on Ukraine-wide and local referendum was considered void. This resulted in a legislation gap since local referendums now are required to be conducted in accordance with the state law on local self-governance. This law focuses on such issues as vesting city councils with the right to administer property and financial resources of territorial communities of city *rayons* or early termination of the authority of the local council or of the village, town and city mayor. Therefore, today, local communities are deprived of the constitutional right to decide on issues of local importance using tools of direct and participatory democracy, whereas legislation regulating other forms of the direct democracy (all-hands citizen meeting, local initiatives, etc.) does not offer tools to decide on local issues and needs to be brought up to European standards.

Survey conducted by the Ministry of Justice in preparation for a draft law on local referenda, revealed that there were 165 referenda held in Ukraine over the period of 1991 to 2009. At the same time, a considerable number of local referenda initiated by territorial communities did not take place because either local executive authorities violated the rights of communities or communities themselves were not able to meet the complicated requirements stipulated in the legislation on local referendum.

The need to develop new law on local referenda and legislation allowing the use of tools of local direct democracy has been highlighted by National Deputies, local council members, NGOs and expert community during numerous meetings and conferences, as well as round table discussion conducted by the VRU Local Government Committee in March of 2014.

On July 14, 2015 the VRU reviewed amendments to the Ukrainian Constitution to introduce decentralization of power proposed by Ukrainian President Petro Poroshenko. Members of VRU voted to send this draft to the Constitutional Court to decide if the changes are in compliance with Ukrainian Constitution.

"The powers will belong to the communities rather than to the regional authorities. It is the communities, such as cities, towns, villages, and their unions that are a primary and main component of the system of Ukraine's administrative and territorial structure, it is its backbone," Poroshenko said.

B.2 Overall Professional Program Goals and Objectives

How does this program link with other current or planned USG activities?

Providing access for participants to international experience in the area of public participation in local governance with a special focus on direct and participatory democracy mechanisms, legislation and implementation practices will directly contribute to the *DO 1: More Participatory, Transparent and Accountable Governance Practices*. Program participants will gain understanding of the Polish legislation pertaining direct and participatory democracy that will help them to draft similar legislation in Ukraine, which is in line with *IR 1.1 Improved legislative and policy environment in line with European standards* and *IR 1.3 The Government of Ukraine is more accountable to its citizens and adherent to the rule of law*.

How does this program support the USAID/Ukraine Country Development Cooperation Strategy and which IRs does it support?

Local Government Reform and decentralization is a cross-cutting issue in Ukraine's 2012 - 2016 CDCS. More specifically, the proposed program will support the Development Objective "More Participatory, Transparent and Accountable Governance Processes".

Professional goal(s) (action-oriented, high-level: e.g., *Raise awareness about HIV/AIDS in Ukraine*):

The purpose of the program is to familiarize participants with key legislation, mechanisms and instruments of direct and participatory democracy at the local level using Polish experience and lessons learned.

Specific objective(s) (targeted, realistic):

By the end of the program, EVs will be able to describe the following (or answer the following questions) about the host country and how it applies to the Ukrainian context:

1. What were economic and political conditions, approach, concept, and major results of the local governance reform in Poland?
2. What is the Polish regulation pertaining to local-self-governance?
3. How does Polish legislation regulate application of direct and participatory democracy at the federal and local levels? How did it evolve to match needs for implementing new forms of direct and participatory democracy? What was driving forces to initiate these changes?
4. What is the legislation on community self-organization and local elections?
5. What is Polish experience of implementing direct and participatory democracy mechanisms and instruments in Poland at the local level? What are key results, trends, perspectives and most important lessons learned?
6. How did mechanisms of local direct and participatory democracy work in Poland including local referenda, consultations and participatory budgeting?
7. How does autonomy of local self-government impact local democracy?

8. How could NGOs initiate and support implementation of direct and participatory democracy at the local level?
9. What are the potential benefits of local democracy for citizens, local governments, NGOs, academic and research communities?
10. What are legislative solutions to engage citizens to address local issues?
11. What is the media's role to strengthen local democracy and governance?
12. How can local government associations, civil society institutions and academia/expert community participate in legislative development?
13. What are key steps to gain public support for local governance reform? How could municipal associations and media to contribute?

How will this program inspire and prepare participants to implement changes in their home country?

This training program will support efforts of the Ukrainian government to foster local governance reform in Ukraine. The acquired experience will allow participants to support implementation of the direct and participatory democracy mechanisms in Ukraine through work on Federal and local legislation. This training will provide participants with understanding how mechanisms of local democracy and governance work in Poland and this knowledge will contribute to consolidation NGOs, expert community and progressive representatives of local self-governance to advocate for implementation similar practices in Ukraine.

Expected program outcomes:

- By 3 months after training, participants will share information about best practices with colleagues and their professional community (through training, publications, social media). It is expected that participants will inspire discussion in their communities and organizations about fostering conflict-sensitivity aspects that they studied during their program.
- By 6 months after training participants will implement their Action Plans.

Others:

B.3 Program Components

Why is the requested country preferred for this program?

Direct and participatory democracy mechanisms and legislation implemented at the local level vary from country to country within Europe. For this training, experience of the country where local referendums are assumed at the constitutional level and stipulated in the national legislation is the most interesting and valuable. Research by the Freedom House emphasized that “referendums and other forms of direct democracy are becoming increasingly popular in Poland, particularly at the local level”.² This is why Poland was proposed as a location for this training program.

Poland is a unitary state divided into following administrative units - 16 regions, 379 counties, and 2,479 municipalities, and each of these units has its own government. However, 25 years ago Poland was a rigidly centralized state with neither intention nor

² <https://freedomhouse.org/report/nations-transit/2014/poland#.VbqXCPNViko>

knowledge how to meet public demand to reestablish local self-governance. As it was stated recently by Polish president Bronislaw Komorowski, Polish experience of the successfully implemented local governance reform that “passed its test” will benefit Ukraine as Polish model of self-governance is one of the most appropriate for application in Ukraine given similarities in socio economic history of both countries.

In Polish Constitution enacted in 1997 two forms of direct democracy were introduced – referendum and popular initiative. It was the first time in new Polish history that citizens became engaged in legislative process. Both these instruments are used in practice to initiate legislative changes to existing laws and introduce new ones. As such, national referendum is scheduled to be held in Poland on September 6, 2015. Voters will be asked three questions regarding election system, political party financing and principals governing tax law. The referendum was initiated by President Bronisław Komorowski who promised to conduct referendum on the electoral system after the first round of the presidential elections.

At the local level major mechanisms of the direct and participatory democracy implemented in Poland include local referenda, public consultations and participatory budgeting.

Local referenda is actively utilized by Polish citizens to ensure their influence and participation in decision making on issues of local importance. Requirements on the threshold vary from city to city and stipulated in local legislation. Recently this instrument was mainly used to dismiss mayors from their positions, therefore it was called “recall referendum”. In three years (2010-2013) 16 executive officials were dismissed as a result of recall referendum in Poland. In February 2013 new amendments to the local referenda legislation significantly broaden scope of issues that could be reason to initiate them.

Public consultations is the instrument that enables to connect local authorities with their citizenry to receive their opinions on important community issues. As a result of such dialogue between local government and communities the last have opportunity to share their ideas, arguments and views that authorities have to consider and address. It is local level legislation that regulates local consultations. In recent years growing number of cities among them Torun, Lodz, and Krakow included language on local consultations in their legislation to intensify use this mechanism of citizens’ involvement in local life.

Participatory budgeting is another mechanism of collaborative and participatory governance to accommodate grassroots perspective in public spending that is implemented in Poland. This umbrella term embraces a broad array of public participation instruments implemented throughout budgetary process including such key as budget formulation and expenditure and public service delivery monitoring. Specific Polish example of implementing this mechanism is so-called village fund, which is part of local budget that citizens decide how to allocate and disburse. This mechanism has been implemented since 2009 and it significantly boosted citizens’ engagement and participation. NGOs have a key role in facilitation utilization of this form of the participatory democracy through capacity building of local governance, monitoring local law implementation and decision-making, as well as work with communities. One of the champions in the area of participatory budgeting in Poland is city of Sopot whose practical experience could be interesting and applicable in Ukraine.

Ukrainian Government noted that the Polish model of local governance is the most applicable and valid for Ukraine. Specifically, a Memorandum of cooperation to support a local self-government reform in Ukraine was signed in Warsaw by the Vice Prime Minister, Minister of Regional Development, Construction, Housing and Utilities Hennadii Zubko and Minister of Foreign Affairs of the Republic of Poland Grzegorz Schetyna on December 17, 2014. In addition, President of Ukraine Petro Poroshenko in his speeches remarked that Polish experience of self-governance reform is instrumental and extremely valuable, therefore Ukraine “is interested to cash in on the Polish experience”.

Suggested general or specific site-visits (types of organizations and sites, as bullets):

- Legislative bodies
- Parliamentarians
- Election commission
- Mayors and mayors offices
- Local councils
- NGOs involved in local democracy
- Civil society experts specializing on direct and participatory democracy mechanisms

Suggested topics (bullets):

- Local governance reform in Poland – economic and political conditions, approach, concept, and major results
- Polish legislation regulating application of direct and participatory democracy including forms, binding nature, timing and issues
- Legislation on community self-organization and local elections
- Practices of implementing direct and participatory democracy mechanisms in Poland at the local level – results, trends, perspective and lessons learned
- Local referenda, consultations, participatory budgeting other forms of local direct and participatory democracy
- Autonomy of local self-government and local democracy
- Role of NGOs in initiating and supporting direct and participatory democracy at the local level
- Potential of local democracy for citizens, local governments, NGOs, academic and research communities;
- Legislative solutions of engaging citizens in addressing local issues through direct democracy
- Media’s impact on strengthening local democracy and governance
- Participation of local government associations, civil society institutions and academia/expert community in legislative development
- Gaining public support of local governance reform: role of municipal associations and media

Required Components:

Action Planning is a required component of all PTP training that helps participants synthesize what they are learning and develop plans to put their new information and

insights into action. Three facilitated action planning sessions are required and participants must complete training with a written action plan, intended for implementation that the program organizers will collect before the group departs.

B.4 Overall Cultural Program Goals and Objectives (more emphasized for US programs)

Any specific cultural objectives for this program? (specific requirements, volunteer activities, etc.)

Given the short duration of the program (one week) there are no specific cultural objectives predetermined for the program.

How will exposure to US (or third country) culture benefit this group?

In general, training in a European country will expose Ukrainian participants to European culture, mentality and lifestyle, as well as encourage them to feel like part of Europe. Ukrainian participants will benefit through removing cultural and professional barriers between group members, thinking and interacting as a team. On their return to Ukraine, new knowledge together with team spirit will help to facilitate their interaction and intention to initiate changes within their organizations and in Ukraine in general.

C.1 Summary of Desired Group Profile

Description of group profile – types of organizations, communities, etc:

The ideal candidates for this program will be

- local government representatives
- journalists specializing in area close to the training topic
- NGO representatives
- academia and experts' community, specifically those involved in legislation on local governance and direct democracy mechanisms
- representatives of the Secretariat of the Committee on State Building, Regional Policy and Local Government in charge of reviewing legislative acts in the field of direct democracy.

C.2 Visitor Profile

All selected candidates will be capable of working in a team environment. All candidates will have a minimum of three years experience and a willingness to remain within their field for 5 years following their trip to the host country.

C.3 Recruitment

Participant recruitment: Brief description of open, competitive approach tailored to this program:

Open recruitment in target areas in addition to targeting individuals within and related to the target areas and themes. Candidates to be identified through interviews involving USAID and PtP program representatives as well as experts and potentially representatives of relevant industry association or other key partner in this field.

Recruitment is expected to include the following specific elements for this program:

1. Ukrainian non-profit web-sites such as civic.org.ua (news about study tours, grants, training programs, internship, NGO's activity etc.); and <http://global.gurt.org.ua/> (GURT Resource Centre).
2. Professional resources and associations.
3. Sites with regional news for corresponding cities.
4. Other social media channels such as relevant LinkedIn and Twitter pages.
5. Professional and alumni listservs such as PTP and CC.
6. Professional meetings in corresponding cities.



USAID
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**PARTICIPANT
TRAINING
PROGRAM**

VISITOR EXCHANGE REQUEST FORM FOR USAID/UKRAINE

A. General Information			
A.1 Program Theme: Accurately Reflecting The Ukraine–European Union Association Agreement in Ukrainian Media			
City/Region (<i>oblast</i>) of Participants: all-Ukrainian			
Brief justification for selection of this location(s) to benefit from the program: Journalists and other media professionals from across Ukraine will be selected, with a focus on those coming from the east and south of Ukraine where understanding of EU integration is lowest and opposition to integration is highest.			
Intervention type (US = “Community Connections,” three weeks with home stays; 3 rd country = one week):		US:	3rd country: <input checked="" type="checkbox"/>
Requested Country (if 3 rd country): Poland			
A.2 USAID Contact			
USAID Officer			
Position			
Office			
Telephone Number			
Fax Number			
E-mail Address			
A.4 World Learning Partner Organization Contact			
Name			
Organization			
Address			
Tel.			
Fax			
E-mail			
A.5 Suggested Program Dates (preferred month/year): October 04 – October 17, 2015			
A.6 Number of Visitors: 10			
B. Intended Group Results			
B.1 Background Information (Key issues/challenges and their general context in Ukraine)			
<p>On June 27, 2014 the EU-Ukraine Association Agreement was signed by European Union Heads of State and Government and Ukrainian President Petro Poroshenko in Brussels.</p> <p>The Association Agreement was simultaneously ratified by the Verkhovna Rada and the European Parliament on 16 September 2014. The Association Agreement is a pioneering document: it is the</p>			

first agreement based on political association between the EU and any of the Eastern Partnership countries, and is unprecedented in its breadth (number of areas covered) and depth (detail of commitments and timelines).

The key parts focus on support to core reforms, economic recovery and growth, and governance and sector cooperation in areas such as energy, transport and environment protection, industrial cooperation, social development and protection, equal rights, consumer protection, education, youth, and cultural cooperation.

The Agreement also puts a strong emphasis on values and principles: democracy and the rule of law, respect for human rights and fundamental freedoms, good governance, a market economy and sustainable development.

What does Europeanization mean and why is it good for Ukraine? Right now, the most important point for Ukraine is to understand that Europeanization is important, not for the EU, not for the country's international image, and not even for the sake of membership. Europeanization is important for each and every Ukrainian.

B.2 Overall Professional Program Goals and Objectives

How does this program link with other current or planned USG activities?

How does this program support the USAID/Ukraine Country Development Cooperation Strategy and which IRs does it support?

The proposed exchange contributes to CDCS IR 1.1 – *Improved legislative and policy environment in line with European standards* – by increasing media coverage and raise awareness among citizens and policy-makers of the facts of EU integration. The exchange also contributes to IR 1.2 – *Improved citizen oversight and engagement in governance* – by increasing the capacity of journalists to more effectively monitor and evaluate Ukraine's progress towards EU integration.

Professional goal(s) (action-oriented, high-level: e.g., *Raise awareness about HIV/AIDS in Ukraine*): Confusion, misunderstanding and misconceptions about EU integration are widespread in Ukraine, especially in the east and south where propaganda and misinformation have exploited citizens' lack of awareness. In light of this challenge, the objective of the exchange program is to increase knowledge and awareness among Ukrainian media professionals to better communicate the facts of EU integration, what integration means in practice, and what it means for citizens, communities and the country by using Poland's experience as a comparative point of reference

Specific objective(s) (targeted, realistic):

By the end of the program, EVs will be able to describe the following (or answer the following questions) about the host country and how it applies to the Ukrainian context:

1. How European institutions function in the Polish context and how this may apply to the Ukrainian context
2. How policy information is presented as regards actions arising from Poland's membership in EU in the President's Office, Prime Minister's Office and the Parliament
3. How EU funds are used
4. How membership in the EU influences the development of civil society in Poland
5. How Polish citizens participate in public life at the city, district and village levels

6. What non-governmental organizations/institutions are involved in dissemination of information about the EU
7. Media and information policy on European integration strategies
8. How European Integration is practically implemented, e.g, local development, local government support programs for the unemployed, programs for rural areas and farmers, anti-corruption programs, independence of the judiciary, transparent policy programs, independent media
9. In addition, participants will be introduced to TV Programs and documentaries on European integration (screenings).

How will this program inspire and prepare participants to implement changes in their home country?

Media professionals will utilize firsthand knowledge gained from the program in order to more effectively and objectively communicate information regarding EU integration to the Ukrainian public. Ultimately, this exchange trip will increase understanding about the realities of EU integration, thereby giving Ukrainian citizens the facts to reach their own informed opinion on the question.

Expected program outcomes:

- By 3 months after training, participants will share information about best practices with colleagues and their professional community (through training, publications, social media). It is expected that participants will inspire discussion in their communities and organizations about accurate reflecting EU integration in Ukrainian media.
- By 6 months after training participants will implement their Action Plans.

Others:

B.3 Program Components

Special Notes:

- 1. In the previous training cycle un the Participant Training Program in Ukraine, USAID identified the Solidarity Fund in Poland without competition to conduct a training program with identical elements to those in this VEF. The Solidarity Fund did not charge a fee for program delivery and PTP implementer World Learning did not engage in any financial transactions with the Solidarity Fund. Participant reactions to that first training program were highly positive. USAID requests that this second program (essentially a repeat of the first, with new participants) follow the same process and once again with the Solidarity Center as training provider.**
- 2. USAID and the Solidarity Fund are expected to suggest organizations in Ukraine that should receive the announcement about participant recruitment.**

Why is the requested country preferred for this program?

Poland, as a close neighbor to Ukraine which has successfully undergone the EU integration process, is the proposed country for training implementation. Poland is a country that understands very well the specific problems associated with the transformation in the context of the process of integration with the European Union. Poland has undergone a similar process, as a former Eastern Bloc country, faced a similar kind of problems as it is now in Ukraine. Poland created its own policy of informing the public on European integration and on the institutions of the European

Union. The role of media in conveying objective and accessible information in this regard, was crucial in Poland. In addition, Poland has a large and long-standing experience in communicating their experiences to representatives of the Ukrainian media. Polish partners have a good understanding of the mentality and the nature of the problems currently facing by the Ukrainian state and the media.

Suggested general or specific site-visits (types of organizations and sites, as bullets):

- in Warsaw:
 - The Office of the President
 - Office of the Prime Minister
 - Parliament
 - Ministry of Foreign Affairs (departments responsible for European policy)
 - Robert Schuman Foundation
 - National Council of Radio and Television
 - Ministry of Infrastructure and Development
 - Ministry of Labour
 - Ministry of Agriculture
 - Courts
 - City of Warsaw district offices
 - Media:
 - Gazeta Wyborcza
 - Rzeczpospolita,
 - Polityka
 - TVP SA
 - TVN-24
- in the regions:
city councils, municipalities, regional media, NGOs

Suggested topics (bullets):

- European institutions and their functioning in the Polish context
- Policy information on actions arising from EU membership in the Office of the President, Prime Minister, Parliament
- EU funds and their use
- The European Union and the development of civil society
- Participation of citizens in public life at the city level, district, village
- Non-governmental organizations/institutions involved in information about the EU - such as Robert Schumann Foundation, European Center of Natolin (Centrum Europejskie Natolin), Public Research Institute (Instytut Badań Publicznych)
- Media and information policy on European integration strategies
- European Integration in Practice: local development, local government programs for the unemployed, programs for rural areas and farmers, anti-corruption programs, independence of the judiciary, transparent policy programs, independent media
- TV Programs and documentaries on European integration – screenings

Required Components:

Action Planning is a required component of all PTP training that helps participants synthesize what they are learning and develop plans to put their new information and insights into action.

Three facilitated action planning sessions are required and participants must complete training with a written action plan, intended for implementation that the program organizers will collect before the group departs.

B.4 Overall Cultural Program Goals and Objectives (more emphasized for US programs)

Any specific cultural objectives for this program? (specific requirements, volunteer activities, etc.)

Given the short duration of the program (two weeks) there are no specific cultural objectives predetermined for the program.

How will exposure to US (or third country) culture benefit this group?

In general, training in Poland will expose Ukrainian participants to European culture, mentality and lifestyle, as well as encourage them to feel like part of Europe. Ukrainian participants will benefit through removing cultural and professional barriers between group members, thinking and interacting as a team. On their return to Ukraine, new knowledge together with team spirit will help to facilitate their interaction and intention to initiate changes within their organizations and in Ukraine in general.

C.1 Summary of Desired Group Profile

Description of group profile – types of organizations, communities, etc:

The ideal candidate will be:

Ukrainian journalist, editor, blogger, and others from the media sector (no cameraman), especially those from the East and South.

Age: Participants should be qualified and be at a stage in their education/careers that enable them to champion lessons learned and lead changes upon return.

Medium: television, radio, newspapers, portals, blogs in southern and eastern Ukraine.

Experience: at least five years required.

C.2 Visitor Profile

All selected candidates will be capable of working in a team environment. All candidates will have a minimum of three years experience and a willingness to remain within their field for 5 years following their trip to the host country.

C.3 Recruitment

Participant recruitment: Brief description of open, competitive approach tailored to this program:

Open recruitment in target areas in addition to targeting individuals within and related to the target areas and themes. Candidates to be identified through interviews involving USAID and PtP program representatives as well as experts and potentially representatives of relevant industry association or other key partner in this field.

Recruitment is expected to include the following specific elements for this program:

1. Ukrainian non-profit web-sites such as civic.org.ua (news about study tours, grants, training programs, internship, NGO's activity etc.); and <http://global.gurt.org.ua/> (GURT Resource Centre).

2. Professional resources and associations.
3. Sites with regional news for corresponding cities.
4. Other social media channels such as relevant LinkedIn and Twitter pages.
5. Professional and alumni lists such as IREX and CC.
6. One or more press-conferences for local journalists, non-government, government and business representatives.
7. Professional meetings in corresponding cities.



USAID
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**PARTICIPANT
TRAINING
PROGRAM**

VISITOR EXCHANGE REQUEST FORM FOR USAID/UKRAINE

A. General Information			
A.1 Program Theme: Strengthening Conflict Resolution Capacities in War-Affected Communities			
<p>City/Region (oblast) of Participants: Donetsk, Luhansk, Kharkiv, Dnipropetrovsk and Zaporizhya Oblasts</p> <p>Brief justification for selection of this location(s) to benefit from the program: Participants will be drawn from representatives of local authorities, community groups, displaced persons, returnees, host communities, and community mediators from GOU-controlled areas of Donetsk, Luhansk, Kharkiv, Dnipropetrovsk and Zaporizhya Oblasts, which have been most dramatically affected by conflict.</p> <p>According to the <i>Ukraine Recovery and Peacebuilding Assessment</i> conducted by the World Bank, of 5.2 million people in the Donbass region at least 3.9 million have been directly affected by the conflict. In addition, the three adjoining oblasts of Zaporizhzhia, Dnipropetrovsk, and Kharkiv have been particularly affected by economic disruption and a heavy influx of internally displaced persons (IDPs). Prior to the conflict, the Donbas region had already faced significant long-term challenges related to poverty, demography, and its economic structure. The conflict has also significantly deteriorated levels of social cohesion, trust and cooperation throughout the country, which were already eroded. (http://documents.worldbank.org/curated/en/2015/05/24487456/recovery-peacebuilding-assessment-analysis-crisis-impacts-needs-eastern-ukraine-synthesis-report)</p>			
<p>Intervention type (US = "Community Connections," three weeks with home stays; 3rd country = one week):</p>		<p>US:</p>	<p>3rd country: <input checked="" type="checkbox"/></p>
<p>Requested Country (if 3rd country): Bosnia & Herzegovina</p>			
A.2 USAID Contact			
USAID Officer			
Position			
Office			
Telephone Number			
Fax Number			
E-mail Address			
A.4 World Learning Partner Organization Contact			
Name			
Organization			
Address			
Tel.			
Fax			

E-mail	
A.5	Suggested Program Dates (preferred month/year):
A.6	Number of Visitors: 10
B.	Intended Group Results
B.1	Background Information (Key issues/challenges and their general context in Ukraine)
<p>The International Displacement Monitoring Center (IDMC) estimates that there were at least 1,332,600 IDPs in Ukraine as of May, 2015. However, UNHCR estimates that the number of IDPs is likely higher, because many IDPs are believed not to have come forward to authorities or NGOs. IDPs face hugely complex social and psychological problems related to adaptation and socialization in a new place. This situation causes tension within communities that host IDPs. Local authorities and the population in these communities are not economically or psychologically prepared to accommodate the influx of IDPs. They do not know how to respond and adapt to the challenges the settlers pose, which may exacerbate social and ethno-religious tensions and could result in new conflicts.</p> <p>The conflict in eastern Ukraine is driven by strategic, geopolitical objectives and its impact on individuals and communities is devastating. Violence, displacement, scarce resources, fear and propaganda have eroded community coping mechanisms for resolving local disputes peacefully. As a result, interpersonal and inter-communal disputes, which previously would have been resolved through negotiation or mediation, can quickly escalate into violence. The risk of violence is exacerbated by the increased availability of small arms in communities and greater tolerance for violence as a means of resolving conflicts.</p> <p>The need for peacebuilding efforts in conflict-affected regions has been recognized by the GOU as urgent and mandatory. Many international agencies and donor organizations have developed long-term initiatives to encourage dialogue and strengthen the capacity of governmental agencies, NGOs and local communities to resolve conflict. These initiatives focused on enhancing the capacity of community leaders through training and mentoring and allowing them to advocate for peace and facilitate dialogue among communities, displaced persons, enforcement authorities and others effected by conflict on a national level.</p> <p>This program’s hypothesis assumes that IF community leaders’ conflict resolution skills are strengthened through a training-of-trainers (ToT) that includes observation, modeling, coaching and practice, THEN interpersonal and inter-communal conflicts will be mitigated and violence will be reduced.</p>	
B.2	Overall Professional Program Goals and Objectives
<p>How does this program link with other current or planned USG activities?</p> <p>In July 2014, USAID/OTI launched the Ukraine Confidence Building Initiative (UCBI) to augment ongoing U.S. efforts to support the new government in creating a prosperous and stable Ukraine. The goal of UCBI is to support a successful and peaceful democratic transition and to promote national cohesion in the wake of the conflict in the Eastern Ukraine.</p> <p>This year, USAID will also support a program called “Enhancing the Capacity of Local Communities through Introduction into Do No Harm and Peace Building Approaches in Eastern Ukraine” which will train 75 representatives of NGOs in do-no-harm approaches to humanitarian assistance and peacebuilding. Twenty-five of the program’s most promising participants will then attend a ToT in Kyiv on related topics.</p>	

The current program builds directly upon the “Enhancing the Capacity of Local Communities through Introduction into Do No Harm and Peace Building Approaches in Eastern Ukraine” ToT. Ten of the ToT’s most promising participants will be selected to attend the “Strengthening Conflict Resolution Capacities in War-affected Communities” training in Bosnia & Herzegovina where they will learn to effectively design and facilitate trainings to enhance conflict resolution capacity in affected communities. Participants will also be introduced to the Bosnian experience in conflict resolution and peacebuilding through visits to local and international NGOs involved in training activities, as well as meetings with local authorities, communities and IDPs.

How does this program support the USAID/Ukraine Country Development Cooperation Strategy and which IRs does it support?

The program will contribute to USAID’s CDCS for Ukraine, specifically Democracy and Governance IR 1.2: Improved Citizen Oversight and Engagement in Governance.

The program will be closely linked to OTI and ODG's peace building programs, and will be implemented in coordination with other USAID efforts.

Professional goal(s) (action-oriented, high-level: e.g., *Raise awareness about HIV/AIDS in Ukraine*): The goal of the training is to develop the ability of activists and humanitarian workers to utilize conflict sensitive approaches that promote peace and do not exacerbate violent conflict in southern and eastern Ukraine. This program will develop the ability of activists and humanitarians to facilitate communication between various parties to conflict through do-no-harm approaches. A cohort of the participants will become trainers and will be familiarized with practical approaches to and lessons learned about conflict resolution and peacebuilding in Bosnia.

Ultimately, this program will contribute to the creation a pool of experts and trainers able to introduce and implement do-no-harm and peace building approaches in Ukraine.

Specific objective(s) (targeted, realistic):

This training program will consist of two equally important parts: enhancing participants’ skills as trainers (ToT) and exposing them to Bosnia’s experience in the area of conflict resolution and peacebuilding. By the end of the program, the participants will be able to describe the following (or answer the following questions) about the host country’s experience and how it applies to the Ukrainian context:

Part 1: 2-day Workshop "Conflict Resolution in Difficult Conditions":

1. How are goals set for conflict resolution and dialogue trainings? What are the main factors to be considered in the process of training design? What are the strengths and limitations of such trainings given unpredictable and changing dynamics of conflict?
2. How can effective communication be established between trainers and trainees? What are major approaches to developing a sense of community and collaborative space among training participants? How do these approaches impact effectiveness of the trainings?
3. How can interactive group learning be facilitated? How can group leadership skills be developed? What are the key roles within training team? How are effective training teams created using a group leadership approach?

Part 2: Visits to Bosnian NGOs and Peer-to-Peer Communications:

1. How are conflict-sensitive aid assistance programs developed and implemented so that IDPs and host communities recognize their benefits and tensions are not exacerbated?
2. What key mechanisms can be employed to involve local communities and IDPs in conflict resolution and peace building initiatives?
3. How have do-no-harm and peace building approaches been applied in Bosnia & Herzegovina and what lessons were learned?
4. What is Bosnia's experience with mobilizing communities to address the needs of IDPs?
5. What successful initiatives were implemented in Bosnia & Herzegovina that strengthened the conflict resolution capacities of local NGOs, communities and activists?
6. What effective mitigation tools and interventions were used during the armed conflict? What is Bosnia's experience in implementing these tools?
7. What role do local governments play in addressing problems associated with IDPs?

How will this program inspire and prepare participants to implement changes in their home country?

Since Ukraine, until very recently, has not experienced open conflict, many of the strongest civil society actors do not have the skills to address the multiple and complex challenges they are currently facing. This training will be a much needed injection of methodologies for conflict resolution at a critical time. Through this training participants will develop their conflict resolution, mediation and negotiation skills. They will learn how to apply these skills to the new high-stakes contexts presented by the armed conflict in which tensions are high, violence is prevalent and tolerated, weapons are increasingly available, and coping mechanisms are weaker. By engaging with their peers in Bosnia & Herzegovina, Ukrainian community leaders will learn that interpersonal and communal violence is manageable, notwithstanding the wider armed conflict. With restored confidence in their role as mediators, new skills applicable to the present context, and a comparative perspective from their hosts, participants will be empowered to return to their communities to work with their family, friends and neighbors to resolve disputes that may arise.

Expected program outcomes:

- By 3 months after training, participants will share information about best practices with colleagues and their professional community (through training, publications, and social media). It is expected that participants will inspire discussion in their communities and organizations about aspects conflict resolution and peacebuilding that they studied during their program.
- By 6 months after training participants will implement their Action Plans.

B.3 Program Components

Why is the requested country preferred for this program?

Bosnia & Herzegovina is a post-conflict EU member state with many political and cultural traits similar to those of Ukraine. Bosnia & Herzegovina has expertise with conflict resolution which is uniquely relevant to the current conflict in Ukraine. Bosnia & Herzegovina is geographically close to Ukraine allowing for relationships to be developed between participants and their host country peers over the long term.

Suggested general or specific site-visits (types of organizations and sites, as bullets):

- Local NGOs involved in conflict resolution activities and training provision;
- Local and international humanitarian organizations working in the area of conflict resolution and peacebuilding;
- Local communities and IDP families involved in conflict resolution and peace building initiatives;
- Local government responsible for addressing problems faced by IDPs.

Suggested topics (bullets):

- ToT design (setting goals, selection of module components); conflict resolution in difficult conditions; strengths and limitations of training within change processes;
- Communication and confidence building skills with regards to implementing conflict resolution and peacebuilding activities;
- Effective facilitation and group leadership skills; facilitation of interactive group learning processes;
- Effective mitigation tools and interventions used during armed conflict;
- Development and implementation of conflict-sensitive humanitarian assistance activities;
- Effective community level conflict resolution programs in Bosnia & Herzegovina;
- Bosnian experience in mobilizing communities to address the needs of IDPs.

Program Components:

1. Pre-Departure Orientation in Kyiv: Prior to departure, participants will be brought together for a 1 day workshop in Kyiv to orient them to the program; refine their personal expectations, goals and objectives for the trip; and network with other participants from across eastern Ukraine.

2. Visits local NGOs, international NGOs/organizations, and institutions: The Participants will be exposed to Bosnia & Herzegovina's experience with conflict resolution and peacebuilding and will consider how it can be applied in Ukraine.

3. 2-day training workshop: Entitled "Conflict Resolution in Difficult Conditions" (i.e. uncertain, insecure).

4. Peer-to-peer relationships: The participants will be divided into three small groups. Three Bosnian training organizations working outside Sarajevo will be identified to host each group and introduce the participants to their conflict resolution programs, including the challenges they have faced and impact they have achieved.

5. Action Planning: Action Planning is a required component of all PTP trainings that helps participants synthesize what they learn and develop plans to put new information and insights into action. Facilitated action planning sessions are required, and participants must complete training with a written Action Plan that the program organizers will collect before the group departs.

6. Post-Trip Reflection/De-Briefing in Kyiv: Upon returning to Kyiv, the participants will convene for a closing workshop to reflect on what they learned, discuss their Action Plans and steps they have taken to implement them.

7. Follow-up: USAID will periodically follow up with the participants to monitor how their skills are being applied and what additional support they require. USAID's Office of Transition Initiative's program is actively working with conflict-affected communities in the East and is interested in following up with participants to jointly develop programs that allow them to directly apply their new skill sets. Similarly, USAID's forthcoming Peacebuilding and Reconciliation Program will engage with participants when that program launches in late 2015.

B.4 Overall Cultural Program Goals and Objectives (more emphasized for US programs)

Any specific cultural objectives for this program? (specific requirements, volunteer activities, etc.)

Given the short duration of the program (one week) there are no specific cultural objectives for the program.

How will exposure to US (or third country) culture benefit this group?

Training in a European country will expose Ukrainian participants to European culture, mentality and lifestyle, and will encourage them to feel like part of Europe. Ukrainian participants will benefit by breaking down cultural and professional barriers between group members and encouraging them to think and interact as a team. Upon their return to Ukraine, participants initiate changes within their communities and organizations and in Ukraine in general.

C.1 Summary of Desired Group Profile

Description of group profile – types of organizations, communities, etc:

The participants shall be representatives of local authorities, the media, NGOs, affected communities, social workers, and IDP's involved in advocacy for peace and unity in areas of conflict and social tension such as Dnipropetrovsk, Donetsk, Kharkiv, Lugansk and Zaporizhzhya regions.

C.2 Visitor Profile

Participants will be capable of working in a team environment; will have a minimum of three years' experience; and must be willing to remain within their field for 5 years following the program. The participants will develop a draft training agenda for disseminating their new knowledge and skills to other organizations and community groups in Ukraine. Upon return to Ukraine, the participants will serve as trainers in their communities and experts at do-no-harm workshops in Ukraine.

C.3 Recruitment

Participant recruitment: Brief description of open, competitive approach tailored to this program:

Potential candidates will be pre-selected by the USAID Ukrainian Confidence Building Initiative from the best participants of the "Enhancing the Capacity of Local Communities through Introduction into Do No Harm and Peace Building Approaches in Eastern Ukraine" and subsequent ToT in Kyiv. The pre-selected candidates will be interviewed by PTP representatives and key experts in this field.



USAID
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**PARTICIPANT
TRAINING
PROGRAM**

VISITOR EXCHANGE REQUEST FORM FOR USAID/UKRAINE

A. General Information				
A.1	Program Theme: Transitional Justice Mechanisms and Human Rights in Conflict and Post-Conflict Situations			
	<p>City/Region (oblast) of Participants: Nationwide</p> <p>Brief justification for selection of this location(s) to benefit from the program:</p> <p>Participants will be drawn from active human rights and/or peace building groups and coalitions that engage in transitional justice-type work, as well as rule of law and justice sector professionals, media, and relevant government institutions. A majority of them will be based in Kyiv, and a number of human rights activists will be IDPs from eastern Ukraine, Crimea (members of Crimea SOS, Vostok SOS, and Justice for Peace in Donbas Coalition) and Donbas area. For this reason, it is proposed not to limit the geographic coverage for this training and not to limit participation based on applicants' official place of residence as indicated on their passports.</p>			
	<table border="1"> <tr> <td>Intervention type (US = "Community Connections," three weeks with home stays; 3rd country = one week):</td> <td>US:</td> <td>3rd country: <input checked="" type="checkbox"/></td> </tr> </table>	Intervention type (US = "Community Connections," three weeks with home stays; 3 rd country = one week):	US:	3rd country: <input checked="" type="checkbox"/>
Intervention type (US = "Community Connections," three weeks with home stays; 3 rd country = one week):	US:	3rd country: <input checked="" type="checkbox"/>		
	Requested Country (if 3 rd country): Bosnia & Herzegovina and Serbia			
A.2 USAID Contact				
USAID Officer				
Position				
Office				
Telephone Number				
Fax Number				
E-mail Address				
A.4 World Learning Partner Organization Contact				
Name				
Organization				
Address				
Tel.				
Fax				
E-mail				
A.5	Suggested Program Dates (preferred month/year): November/December 2015			
A.6	Number of Visitors: 10			
B. Intended Group Results				
B.1	Background Information (Key issues/challenges and their general context in Ukraine)			

The unanticipated events of the past year and a half – EuroMaidan, Crimea’s annexation, and the armed conflict in Donbas – have precipitated an unprecedented human rights crisis in Ukraine. Media and domestic and international human rights groups and monitors have consistently reported widespread and systematic abuses against civilians, including abduction, detention, torture, extra-judicial killings, indiscriminate arms fire, exposure to landmines, use of civilian population as human shields, forced displacement, trafficking, and other grave human rights abuses. Violent repression by the previous administration against EuroMaidan protesters resulted in more than 100 deaths. In addition to addressing ongoing human rights problems, all violations that occurred during this timeframe require thorough investigation, as responsible perpetrators of violence and violators of rights are yet to be investigated, arrested or put on trial. This is the best way of rebuilding trust in the weakened democracy.

The United Nations defines transitional justice as “the full set of processes and mechanisms [judicial and non-judicial measures] associated with a society’s attempts to come to terms with a legacy of large-scale past abuse, in order to secure accountability, serve justice and achieve reconciliation.” It is essential for strengthening rule of law in post-conflict situations, and is an integral element of the peacebuilding agenda in countries recovering from conflict. In particular, transitional justice processes seek to ensure that states: comply with obligation to investigate and prosecute alleged perpetrators of gross violations of human rights and serious violations of international humanitarian law; ensure the right of victims to reparations ensure the right of victims and societies to know the truth about violations; and prevent, that is put in place guarantees of non-recurrence of such atrocities in the future.

Revolutionary changes in Ukraine provide a unique window of opportunity for a complete reset of Ukraine’s political system and the establishment a democratic, rule-of-law centric European state. Transitional justice measures open a second chance [post-2004 Orange Revolution] for democracy in Ukraine (with institutions build upon citizens’ trust), and will eventually help it overcome its past. In the Ukrainian context, transitional justice would help catalyze democratic processes and strengthen democratic institutions such as the independent judiciary and legislative bodies, but only if all interest groups in society are involved in the decision-making process, winners and losers alike. The proposed training program would partially serve this purpose.

If transitional justice awareness and skills are strengthened through observation, training and sharing best practices, and informed public debate is launched in Ukraine as a result of which properly functional transitional justice measures are put in place, then those responsible for wrongdoings will be held accountable and civic trust in democratic institutions will be established. The impact that trials on past injustices can have on reestablishing citizen trust in the independent judiciary and rule of law is higher if the trials take place inside the country where the conflict originated and not outside.

B.2 Overall Professional Program Goals and Objectives

How does this program link with other current or planned USG activities? How does this program support the USAID/Ukraine Country Development Cooperation Strategy and which IRs does it support?

The program will contribute to the IR 1.3 (The GOU is more accountable to its citizens) and sub-IRs 1.3.1 (Citizens awareness of rights improved), and 1.3.2 (Increased access to mechanisms for the redress of grievances) in the 2012-2016 Country Development Cooperation Strategy.

Professional goal(s) (action-oriented, high-level: e.g., *Raise awareness about HIV/AIDS in Ukraine*):

The main goal of this program is to strengthen knowledge and skills related to transitional justice among human rights activist and rule of law/justice sector professionals. As a result of this training they learn about judicial and non-judicial processes and mechanisms, including prosecution initiatives, facilitating initiatives in respect of the right to truth, delivering reparations, institutional reform and national consultations.

Specifically, participants will be exposed to the practical implementation of transitional justice concepts and approaches, including identification of key stakeholders for transitional justice processes and methods to consolidate and engage them in joint efforts. In addition, participants will gain insight into lessons learned and how to deal with sensitive and contested issues.

Practical experience gained by participants in this training will help to establish properly functioning transitional justice mechanisms to end the culture of impunity and support rule of law thereby strengthening democratic governance in Ukraine. It will also equip the participants with skills and knowledge that are important for dealing with the past and communicating with different stakeholders including armed groups and former political prisoners.

Specific objective(s) (targeted, realistic):

By the end of the program, EVs will be able to describe the following (or answer the following questions) about the host country and how it applies to the Ukrainian context:

1. What are the main concepts of transitional justice? Why are these concepts important for conflict and post-conflict/war countries?
2. How did transitional justice processes start in the selected Balkan country? What were the milestones and what is the current situation in the selected Balkan country?
3. Who are the main stakeholders involved in transitional justice process? What are their respective roles and tasks?
4. What approaches were implemented in the selected Balkan country to consolidate main stakeholders and engage them in joint efforts?
5. What are key methods to engage state, civil society and the public at large in the transitional justice process?
6. How are transitional justice policies developed? What are the core elements of a comprehensive transitional justice policy?
7. What main mechanisms of transitional justice are implemented in the selected Balkan country?
8. What main lessons were learned from the selected Balkan country's transitional justice process?
9. What is role of media in transitional justice processes?

How will this program inspire and prepare participants to implement changes in their home country?

Participants will gain an understanding of the complexities involved in rebuilding a society after conflict. They will be introduced to all elements of transitional justice as they work in practice including those implemented by the state and by civil society. In particular, they learn how to involve all stakeholders and different crucial institutions in reconciliation efforts. As a result, participants provided with critical skills and knowledge will be able to reconsider the past and involve major transitional justice stakeholders to sustain civic trust in Ukraine.

Expected program outcomes:

- By 3 months after training, participants will share information gained as a result of this training program with colleagues and their professional community through training, publications and social media. It is expected that participants will inspire discussion in their communities and organizations using practical experience from their Balkan colleagues in the area of transitional justice and conflict-sensitivity.
- By 6 months after training participants will implement their Action Plans.

B.3 Program Components

Why is the requested country preferred for this program?

Western Balkans

Post-conflict European countries located in Western Balkans, such as Bosnia & Herzegovina and Serbia are proposed as potential destination countries. NGOs, journalists and activists in these countries possess unique expertise in transitional justice and will share their experience with Ukrainian peers throughout the course of the training program. A European country is preferred given the close political and cultural ties to Ukraine, as well as the importance of the issue of EU association to the crisis in Ukraine. Moreover, conducting the exchange in a nearby country could allow for relationships with counterparts to develop over the long term as participants stay in contact with their peers.

USAID's Human Rights in Action Program helps develop a uniform methodology for human rights monitoring and fact finding, and proper documentation of collected evidence. USAID's implementing partner, the Ukrainian Helsinki Human Rights Union, participating in all major NGO coalitions related to human rights violations during EuroMaidan, as well as in Crimea and Donbas and co-owns a data base of human rights violations and prepares documents for future trials, tribunals and truth commissions. The Program will closely collaborate with UNDP and IRF, as well as relevant USAID programs, such as RADA and FAIR Justice to helping Ukraine develop and implement transitional justice mechanisms.

Suggested general or specific site-visits (types of organizations and sites, as bullets):

The training should include theoretical presentations; a one day workshop to study designing transitional justice strategies and how they can be applied in Ukraine; site visits to genocide memorials; and meetings with key stakeholders including relevant commissions and institutions, the judiciary, survivors and victims of genocide/conflict and their organizations, possibly perpetrators of genocide, university communities, relevant defense and police institutions, women and youth.

Organizations participants will visit include:

- Human rights NGOs, associations, commissions and activists
- National and regional government bodies involved in transitional justice policy development, implementation and enforcement
- The Judiciary and Prosecutor office
- Communities hindered by war/conflict
- Survivors and victims of genocide/conflict

- Confessed perpetrators of genocide that interact with university communities, relevant defense and police institutions and members of society
- Media outlets
- Volunteer groups, particularly those actively working on reconciliation with combatants

Specific organizations suggested for visit include but not limited to the following:

For Bosnia and Herzegovina

- The Research and Documentation Centre (Sarajevo, BiH);
- Association of detainees BiH, (Savez logoraša BiH) – <http://www.logorasibih.ba/savez/index.php>
- Youth initiative for Human Rights in BiH
- The State Court for War Crimes (War Crimes Chamber)
- Missing Persons Institute, created in 2000 in BiH;
- Governmental officials in charge for a state-level Transitional Justice Strategy of BiH;
- The Property Law Implementation Program;
- Ad hoc Commission for the Investigation on the Suffering of Sarajevo Citizens (to study why it was not successful).

For Serbia:

- Regional Commission for Truth-seeking and Truth-telling about War Crimes in the Former Yugoslavia (REKOM) – <http://www.recom.link/about-us-2/sta-je-rekom/>
- Humanitarian Law Center (Belgrade, Serbia) – <http://www.hlc-rdc.org/?lang=de>
- Youth Initiative for Human Rights in Serbia – <http://ba.yihr.org/en/>
- Helsinki Committee for Human Rights in Serbia - <http://www.helsinki.org.rs/index.html>
- The Balkan Transitional Justice Initiative – <http://www.balkaninsight.com/en/balkan-transitional-justice/about-the-project>
- Association for Missing Persons and Association of War Veterans
- Specialized War Crimes Chamber of the Belgrade District Court and a War Crimes Prosecutor's Office, established in 2003 (Serbia)
- Witness Protection Unit within Serbia's Interior Ministry (Serbia)
- Ad hoc Commission of Inquiry – the Srebrenica Commission (Serbia)

In addition, training provider will be requested to explore the opportunity to organize Skype or video conference with ICC- former Yugoslav Tribunal.

Suggested topics (bullets):

- Main concepts of transitional justice
- Roles and tasks of stakeholders involve in transitional justice
- Key mechanisms to engage stakeholders in transitional justice processes
- Milestones, approaches, results and lessons learned from the selected Balkan country pertaining transitional justice processes
- The media's role in transitional justice processes
- Educational, awareness raising and anti-militancy campaigns: engagement of youth, combatants and victims of the conflict as peace agents
- Theory and practice of organizing dialogue groups at the local level
- History and memorialization of civil war and genocide in the training location
- Roles, challenges and tasks of human rights organizations working in post-conflict zones
- Establishing and managing local centers for peacebuilding and reconciliation such as in Prijedor, Mostar, Beograd, Bujanovac, Priština, Mitrovica, Podgorica, Skopje and Osijek

- Post-war success stories and cases in the selected Balkan country

Required Components:

Action Planning is a required component of all PTP training that helps participants synthesize what they are learning and develop plans to put their new information and insights into action. Three facilitated action planning sessions are required and participants must complete training with a written action plan, intended for implementation that the program organizers will collect before the group departs.

Others:

B.4 Overall Cultural Program Goals and Objectives (more emphasized for US programs)

Any specific cultural objectives for this program? (specific requirements, volunteer activities, etc.)

Given the short duration of the program (one week) there are no specific cultural objectives predetermined for the program.

How will exposure to US (or third country) culture benefit this group?

In general, training in the European country will expose Ukrainian participants to European culture, mentality and lifestyle, as well as encourage them to feel like part of Europe. Ukrainian participants will benefit through removing cultural and professional barriers between group members, thinking and interacting as a team. On their return to Ukraine, new knowledge together with team spirit will help to facilitate their interaction and intention to initiate changes within their organizations and in Ukraine in general.

C.1 Summary of Desired Group Profile

Description of group profile – types of organizations, communities, etc:

The program should target qualified representatives of the following groups:

- Human rights and/or peace building organizations and coalitions engaged in monitoring and fact-finding related to EuroMaidan and human rights violations in eastern Ukraine and Crimea
- Rule of law and justice sector professionals that will work in transitional justice (who currently assist victims to seek redress, investigate grave human rights violations, and bring perpetrators to justice)
- Members of relevant government institutions, such as the Human Rights Commissioner’s Office, Ministry of Justice, and possibly staff of relevant parliamentary committees (such as Human Rights Committee)
- Journalists engaged in human rights reporting (one slot will be allocated for this category)
- Internally Displaced People (IDPs) and other citizens affected by the conflict

C.2 Visitor Profile

All selected candidates will be capable of working in a team environment. All candidates will have a minimum of three years experience and a willingness to remain within their field for 5 years following their trip to the host country. Potential candidates will be

requested to submit a one-page outline explaining how they plan to apply new knowledge and skills in Ukraine

C.3 Recruitment

Participant recruitment: Brief description of open, competitive approach tailored to this program:

Open recruitment in target areas in addition to targeting individuals within and related to the target areas and themes. Candidates to be identified through interviews involving USAID and PtP program representatives as well as experts and potentially representatives of relevant industry association or other key partner in this field.

Additional selection criteria could be:

- Relevant expertise and extensive professional experience in the field of human rights, particular in relation to EuroMaidan, and human rights violations in Crimea and eastern Ukraine;
- One-page outline explaining how candidates plan to apply new knowledge and skills in Ukraine
- No age limit given that an applicant will remain active in the field of human rights for at least another five years.